

naturel and
RENEWABLE

HIGH-PRESSURE LAMINATE WITH BIO-RESIN & RECYCLED PAPERS

G-INNO®

INNOVATION FOR INTERIOR SURFACES

GENTAS
a touch to life

LIGNIN TECHNOLOGY SIGNIFICANTLY REDUCES THE AMOUNT OF PHENOL IN RESIN BY UP TO 50%

1 G-INNO® uses a Lignin based Phenolic resin which is a natural and renewable Polymer.

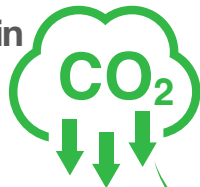
2 After cellulose, Lignin is the 2nd most abundant natural Polymer, in the world

3 Lignin is also a by-product of the pulp-making process and is already available in large quantities

4 Lignin is found in cell walls of almost all dry-land plants and acts as a natural and strong binder

5 G-INNO® contains 10% bio base material in the resin and is made with 50% recycled paper. Therefore G-INNO® has 60% of recycled content

39% reduction in CO₂ emissions



23% less water consumed



30% substitution of phenolic resin with natural lignin resin



Paper from recycled fibers



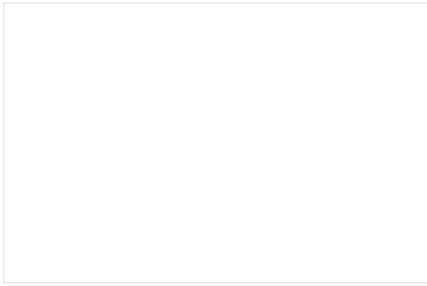
22% less energy consumed





A SELECTION OF PLAIN COLOURS & WOOD GRAINS

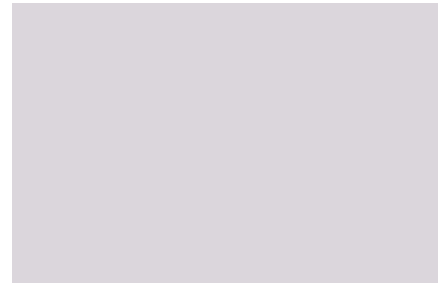
High Pressure Laminate
Produced to EN438 International Quality Standard
Brown Core



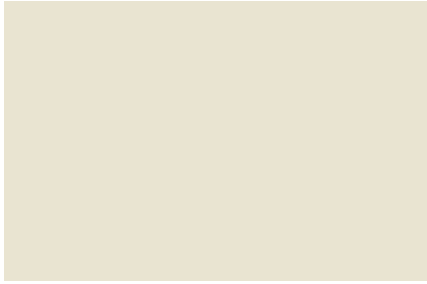
3103



3107



3153



3295



3151



3281



3284



3303



3156

Sizes Available:

2800x1300 mm & 3050x1300 mm

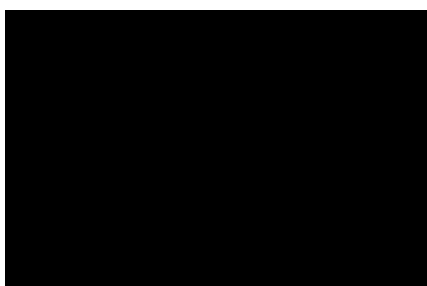
Thickness: 0.7mm - 12mm

Surface Finishes:

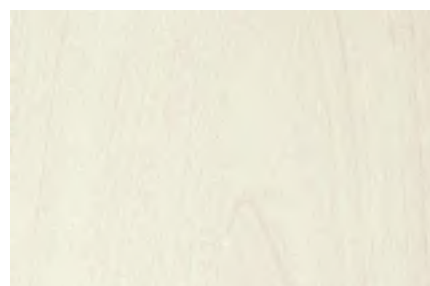
Matt, Esse, Velur, Gloss & Veneer,

ZERO®

3155



3190



4293



4624



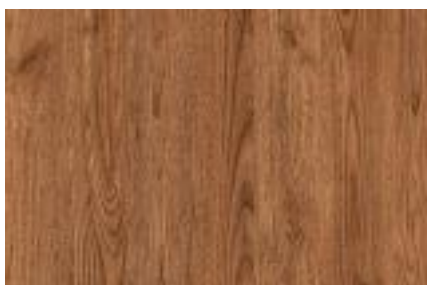
4558



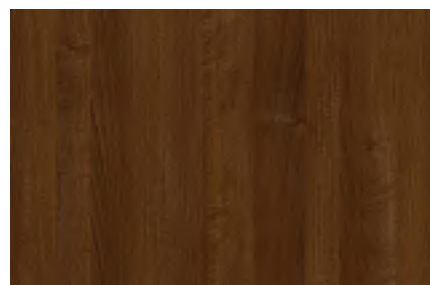
4608



4610



4626



4481

G-INNO® TECHNICAL DATA

Characteristics	Test method	Tested Value	Required Value
Thickness	EN 438-2 section 5	According to the required thickness	$1.0 \leq t < 2.0 \text{ mm} : \pm 0.10 \text{ mm}$ $6.0 \leq t < 8.0 \text{ mm} : \pm 0.4 \text{ mm}$ $8.0 \leq t \leq 12.0 \text{ mm} : \pm 0.5 \text{ mm}$
Density	ISO 1183 - 1	1.47 gr/cm ³	Min. 1.35 gr/cm ³
Gloss Level @ 60°	ISO 2813	1.5	---
Scratch Resistance	EN 438-2 section 10 CGS	IP = 185 Rev. Wear Value = 485 Rev.	Initial Point $\geq$ 150 Rev. Wear Value $\geq$ 350 Rev.
Impact Resistance	EN 438-2 Big Ball section 21 CGS $1.0 \leq t < 6.0 \text{ mm}$ $t \geq 6.0 \text{ mm}$	No Crack , 4.5 mm No Crack , 3.5 mm	1400 mm height : no crack , 10 mm Max. 1800 mm height : no crack , 10 mm Max.
Resistance To Craziing (20 Hours @ 80°C)	EN 438-2 section 24 CGS	Level 4	Min. Level 4
Resistance to Dry Heat (20 min. @ 160°C)	EN 438-2 section 16 CGS Flat Surface Finish	Level 4	Min. Level 4
Resistance to Water Vapor	EN 438-2 section 14 CGS Flat Surface Finish	Level 4	Min. Level 4

Characteristics	Test method	Tested Value	Required Value
Resistance to Immersion in Boiling Water	EN 438-2 section 12 CGS $t \geq 6.0$ mm Flat Surface Finish	$\Delta t = 0.7\%$ $\Delta m = 0.9\%$ Level 5	Max. 2% in thickness Max. 2% in thickness Min. Level 4
Resistance to Staining	EN 438-2 section 26 CGS Group 1 + 2 Group 3	Level 5 Level 5	Min. level 5 Min. level 4
Durability of surface finish and adhesion of surfacing and edging materials	BS 6222 : 1999	Level 5 Pass	Min. rating 4
Flatness	EN 438-2 section 9 CGS $1.0 \leq t < 2.0$ mm $6.0 \leq t < 10.0$ mm $t \geq 10.0$ mm	2.23 mm 1.46 mm 1.87 mm	Max. 60 mm / 1 M length Max. 5 mm / 1 M length Max. 3 mm / 1 M length
Light fastness	EN 438-2 section 27 CGS Grey Scale	Level 5	Min. level 4
Dimensional Stability at Elevated Temp. (70°C)	EN 438-2 section 17 CGS $1.0 \leq t \leq 2.0$ mm $t \geq 5.0$ mm	L : 0.22% W : 0.35% L : 0.18% W : 0.23%	L : Max. 0.45% W : Max. 0.9% L : Max. 0.3% W : Max. 0.6%
Tensile Strength	EN ISO 527 – 2 CGS	104 MPa	Min. 60 MPa

Characteristics	Test method	Tested Value	Required Value
Flexural Strength	EN ISO 178 CGS	105 MPa	Min. 80 MPa
Flexural Modulus	EN ISO 178 CGS	10,434 MPa	Min. 9000 MPa
Resistance to Fixings	EN 13894-1 12 mm	6,873 N	4,000 N
Coefficient Of Linear Thermal Expansion (COTE)	ASTM D696-08 ⁽³⁾	6.0 x 10-6 mm / mm °c	---
Thermal Conductivity	ASTM C 518 CGS 6 mm	0.416 W/mK	---
Determination of Formaldehyde release – Part 3 : Gas Analysis Method	ISO 12460-3 : 2015	0.86 mg/m ² hr E0	≤ 1.75 mg/m ² hr E0 Class
Formaldehyde Emission	EN 717-1 10 - 13 mm	≤ LOQ ⁽³⁾ mg/m ³ ≤ LOQ ⁽³⁾ ppm	≤ 0.124 0.1 ppm (E0 Class)
Release of dangerous substances	UNI EN 16516 : 2020 10 mm 13 mm	0.068 mg/m ³ 0.06 ppm 0.071 mg/m ³ 0.06 ppm	≤ 0.124 0.1 ppm (E0.5 Class) ≤ 0.124 0.1 ppm (E0.5 Class)
Contact With Food – Overall Migration	EN 1186-3 Acetic Acid 3% w/w EN 1186-14 Ethanol 10% w/w EN 1186-14 Ethanol 95% w/w	9.6 mg/dm ² 4.3 mg/dm ² < 2 mg/dm ²	< 10 mg/dm ² < 10 mg/dm ² < 10 mg/dm ²

Characteristics	Test method	Tested Value	Required Value
Total Migration of materials in contact with food	Food Contact Materials – Regulation (EC) 1935/2004	Test report No. 0003165598/30 AZ 222179 TÜV Rheinland®	Pass According to (EC) 1935/2004
Chlorine Surface Resistance	Gentas Internal test Method	See Table below	---
Hydrogen Peroxide Surface Resistance	Gentas Internal test Method	See Table below	---
Antiseptics & Sanitizers Surface Resistance	Gentas Internal test Method	See Table below	---

Remarks :

(1) CGS = Compact Grade Standard Laminate

(2) Required Values Based on 438-4

(3) LOQ : Limit Of Quantificatio (0.02 mg/m³)

Chlorine Surface Resistance Test ⁽⁵⁾ :

3096⁽¹⁾ / 4596⁽²⁾ ; 8 mm⁽³⁾ ; Velur 1400x3600 ; 1000 ppm concentration⁽⁴⁾

Duration ⁽⁵⁾ Decor	1 Hour	2 Hour	4 Hour	8 Hour	12 Hour	24 Hour
3096 ⁽¹⁾ Rating Scale ⁽⁷⁾	0	0	0	0	0	0
4596 ⁽²⁾ Rating Scale ⁽⁷⁾	0	0	0	0	0	0

3096⁽¹⁾ / 4596⁽²⁾ ; 8 mm⁽³⁾ ; Velur 1400x3600 ; 10,000 ppm concentration⁽⁴⁾

Duration ⁽⁵⁾ Decor	1 Hour	2 Hour	4 Hour	8 Hour	12 Hour	24 Hour
3096 ⁽¹⁾ Rating Scale ⁽⁷⁾	0	0	0	0	0	0
4596 ⁽²⁾ Rating Scale ⁽⁷⁾	0	0	0	0	0	0



Remarks :

- (1) 3096 Plain décor CGS
- (2) 4596 Printed décor CGS
- (3) 8 mm pressed in Velur finish in size 1400 x 3600
- (4) 1000 and 10,000 ppm water base solutions
- (5) Duration according to Tables; Test method according to the below instructions;
Rating Scale according to the below instructions
- (6) Test method :
 - With a pipette drop 5 drops from the tested concentration and cover with a laboratory glass cover
 - After the required duration , remove the glass cover , rains with water and wiper with a dry cotton cloth
 - Examine the tested samples according to the below rating scale and advice with a test report
- (7) Rating Scale : Level 0 – No Detectable Change for naked eye
 - Level 1 – Slight Change in Color or Gloss or surface structure
 - Level 2 – Slight Surface Etching or Severe Staining
 - Level 3 – Pitting / Cracking / Swelling / Erosion of the surface
 - Level 4 - Obvious & Significant Deterioration of the surface

Hydrogen Peroxide Surface Resistance Test ^(1,5):

3103⁽²⁾ ; 4 mm Matt 1300x3050⁽³⁾

Duration ⁽⁴⁾ Decor	12 Hour	24 Hour
3103 ⁽²⁾ Rating Scale ⁽⁶⁾	0	0

Remarks :

- 1) Hydrogen Peroxide 30% (H₂O₂ 30%)
- 2) 3103 Plain décor CGS
- 3) 4 mm pressed in Matt finish in size 1300 x 3050
- 4) Exposure Duration according to Tables.
- 5) Test method :
 - With a pipette place 5 drops from the tested H₂O₂ 30% and cover with a laboratory glass cover
 - After the required duration, remove the glass cover, rains with water and wiper with a dry cotton cloth
 - Examine the tested samples according to the below rating scale and advice with a test report
- 6) Rating Scale : Level 0 – No Detectable Change for naked eye
 - Level 1 – Slight Change in Color or Gloss or surface structure
 - Level 2 – Slight Surface Etching or Severe Staining
 - Level 3 – Pitting / Cracking / Swelling / Erosion of the surface
 - Level 4 - Obvious & Significant Deterioration of the surface

Antiseptics & Sanitizers Surface Resistance Test^(1,8) :

3103⁽²⁾ ; 4 mm Matt 1300x3050⁽³⁾

Duration ⁽⁴⁾ Reagent	12 Hour	24 Hour
Benzethonium Chloride 2% ⁽⁵⁾	0	0
Domiphen Bromide 4% ⁽⁶⁾	0	0
Benzalkonium Chloride 4% ⁽⁷⁾	0	0

Remarks :

- 1) The surface resistance is tested against common Antiseptics and Sanitizers available and common in the market
- 2) 3103 Plain décor CGS
- 3) 4 mm pressed in Matt finish in size 1300 x 3050
- 4) Exposure Duration according to Tables.
- 5) Benzethonium Chloride 2% (Antiseptic & Disinfectant)
- 6) Domiphen Bromide 4% (Antiseptic)
- 7) Benzalkonium Chloride 4% (Antiseptic)
- 8) Test method :
 - With a pipette place 5 drops from the tested reagent and cover with a laboratory glass cover
 - After the required duration, remove the glass cover , rains with water and wiper with a dry cotton cloth
 - Examine the tested samples according to the below rating scale and advice with a test report
- 9) Rating Scale : Level 0 – No Detectable Change for naked eye
 - Level 1 – Slight Change in Color or Gloss or surface structure
 - Level 2 – Slight Surface Etching or Severe Staining
 - Level 3 – Pitting / Cracking / Swelling / Erosion of the surface
 - Level 4 - Obvious & Significant Deterioration of the surface



sustainability **REPORT**

While presenting Gentaş Dekoratif Yüzeyler Sanayii ve Ticaret A.Ş.'s first Sustainability Report; we provide all our stakeholders information regarding our understanding of sustainability and our economic, social, and environmental performance, and share with you the measurable goals that would determine the company's future vision. The information contained in the report covering the period Jan. 1 - Dec. 31, 2021, comprises the entire range of activities of Gentaş Dekoratif Yüzeyler Sanayii ve Ticaret AŞ. Subsidiaries and affiliates of our company are not included in the scope of reporting, however, all the subsidiaries' contribution to the company's carbon footprint is included in the carbon footprint calculation. The Sustainability Report for 2021 has been prepared based on the Sustainability Principles Compliance Framework. Our first report, which was presented in an integrated form in the annual report, will also be published separately in 2022 in accordance with the GRI/Global Reporting Initiative basic compliance. The report also includes the contribution to the Sustainable Development Goals of the United Nations and the performance in accordance with the UN Global Compact, where the sustainability strategy and objectives have also been determined based on the UN development goals related to the company's activities. Any questions, opinions, and suggestions about the Sustainability Report or the sustainability performance may be forwarded to the chairman of the sustainability committee, Dr. Alper Kemal Dogan via the addresses alperdogan@gentas.com.tr or 3g@gentas.com.tr.



About Gentaş:

Founded in 1972 in Mengen district of Bolu Province, Gentaş has been a multi-partner publicly traded joint-stock company listed on the Istanbul Stock Exchange since 1991. The main strategy of our company is to be a brand that is happy with its investors, employees, and stakeholders, environmentally friendly with its sustainability policy, act with social responsibility awareness, and become a company preferred by the end-users. Our Group, which has reached a leading position in its sector with the significant contributions it has made to the Turkish economy and employment, has become the pride of the country's economy with its documents meeting the international quality standards. It has adopted the principle of delivering all the products produced by the companies within its structure to the consumer with a superior service concept by getting its innovation and high quality registered by the international organizations.

Taking firm steps towards becoming an indispensable world brand with its vision of bringing together the knowledge and experience it acquired in the forest and chemical products sector with its customers with high quality, Gentaş is the leader of the country especially in the sector of Decorative Laminate, Compact Laminate and Exterior Compact Panel product groups, and is listed among the esteemed world manufacturers. As for the production of Werzalit, it maintains its position as the first and only licensed manufacturer in Turkey and as one of the limited number of manufacturers in the world. Our Group, which is also growing rapidly in the field of chemistry, aims to have a say in the world with the production of Acrylic Sheets, which will start soon.

Gentaş is constantly updating its policies to adapt to the rapidly changing dynamics in the globalizing business world and to meet the requirements of the subsequently forming market with the appropriate flexibility and speed.

Gentaş, which carries out the production of two separate products in two separate factories;

Our factory, which started production in 1979 with Werzalit and has been currently manufacturing in a closed area of 20.000 m², operates on tabletops, chairs, school desks, and construction profiles. Our plant, which is capable of producing 2,800,000 units per year, proudly waves our flag in more than 40 countries on 5 continents of the world.

Gentaş Laminate Factory started the production of plate Laminate with the commissioning of the first HPL press in 1997. After the introduction of the first CPL press in 1998, it became the first factory in our country to produce both plate and roll laminate under one roof. Our company, which increases its existing capacity each year, has managed to become one of the world's leading laminate manufacturers with its 29.000 m² closed area, 22.000.000 m² annual production capacity, and its exports to 6 continents.

Gentaş, which focuses on constantly improving productivity, quality, customer satisfaction, and employee well-being as well as providing more benefits and added value to the national economy and employment each day, continues to increase its contributions to the sector, its region, and its country. In addition to the increasing sales and production every year, improvement policies are also carried out and technology and effectiveness are improved every day.

Mission and Vision:

Vision

To make our company's rising brand value, product quality and industry leadership exceed the borders of our country and become a world brand.

Mission

It is a group of companies focused on customer satisfaction which is constantly growing and developing, aiming to compete with international brands, be environmentally friendly and contribute to its country.

Corporate Responsibility Policies:

1. HEALTH and SAFETY

GENTAŞ adopts the principle of taking protective and preventive health and safety measures.

For this reason, it conducts observations and investigations to determine and evaluate the health and safety hazards and risks of the company as a whole.

- Creating a healthy and safe workplace for everyone,
- Adequate and sufficient lighting and ventilation,
- Access to potable water and sanitary facilities,
- Preventing occupational accidents, work-related injuries, and occupational diseases,
- It aims to provide adequate and sufficient fire safety measures and facilities.

In addition, it has defined the responsibilities and duties of all GENTAŞ employees to ensure a healthy and safe work environment in accordance with all applicable laws and regulations.



1.a Our Responsibilities;

- Everyone has the right and responsibility to come to work properly, and work safely.
- All employees are responsible for working per the laws and Gentaş rules and principles.
- Regardless of our hierarchical level, each of us is responsible for creating and maintaining the workspace safety while doing our job.
- We are aware that no matter where we work within the company, our decisions and actions may affect our health and the health of others.

1.b Our Duties;

- To keep safety at the forefront in every decision made and every action taken.
- To identify, assess and control hazards.
- To take the responsibility for our actions. To be in touch with each other and to apply the training sessions provided in order to prevent possible dangers (accidents and bypassed accidents).
- To obtain information from employees and employee representatives on the issues that may affect the health and safety of employees.
- To conduct trainings that will eliminate workplace accidents, occupational illnesses and reduce the risk, participate in work practices, use tools and equipment.
- To strive for the continuous development of health and safety performance and management systems by creating goals and objectives that will increase competition, by tracking performance, and rewarding success.

2. ENVIRONMENT

- GENTAŞ believes that the Earth we live in should be protected for all living things and adopts the principle of clean production with this consciousness. It targets and follows the continuous improvement of environmental performance.
- The manufacturing process of laminates has been adapted to the environmental theme.
- All of the raw materials used for laminate production in Gentaş are purchased only from suppliers with ISO 9002 certificates and kraft papers are purchased only from manufacturers certified with "FSC® (FSC-C105684)".
- The cleanliness of air and water is effectively maintained at the production department level.
- All gases released from impregnation and pressure machines are absorbed and exterminated in a special steam boiler. All these processes are controlled by the technical team and supervised by the relevant authorities.

- Our kraft paper contains a significant percentage (about 20%) of recycled paper, and our decorative papers do not contain any of the following substances:
 - o Cadmium
 - o Chromium Hexavalent
 - o Lead
 - o Mercury
 - o Polybrominated Biphenyl (PBB)
 - o Polybrominated Diphenyl Ether (PBDE)
- The residues resulting from the production stage are effectively processed in the factory area.
- Gentaş will not refrain from continuing to implement all the necessary actions to ensure the best environmental performances needed.

3. BUSINESS LIFE

GENTAŞ, adopts the principle of respecting the rights of all individuals with a sense of responsibility, within the ethical framework.

Child Labor	Gentaş does not welcome child employment.
Involuntary Work	No employee at Gentaş is assigned any task against his/her own consent, or duty other than the job which he/she was hired for.
Discrimination	Gentaş does not discriminate between language, race, religion, age, nation, ethnicity, gender, or political opinion, and stands at an equal distance from everyone during recruitment and employment, including the issues such as wages, benefits, promotions, discipline, termination of employment, and retirement.
Remuneration	At Gentaş, the wage is determined according to the value of the work and all legal rights related to work-life are given to the right holders.
Employee Responsibility	He/she is expected to take responsibility by protecting the policies and values adopted by Gentaş, and to make a sincere contribution to the creation and maintenance of a harmonious, peaceful working environment. He/she pays utmost attention to using the company's resources efficiently and duly.

4. INNOVATION

GENTAŞ has adopted the principle of investing in quality, its employees, the environment and the future, and has adopted continuous innovation and development.

- The main reason why the concept of innovation has become a whole with the name Gentaş is its dynamic R&D team that follows all the global developments related to the sector and the innovative products and registered brands it offers to the world.



- Gentaş, which has proven its belief in continuous development and creativity, designs its products in a way that is beneficial to the environment and human health. As a result of this synergy, it has become a company that determines trends in the sector.
- It enables all the products it produces to be used in much wider areas and in a more useful manner to the environment and people and has ensured that its brands are preferred in 6 continents and 45 countries owing to its professional team and experienced sales network.

Global Trends and Developments Affecting Activities:

Economic Instability and International Disputes:

The slowdown in the global economy that has marked the past 10 years has caused the largest global recession after the 1929 crisis, due to the pandemic. In the “World Economic Outlook” report and updates published, The International Monetary Fund (IMF) foresees that the further disruptions in the supply chain, price instability, growth in unemployment and potential social instability triggered by the pandemic started in 2020 will continue in the short and medium-term.

The IMF global economic growth estimates have been updated negatively twice during the corresponding reporting period; in the latest update, the global growth rate for 2022 is projected to be 4.9 percent, the Eurozone growth rate is projected to be 4.3 percent, and the middle east and central Asia growth rate is projected to be 4.1 percent. With its effective corporate risk management, Gentaş has managed this period without any interruption in its production and sales activities, as it did in 2020 during the reporting period. In parallel with the global fluctuations that have taken place and are foreseen, Gentaş aims to minimize the impact of these global risks by adopting a diversification strategy in both its customer and supplier portfolios.

Covid-19 Pandemic and Epidemics:

The ongoing Covid-19 pandemic has led the entire modern world into an incomparable state of economic and social uncertainty. The pandemic phenomenon, which has revealed all the weak points and vulnerabilities of the global economy with all its nakedness, has also clearly revealed the limits of global supply chains.

Production, which has come to a standstill in some sectors throughout 2020 and 2021, has revealed the importance of proactive risk management in terms of business continuity. Gentaş has continued its production processes by adopting an approach that prioritizes employee health during the pandemic and has become one of the first companies in its sector to receive the TSE Covid-19 Safe Production Certificate.

Climate Change:

In the Global Risk Report of the World Economic Forum 2022; climate change, the effects of which have been increasingly felt all over the world in recent years, is considered the most important threat to the world in the long term and it is stated that the risks related to climate change may be realized most dramatically in the next decade.

Erratic climate transitions due to climate change and the resulting extreme weather conditions have the potential to adversely affect the economic and social order. For this reason, all institutions and companies will gradually be obliged to comply with new legal regulations and to improve their activities in this regard. While the potential legal regulations and restrictions may bring changes that may reshape regional and global trade, possible dramatic changes, especially in the supply and use of energy are also taken into consideration.

To fight against climate change and minimize any possible risks, Gentaş has initiated comprehensive works in order to minimize the environmental impact of its production activities and products. Additionally, the company's sustainability report has been based on conforming to the Sustainable Development Goals such as climate action. Each year's reports will be associated with the measurable goals and developments, and will be shared.

Digitalization, IoT, and Industry 4.0:

Digital transformation has gained great momentum in all sectors for an effective and efficient operation. The Covid-19 pandemic has accelerated this transformation, as well as positively affected the competitiveness of companies that are in a more advanced position. IoT (Internet of Things), which is one of the main requirements for Industry 4.0, smart devices and quick access to big data and data management are changing business models globally. In this sense, Gentaş has put forward its detailed plans to further increase its capacity, which it has benefited from positively during the pandemic process, and to be ready for the increasingly competitive environment of the future, and has started to act in accordance with the targets set since 2021.

Competent Human Resources:

Globally, increasing competition and, accordingly, the race to attract new talents are one of the most important priorities for continuity and sustainability. The presence of talented, potential, and competent employees and the improvement of the qualifications of the existing personnel are of great importance in terms of the continuity of personnel quality to achieve the strategic goals set by Gentaş. For this reason, the company implements projects and applications that will increase employee competencies and loyalty.

CORPORATE GOVERNANCE:

Gentaş, a company whose shares are traded on Borsa Istanbul, has adopted the universal principles of Corporate Governance Principles such as equality, transparency, accountability, and responsibility and aims to comply with the Corporate Governance Principles of the Capital Markets Law to the maximum extent in all its activities.

As of 2020, all necessary steps have been taken within the scope of full compliance with Corporate Governance Principles. The Corporate Governance Committee periodically audits Gentaş's compliance performance. By means of keeping the risk, growth, and income balance at the optimal level with strategic decisions and taking into account the company's long-term interests, the Gentaş Board of Directors manages and represents the Company, and defines the company's strategic goals. The Board of Directors constantly monitors the compliance of the company's activities with the legislation, articles of association, internal regulations, and established policies. Information about Corporate Governance principles can be obtained from our corporate internet address www.gentas.com.tr/yatirimci-iliskileri/kurumsal-yonetim.

Internal Audit and Risk Management:

Gentaş is aware of the importance of the company's internal audit and internal control activities and has decided to establish an active mechanism in 2021 and authorized the General Directorate with this regard. Within the framework of the authorization granted, the corporate structuring of the company was prioritized, the organizational structure, the staff, and title structure, and the job descriptions which set forth the powers and responsibilities were determined. Accordingly, Internal Control and Internal Audit structuring have been designed, but its implementation has been postponed to 2022.

But in any case, during the Board of Directors meeting held at least once a month and during the weekly online meetings held between senior management and company officials; covid-19 pandemic and its effects have been discussed, all the issues such as the company's production, sales, marketing, finance have been reviewed and activity, effectiveness, and efficiency evaluations have been made.

All failures and deficiencies that may be experienced or are currently being experienced in the processes were identified and rapid action was taken, measures and corrections were evaluated, and the status of achievement to the intended goal was constantly reviewed. Details about the risk committee may be obtained from the address gentas.com.tr.

Fair Competition and Equality:

The Competition law prohibits any anti-competitive behavior of enterprises and companies in the market and promotes and ensures the continuity of competition.

Competition law aims to create a free competitive environment -subsequently, a wider range of goods/services appear, and high-quality products and services are provided at a low price. Gentaş adopts the principle of not providing direct or indirect support to any political institutions or individuals and not adopting any political ideas institutionally.

Ethical rules and human rights:

Human rights in Gentaş are guaranteed under the provisions promulgated by the Universal Declaration of Human Rights and national and international legislation. To prevent all kinds of discrimination, child labor, and forced labor practices; systems and processes have been defined.

Gentaş aims to offer a working life befitting human dignity to all its stakeholders, particularly its employees. The Gentaş Code of Ethics document is the main guide of Gentaş in the field of business ethics. The ethical rules and principles that employees are obliged to comply with have been defined. The Audit Committee reviews the compliance of the Company with the rules of business conduct and the code of ethics, risk assessments for misconduct, the provision of trainings on misconduct, and the code of business conduct and ethics. The duties and responsibilities of the Audit Committee may be viewed from gentas.com.tr.

Supply Chain Management:

At Gentaş, supply chain management prioritizes supply security and ethical trading. The most important and risky group in the supply chain is the raw material group. In the supply of kraft paper and decor paper, which are one of the main raw materials, we work with suppliers in our “reliable supplier list”, whose compliance with technical qualifications is periodically confirmed and updated. As for suppliers who are in the high-risk group, alternative suppliers are determined by the joint work of the relevant purchasing, R & D, and quality department officials and the production planning unit. Gentaş supports the continuous development of its suppliers and aims to ensure supplier development by continuously creating potential models of cooperation with potential domestic suppliers. In this approach, by establishing a win-win relationship, the supplier will have a new product range while providing variety and cost advantage in the supply of raw materials. In this sense, the cooperation protocols with the evaluated and selected suppliers are put into operation and the works are carried out uninterruptedly.

For external raw material supplies, Gentaş adopts the domestic supplier priority policy. It is prioritized to work with domestic companies that are specified as a result of supplier evaluations, which have proven to possess the appropriate technical qualifications.

Logistics management:

As one of the global players in the sector, the economic efficiency of logistics operations is extremely important for Gentaş, and the environmental impact arising from logistics operations is among the priority issues. In this sense, it is important to keep the greenhouse gases released during transportation operations at a minimum level. From the perspective of logistics services, adapting the aforementioned basic criteria is essential.



- Shipment route optimization
- Carbon emission and comparatively new vehicle use
- Training level of the vehicle operators in safe and economic driving, and their training
- Evaluation of lower emission shipment alternatives by planning shipments in appropriate routes

Sustainability Approach:

The concept of sustainability was first defined in 1987 by the UN Commission as “meeting today’s requirements in a way that will not prevent future generations from meeting their requirements”.

While today’s requirements are being met, the companies have been struggling to continue their work successfully in a framework involving highly dynamic variables such as a global economy that is becoming increasingly sensitive, the rapidly increasing digitalization and subsequently destabilized social cohesion, and climate change which is gradually becoming more and more noticeable.

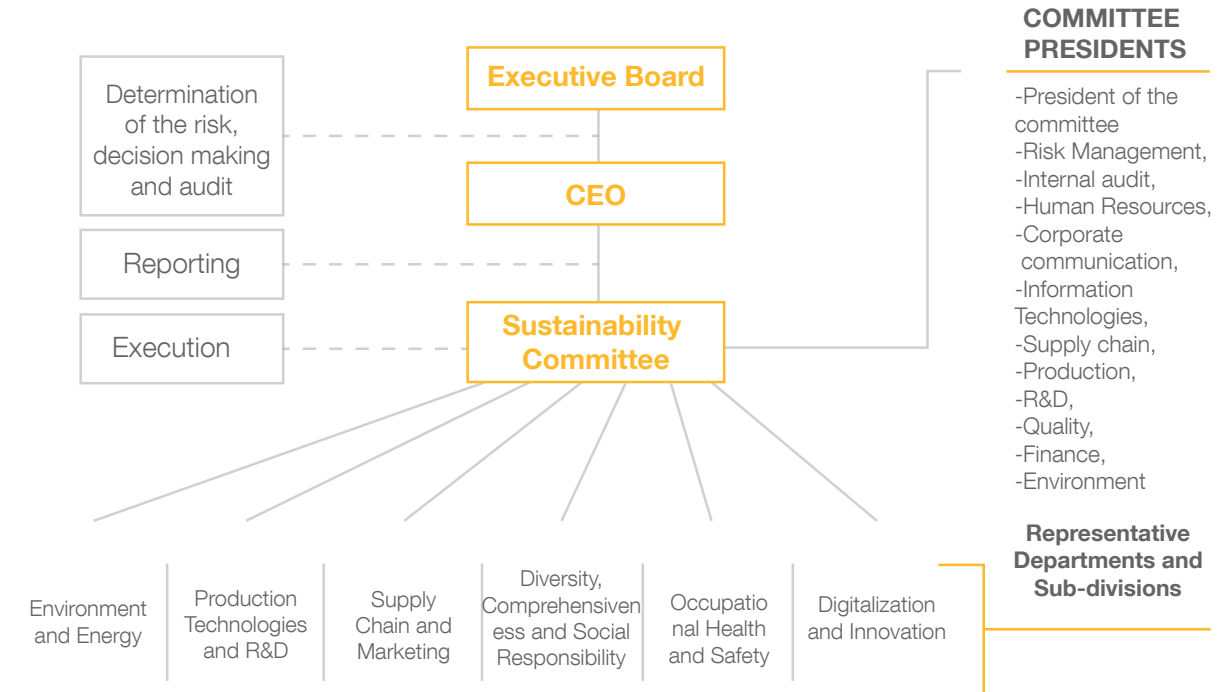
Considering the mentioned conditions, a sustainable business today is no longer solely related to profitability and value. Interactive factors such as the changing demands of the new generation workforce, active and transparent data and information management, digitalization, climate change, energy efficiency, waste management, active (the phenomenon of the current pandemic) and potential threats against public health, poverty, contribution to social cohesion, reduction in biodiversity, and the obligation of responsible resource consumption dramatically affect the system of supply chain and the related operations.

In this context, it has become a necessity to create, plan and implement sustainability approaches for all institutions and organizations. GENTAŞ, which is one of the leading organizations in the decorative panel industry in our country and the world, is aware of its responsibility to create a sustainable world and protect its heritage.

Sustainability Management; implementation, monitoring, and reporting:

Based on our sustainability approach and for the aim of determining and sustainably managing the environmental, social, and economic risks and opportunities of our 2020 activities, the framework of our sustainability strategy has been formed in a manner comprising all our stakeholders and by taking into consideration the life cycle of the end-product, starting from the raw material suppliers based on the operation.

A multi-layered and participatory governance plan has been created for the design, implementation, and monitoring of the sustainability activities to be realized for the aim of conducting our sustainability works, creating action plans required by our sustainability strategy when needed, measuring and monitoring our performance in this area.



As for the strategically sustainability actions to be taken; the sustainability committee, which is established by the GENTAŞ Board of Directors to report to the CEO, has an executive and reporting position that takes account of the data flow provided by the subcommittees structured in a manner including representatives from all levels. The sustainability committee will carry out its executive function subject to audit within the framework of the risks determined by the board of directors.

Sustainability Strategy:

GENTAŞ sustainability strategy has been designed with an integrated understanding of the risks related to the main processes affecting business and production processes. The main goal is to continuously increase the added value created by an active analysis of the risks and opportunities that will arise, by taking all the stakeholders into account.

The GENTAŞ sustainability strategy is based on creating lasting values with the understanding of responsible management, protecting the environment and natural resources, providing social benefits by investing in people, and following and creating technological innovations.

During the process of strategy determination; along with the surveys held in 2020, our domestic and overseas stakeholders within the supply chain were asked to answer questions related to priorities in sustainability from their perspectives, and a matrix was created by comparing

these answers with the company priorities. The resulting priorities are summarized in the table below. The processes of exchanging information and opinions on the issue with NGOs, public institutions, etc., and other stakeholders will continue periodically.

Priorities for Sustainability



Communication with stakeholders:

Key stakeholders	Communication Method
Employees	In-house information in various formats (e-mail, digital screens, online platforms, face-to-face meetings), Surveys, opinion and advice kiosks, Trainings, Annual company meetings, Annual reports, Online and physical in-house leader communication sessions,
Customers	Press releases and interviews, Ads, Dealer meetings, Customer satisfaction surveys, Call center, Social media, Web site, Customer services, Annual reports,
Suppliers	Supplier portals (SNC, SLC, Speknet, TM), Audits and counts, Periodical evaluation meetings, Announcements, Annual reports, Face-to-face and online interviews, Web site, Printed documentation,
Competitors	Industry information and analysis, Written and visual documentation, Web site, Social media,,

Local Community	Regular visits, Annual reports, Seminars and training activities, Social responsibility projects,
NGOs, Foundations and Memberships	Membership of the vocational and professional associations, Chairmanship of professional and sectorial associations, Annual reports, Research reports, Seminar and summit participations,
Official and public institutions	One-on-one visits, Team meetings with relevant institutions, Reports, analyses, Public events,
Media	Press releases and interviews, Ads, Social media, Web site, Press conferences, Expo visits, Reports and research,
Investors	KAP announcements, Press releases, Web site, One-on-one meetings and e-mail correspondence, Phone calls, Video conferences, Investor conferences and roadshows, General Assembly meetings, Annual and interim activity reports, Investor presentations,

Member associations and organizations:



Italian Turkish Council



GENTAŞ

a touch to life



Gözet



Summary

- Corporate values and heritage
- Responsible use of sources
- Environment and natural resources

Geliştir



Develop

- R&D and Innovation
- Combating with climate change
- Operational excellence

Güçlendir



Strengthen

- Diversity and inclusive corporate culture
- Operational health and safety
- Contribution to local development and social development

Designed in accordance with the Global Development goals by taking into account GENTAŞ's corporate growth strategies and the stakeholders involved in the value chain and their expectations, it has been defined as "3G Sustainability Strategy". It is aimed to contribute to sustainable development by identifying ten main topics among the UN Sustainable Development goals that GENTAŞ can contribute the most in its field of operation, and improve these goals as a result of the efforts to be made and their results. The outlines of the strategy are shown schematically below.

Data collection, determination of targets, and sustainable development goals:

Data collection processes have been initiated to determine the targets within the framework of the specified sustainability strategy. In this context, the data are collected by considering three main focuses (environmental, social, and institutional). These focal points are also structured taking into account the UN sustainable development goals (SDGs) set out within the strategy, and it is aimed to document the contribution that the goals and related actions will have on the specific SDGs within the scope of the sustainability report. After the completion of the data collection process, the current situation measured within the scope of the focal points and the measurable targets based on these data will be determined and published in the sustainability reports that will be prepared and updated every year within the scope of a five-year implementation plan.

SUSTAINABILITY TOOLS THAT WE CONTRIBUTE



As Gentaş, we consider reducing carbon footprint and developing more environmentally friendly products as our essential sustainability priority



By prioritizing the transformation to renewable energy resources in our corporate policies, we would like to contribute to the establishment of a clean future



We adopt a principle based on the effective and productive use of natural resources and raw materials in terms of both economic and environmental sustainability.



As a company operating in the field of forestry, we attach importance to the robustness of the continental biosphere, prioritize the conscious and productive consumption of forest resources and uninterruptedly continue our R&D works in harmony with nature.



R&D innovation activities and infrastructure improvement works, which are indispensable for sustainable development, are continuously carried out.



We are developing products with a high life cycle and little effect on water and sea animals, and attaching importance not to use any substance that may discharge with water during our production processes.



We are aiming to increase the opportunities to access vocational training and lifelong learning for the self-development of our employees



Based on equality, we are acting in a gender-neutral manner and continue to create opportunities for sensitive group members.



For the aim of achieving our sustainability goals and providing a better contribution to the development objectives, we are aiming to increase our cooperation with various institutions and organizations.

Data and sustainability targets for 2021:

International standards and initiatives

As the largest HPL and CPL laminate manufacturer in Turkey, Gentaş, which has exportation activities to more than 40 countries, has always prioritized carrying out responsible production activities in accordance with all international standards for production processes and product quality.

Carrying this inherited mentality further and identifying and correcting deficiencies that may arise in this direction throughout the company, constant readiness for innovations and updates in the field of standards, adaptation, and investments are also among the most important priorities in the scope of sustainability.

In this sense, we emphasize that we have been continuing to comply with the related norms of production, production process, and our R & D activities for market requests and customer satisfaction, and declare that we are a supporter of international initiatives are listed below for a sustainable future..

DOCUMENT / CERTIFICATE	RELATED ACTIVITY
FSC - FOREST STEWARDSHIP COUNCIL – FOREST MANAGEMENT COUNCIL CERTIFICATE	Raw material
ICDLI GENTAŞ EPD ENVIRONMENTAL PRODUCT DECLARATION CERTIFICATE – COMPACT LAMINATE AND THIN LAMINATE	Product
ISEGA – CERTIFICATE OF CONFORMITY OF MATERIALS IN CONTACT WITH FOOD	Product
ISO 9001-2015 QUALITY MANAGEMENT SYSTEM CERTIFICATE	Quality
ISO 14001-2015 QUALITY MANAGEMENT SYSTEM CERTIFICATE	Environment
OHSAS 18001-2007 QUALITY MANAGEMENT SYSTEM CERTIFICATE	Occupational safety
TSE COVID-19 SAFE PRODUCTION CERTIFICATE SERTİFİKASI	Occupational safety and health
CERTIFICATE OF COMPLIANCE WITH TURKISH STANDARDS - TS EN 438-4	Product
CERTIFICATE OF COMPLIANCE WITH TURKISH STANDARDS - TS EN 438-6	Product
CERTIFICATE OF COMPLIANCE WITH TURKISH STANDARDS -TS EN 438-3	Product
CERTIFICATE OF COMPLIANCE WITH TURKISH STANDARDS TS EN 438-3	Product
CERTIFICATE OF COMPLIANCE WITH TURKISH STANDARDS - TS EN 438-8	Product
CERTIFICATE OF COMPLIANCE WITH TURKISH STANDARDS - TS EN 438-9	Product
TCERTIFICATE OF COMPLIANCE WITH TURKISH STANDARDS - TS EN 438-9	Product
KIWA FACTORY PRODUCTION CONTROL DECLARATION	Product
KIWA PERFORMANCE STABILITY CERTIFICATE	Product and production



ICDLI (International Committee of the Decorative Laminates Industry) is the main organization developing the manufacturing and product standards concerning decorative laminates. The objectives of the organization having 25 members from 13 different countries are development of the standards concerning decorative laminates and publishing of the technical documentation related to decorative laminates and its activities include the following;

- To prepare and promote technical and scientific studies concerning HPL (High Pressure Laminates), to present the perspectives of HPL industry to international organizations,
- Research and development of the basic techniques and the scientific principles for standardization and classification and applications of the products and continuously aiming to provide developed products to consumers,
- To promote the researches concerning HPL industry and make contribution to understanding of the environmental problems.

Gentaş is a full member of ICDLI.



CDP that was launched in 2000 in London has the most common environmental reporting system of the world and it has the most comprehensive corporate climate change, water, city sustainability and forest - risk data. CDP is an international non-profit organization headquartered in London and it intercedes with the public companies for reporting to the investors how they use natural resources and natural capital, how they affect the reproduction of the limited resources with their activities and how they manage their risks in this domain. CDP aims to make the company reports comparable and thus to develop the international reporting standards in its area of interest. Approximately 9600 institutions voluntarily announce the data related to greenhouse gas emissions, climate change strategies and sustainable water use to the public and investors through CDP that was launched to collect and share the information that will enable companies, investors and governments to take measures against climate change threat. The data collected on behalf of the investors are used in the business, investment and policy making processes by means of the analyses and reports prepared by CDP.

Gentaş has started to report its carbon emissions to CDP since 2020. CDP score was graded as “D” for 2021. The progress that will occur in the score with the emission reduction projects planned in the forthcoming years will be an important indicator in terms of environmental sustainability.



REACH is the EU Regulation that gathers many existing regulations related to the chemical substances in the European Union under a single roof. REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) means Registration, Evaluation, Authorisation and Restriction of Chemicals.

Our company reassures its customers that the hazardous chemicals registered in the database within the scope of REACH Annex XVII, Annex XIV are not included in the products although our products are not directly included within the scope of REACH.

R&D and Innovation

Gentaş has always prioritized research and development activities as an institution that has been a pioneer in many respects in its sector during its 49-year history. Infrastructure works necessary to transfer the R&D activities performed within the scope of production to the R&D center of the company until 2021 are in progress and it is planned to put the center into service in 2022.

Gentaş R&D activities are currently focused on product development, product improvement, alternative raw materials and process improvement. The products that are being developed or improved in all R&D studies are based on development of innovative products provided that the criteria of full compliance with the standards will be ensured.

Use of alternative raw materials is one of the issues that have been mainly focused on in the recent period. Because, as a result of the serious changes that are expected to be made in the international environmental acquis in the near future, the approach related to the use of traditional raw materials (such as pure cellulose paper and phenol-based resins) in the sector will be replaced with the approach to bring the products for which paper or other materials with higher recycling content and more natural binders into the forefront. In this sense, exciting R&D outputs will be introduced in 2022 especially as a result of the combination of the chemistry and chemical engineering expertise in our R&D team with the production expertise of our subsidiary in chemical industry.

Halogen-free flame retardant chemical

In the reporting period, halogen-free flame retardant chemical was developed by our R&D department to be used for our fire-resistant product G-FIRE™. Iodine, chlorine and similar halogens are the chemicals that are widely used for fire-resistant products, they cause greenhouse gases to stay in the atmosphere for longer periods of time since their atmospheric emissions accumulate especially in the troposphere and negatively affect global warming, and also cause serious decreases in the air quality. The developed halogen-free flame retardant chemical was successfully combined with the resin and it was put into use after its contribution to the product for fire resistance was confirmed by accredited laboratory tests provided that the relevant standards are maintained and the product was qualified as environmentally friendly.



The studies related to process improvements are oriented towards reducing raw material and energy consumption and increasing efficiency without compromising product standards. These studies performed with a collective understanding are designed by the R&D department and performed by the production and maintenance departments, and the results are actively followed and reported.

Press cycle optimization system



Press run cycles are an important production parameter for HPL laminates. Achievement of the optimal timing between warm-up and cooling is always a desirable situation because it provides energy saving and enables increase in production per shift. However, too short cycles have the risk of causing defective product output by adversely affecting the curing time. Press cycles are optimized by tracking the temperatures accurately and instantaneously at each floor of the press by means of the ETAJ tracking system developed during the reporting period and

optimal curing and production speeds are achieved by matching the obtained data with the laboratory data. The system has been put into use in the pilot presses and will become available in a way to cover all presses next year.

Compliance with the environmental legislation and legal regulations

All activities of Gentaş related to the environment are carried out by in accordance with the legislation and regulations of the T.R. Ministry of Environment, Urbanization and Climate Change and they are audited by them. Relevant actions are taken by closely following the possible changes in the legislation and regulations.

Energy management:

GENTAŞ, bünyesinde 2021 yılında Kapsam 1 ve Kapsam 2 çerçevesinde enerji tüketimleri aşağıdaki rakamlarda gerçekleşmiştir:

Power consumption:	20.544.276 Kwh
Coal consumption:	15,176 tons
Firewood consumption (Mengen production premise):	2776 tons
LNG Consumption	137.7 tons
Total fuel consumption of the vehicles of the company	230.4 tons

Energy management is not performed as a separate department at the moment, but it is performed at the level of factory managements by gathering the data received from the different departments, mainly the technical maintenance.

Energy management will be performed more effectively by putting the energy efficiency projects into practice and by appointing an energy manager in 2022 within the scope of the updated environmental legislation and it is aimed to put the planned energy efficiency projects at the desired schedule.

Waste management and recycling

Wastes arising from production operations are generated mainly in the form of kraft paper and plastic-based packaging wastes. The resulting wastes are stored in accordance with the packaging waste regulation and sent for recycling by selling them to the contracted packaging waste collection company. Impregnated paper and similar wastes are sent to the sanitary landfill for disposal.

Increasing the amount of recycling has always been a prioritized issue for Gentaş. Especially reducing the use of packaging materials is one of the most prioritized issues.

It was started to use recycled materials for polyethylene-based packaging that is used for all laminate products in 2021.

The formation of solid wastes in the reporting period took place as follows:

Hazardous wastes	Quantity
Hazardous wastes Packaging materials contaminated with resin, adhesive and chemicals	135,76 ton
It mainly includes waste adhesives and fillers containing Organic solvents, waste oils or other hazardous substances. They are sent to a waste treatment plant in order to be processed within the scope of R12.	
Non-hazardous wastes	Quantity
Paper- cardboard	592,41 ton
Plastic	73,15 ton
Metal	32,92 ton
Packaging wastes are given to a licensed waste collection company in order to be recycled.	

Water consumption and wastewater:

The amounts of water consumption and wastewater generation in the reporting period are as follows:

Water consumption and wastewater generation	2021
Water consumption	152.918 m3
Waste water discharge into water channel/pipeline	109.022 m3

Carbon footprint:

A comprehensive study was conducted to determine primarily the current presentation and the areas that must be developed based on the sustainability strategy within the scope of the first sustainability report in 2021.



Number of pallets recovered by receiving the pallets given to domestic customers on deposit and repairing and using them in our factories in 2021: 6000

Wood pallet recycling project

In the meanwhile, a contribution was made to sustainability of considerable forest resources by ensuring recycling of the pallets used for packaging and transportation of the products by acting together with our sales teams and domestic stakeholders in order to ensure recycling of wood pallets. This practice will also be continued in the upcoming years, and similar economic and environmental sustainability benefits will be obtained with the accomplishment of composite pallet designs.

Exact determination of the carbon footprint of Gentaş has been prioritized, particularly for the environmental impact of our production activities. Because, first of all, the current situation must be measured and calculated in order to grade all actions reducing carbon footprint in our activities.

First of all, the activity limits of the company were determined within the scope of the studies performed. Activity limits include determination of the greenhouse gas emissions and their removals related to the activities of the organization and classification of the greenhouse gas emissions and their removals as direct greenhouse gas emissions, energy indirect greenhouse gas emissions and other indirect greenhouse gas emissions.

Carbon footprint analysis was prepared in accordance with the GHG Protocol determined by the World Resources Institute (WRI) and the current ISO 14064-1 standards determined by the International Organization for Standardization. These two standards were designed to be compatible with each other and to complement each other concerning monitoring and reporting of carbon footprints of organizations. In addition, the GHG Protocol Toolkit is the most widely used international greenhouse gas emission calculation tool in the world.

Gentaş emits greenhouse gases in four scopes according to the applied work description and in the light of the definitions in the ISO 14064-1:2019-04 norms. These are;

Scope 1:

This scope is defined as “direct greenhouse gas emissions and their removals from the facilities within the borders of the organization”. In this context, they can be described as the greenhouse gas emissions caused by the sources owned or controlled by the organization.

Scope 2:

Indirect greenhouse gas emissions from energy describes the greenhouse gas emissions released during production of electricity, heat or steam purchased and consumed by the Organization.

Scope 3:

They are defined as the emissions resulting from the transportation of people and/or goods within the activities of the company reporting emission.

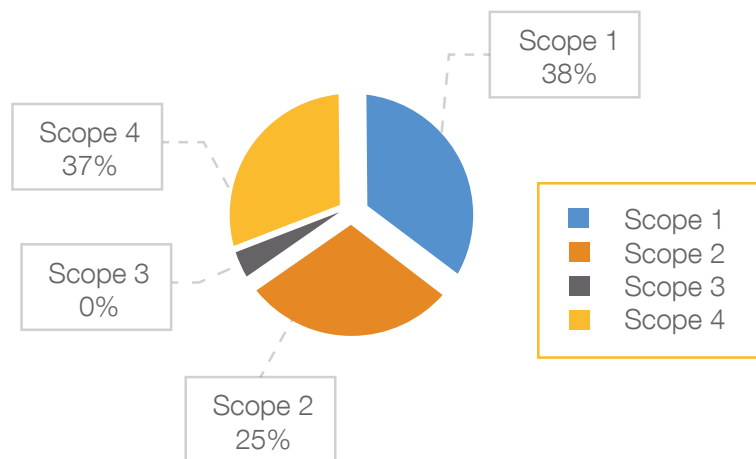
Scope 4:

They are defined as the indirect emissions resulting from goods and services procured from suppliers. For example, emissions resulting from production of the raw materials used. They redound on the raw material user as emission at the level of the unit amount used and should be included in the emission calculations.

In this context, Gentaş released greenhouse gas emissions in a total amount equivalent to 28,982.68 tCO₂ within the scope of its activities in 2021. Distribution percentages according to the scopes can be seen in the table.

tCO ₂ amounts according to scopes		%
Scope 1	11,105.50	38.32
Scope 1	7,176.31	24.76
Scope 3	65.43	0.23
Scope 4	10,635.45	36.70
TOTAL	28,982.68	

DISTRIBUTION ACCORDING TO THE SCOPES



In this sense, it will be possible to associate all projects and activities performed in line with the main objective of carbon reduction with the decrease in greenhouse gas emissions in the relevant scope, and it will enable realistic evaluation of the sustainability performance in this topic.

The objectives determined within the scope of the Gentaş carbon footprint reduction aim were reflected under three main headings and also showing the UN Sustainable Development objectives to which it will contribute.

Key performance Indicator:

Within the scope of sustainability, the key performance indicator carbon footprint will decrease for all actions related to the environment. Because, efficiency increases and also the outputs arising from reduction in raw material use/recycling and direct carbon reduction projects will directly affect the carbon emission values and will be the indicator of the application success by being matched with the consumption data.



Carbon footprint reduction



1-Voluntary carbon emissions reduction targets with renewable energy

It is aimed to reduce carbon footprint by installing rooftop solar energy generation systems on production sites in 2022.



The target of carbon reduction in an amount of minimum 2000 tons in the Scope 2 emissions during the first working period after the date of commissioning has been set.

Facility feasibility and procurement processes were completed and commissioning was planned to be performed in 2022.



2- Raw material consumption reduction, recycling and alternative raw material targets

It was aimed to develop at least two products with low carbon footprint in the Werzalit and laminate product groups and put them on the market.



It was aimed to launch impregnated paper recycling project and to reduce the amount sent to the waste storage area by 3%. It was aimed to build digital infrastructure for instant tracking of raw material consumption and reduction of waste in the production areas. In this sense it was aimed to observe decrease in scope 4 emissions and to report them.



Completion of the certification processes related to the product development project that has no negative impact on aquatic life



3- Digitalization, efficiency and TPM

Building MRP software infrastructure in the production areas for tracking of digitalization and instant process tracking systems and product life cycle.

Building IoT infrastructure as integrated to the existing machine infrastructure in press operations.

Installation and commissioning of R&D Center. Establishment of supply chain risk assessment processes and starting energy efficiency and energy management projects in the production sites.

Ensuring net reduction in the machinery standstill periods with the maintenance process optimization project.

Output in line with these targets will be reported as reduction in the Scope 2 and Scope 3 emission amounts.

Workplace and working life:

Gentaş, which has carried on a business in the sector for 49 years, started important initiatives to increase institutionalization in its organizational structure during the reporting period. A road map including review of the daily working practices and equal implementation models, planning and implementation of corporate systems, transition from print media to digital media, planning and implementation of supportive training programs has been determined by taking into account by taking into account the feedbacks that came into prominence as a result of the questionnaire study performed with participation of employee stakeholders and 415 employees.

Restructuring of human resources, business evaluation project and performance evaluation projects have been planned and started by determining the institutionalization priorities of the company within the scope of these initiatives and the areas that must be developed in this sense. It is aimed to build the existing position structures and the rank system on modern corporate foundations by developing the company culture without disturbing its functioning and to increase the net benefit and career planning opportunities of the employees within the company in this context with the contributions of all departments within the scope of the project. Of course, the main purpose of the study is to increase employee satisfaction and motivation in a safe working environment where equality of opportunity prevails under the roof of a learning and developing organization and to create the conditions that will lead employee development.

A library was established in the Mengen production area and made available to the employees during the reporting period. The practices that will ensure access to food and beverages without any contact have been implemented in parallel with the Covid-19 measures in the office areas.

The project design and bid receiving processes for HR software and web payroll modules running on the web platform were completed to move away from print media and it is foreseen that the system will be commissioned in 2022. The focused issue apart from institutional development for the 2022 period is increasing employee trainings qualitatively and quantitatively.

The female employment rate of the company is 12.6%. It is aimed to increase this rate to 15 percent in the following three years.

Occupational health and safety:

Gentaş prioritizes to ensure health and safety of its employees during all of its activities. Occupational safety is included among the uncompromisable corporate priorities. Occupational Health and Safety activities are managed within the scope of TS 45001 standard. Regular risk analyzes are performed by the occupational health and safety teams. Employees are informed about office and work site ergonomics during basic occupational health and safety trainings. Working environments are evaluated from an ergonomic point of view in risk analyzes. There is full-time occupational physician in the health unit of the workplace.

Installation of a spark arrestor system on the Werzalit chip line was designed in the reporting period. It is foreseen to perform commissioning of the system at the beginning of 2022. First aid trainings were provided for our 24 personnel in the same period.

Totally 21 occupational accidents occurred in the production areas during the reporting period and necessary corrective and preventive actions were taken after the notification and refreshing awareness activities were performed by determining the inadequacies. It was decided to take steps to perform periodic risk analysis studies in all departments and also to establish a notification and reporting mechanism for near misses as well as occupational accidents.

Corporate organization and employee development



1- OHS process integration increase

Performing periodical OHS risk analysis for all department and determining monthly OHS objectives



2- Corporate organization, employee development and upskilling program

Corporate job evaluation and relevant job descriptions and stratification project has been started. It is aimed to increase the quality and quantity of the trainings provided for the employees. It was planned to provide automation training for the existing technical maintenance personnel. Specific trainings were planned for all administrative personnel to increase their administrative and managerial skills.

It was aimed to create performance evaluation system for the employees based on their key performance indicators integrated to their job descriptions.



3- Equal opportunity

It is aimed to increase the numbers of blue-collar and white-collar female employees on annual basis.

It is aimed to determine the parameters for compliance with equal opportunity for the existing and new suppliers by performing supply chain analysis and to include it in the purchasing decisions.



COVID 19 Precautions:

We try to reduce potential effects of Covid 19 for our stakeholders, to protect and train them and to manage work continuity in the pandemic period. The circulars and decisions of the local authorities as well as the recommendations made by the World Health Organization (WHO) are strictly followed.

Some orders were negatively affected in the early months of the pandemic (March and April). However, measures were started to be taken especially in the production areas starting from February, before the announcement of the first case in Turkey. A crisis management desk was established within the company and the people responsible for the relevant departments were identified. Sales and purchasing departments developed revised and flexible deadline and procurement plans according to the course of the pandemic by communicating with customers. Applications were made for the supports announced by the state at the earliest stage and the ongoing short-time working allowances were utilized and we continue to utilize in accordance with the rules and regulations with a sensitive personnel management process.

The persons responsible for detection and contact tracing of active cases within the company were determined and updated lists were prepared, and also rapid antibody tests are applied to the personnel working particularly at the risky places (logistics, security, and kitchen) and with suspicious clinical manifestations in the time periods specified according to the protocols.

Close communication with the subnational administration (provincial directorate of health, chief physician, etc.) has been established, and active communication and cooperation have been established concerning contamination through direct or indirect contact with infected employees. Our company did not interrupt its production thanks to these measures during the pandemic period, and even made contribution to the construction of pandemic hospitals with its production at short notice.

The personnel shift management has been revised by giving priority to the crowded volumes, intermittent working and telecommuting practices have been applied and they are still been applied. Disinfectant stations accessible for all employees have been installed, masks and disinfectants have been distributed and they are still distributed, and safe distance rules have been strictly established and implemented. Periodic temperature measurements are made at the entry and exit of the company and their records are kept. At the same time, designated disinfection teams are performing disinfection activities in all sensitive areas determined on daily basis.

Our company also successfully passed all documentation and site audits of the TSE COVID-19 Safe Production Certificate and became entitled to obtain the certificate.

Shift and travel precautions:

All foreign travels have been suspended since the beginning of the pandemic and domestic travels are restricted and allowed only in compulsory situations.

All information about the people who got a positive test result for COVID-19 in the tests performed outside or inside the workplace are transmitted to these people and the relevant health authority within the scope of pandemic management. The contact lists are notified to the relevant health authority upon

the official statement of the employee and our control for this statement and an updated notification is made to the health authority if there is a need for adding another departments or people and quarantine/ isolation conditions are applied. Information about the status of the person who has tested positive is not shared with any third party other than himself/herself and the local health authority. If there is a risk of contact, the personnel-at-risk are informed with the mechanism mentioned above and the necessary precautions are taken.

Vaccination campaign:

On-site vaccination activities were carried out in the Mengen production campus with cooperation with the Provincial Health Directorate and Mengen State Hospital. Full dose vaccination was applied for more than 95 % of our personnel as a result of a number of briefings concerning vaccination and interviews with the hesitating employees made within the company in 2021.

Stakeholders and social responsibility initiatives:

Gentaş always follows the policies respecting human rights and Environment by complying with all regulations related to business life. It stands behind its commitments declared to the public and gives confidence, encourages its employees to behave honestly and ethically, takes all precautions concerning workplace safety, is not engaged in misleading, deceptive advertising and marketing activities for its customer, follows the rules prohibiting discrimination and supports them. It does not hesitate to continue to implement all necessary operations and actions to ensure the best environmental performances that are required. Our company is aware of its social responsibilities towards its customers, employees and the society and it strives to fulfill these responsibilities in the best manner.

Gentaş, within the scope of Corporate Social Responsibility approach, may made donations and grants to the individuals, non-governmental organizations, associations or foundations, universities, public institutions and organizations that are established and operate for social, cultural or educational purposes and beneficial to the society and the environment within the framework of ethical values suitable to the vision, mission and policies of our company, provided that they remain within the principles determined by the Capital Markets Board.

The important activities performed up to now within the scope of our Code of Ethics, Values and Corporate Social Responsibilities that we have determined as Gentaş are disclosed to the public in the Our Social Responsibility Projects section of our corporate website address www.gentas.com.tr .

In 2021, within the scope of Occupational Health and Safety; the activities such as providing regular monthly trainings for the employees, conducting periodic health screenings of the employees and conducting fire and rescue drills necessary for emergency planning were performed within the framework of the pandemic measures. The activities such as providing food aid to the employees during national and religious holidays, paying monthly operating profit premiums to the employees, giving gifts to the employees who get married or have children and the selected personnel of the month, paying transportation allowance to the employees, making bonus payments for the blue-collar employees



twice a year and payment of one salary to all employees as inflation support at the end of the year were realized within the scope of social rights. Besides these; the activities such as organizing vocational and personal development trainings and celebrating special days and weeks were also performed within the framework of the measures.

We are continuing to give support to the Vocational Training Center in Mengen within the scope of the current protocol with the Ministry of National Education, and eight of our blue-collar employees are continuing their master craftsman training at this center.

In 2021, support was provided to the health institutions and hospitals in Bolu, where production sites are located. At the same time, support was provided for the preparation of printed publications in order to develop promotion, history and tourism of the Bolu province within the scope of local NGO cooperation models.

In 2022, the engagement priorities with new stakeholders were targeted especially in terms of R&D cooperation. It was planned to make great strides concerning environment and climate change in 2022, and the support given for training will continue to increase.

Customer relations and quality:

In the reporting period, it was decided to integrate the CRM software in order to manage stakeholder and customer relations better and to remove and follow-up the detected faults. The relevant technical evaluation and procurement processes are at the completion phase and it is planned to be commissioned in 2022.

The integration of the software with quality management will also be ensured and the response time for customer demands and complaints will be standardized and the after sales support service will become active. In quality management, restructuring of quality management is being performed within the scope of the decisions taken during the reporting period and the results obtained will be followed up by recording the incident, process time and finalization times separately for each customer.



Collaborations and social responsibility



1- New collaboration goals

Starting a new university industry R&D cooperation in 2022

Being a member of UN Global Compact Network

Development of new joint cooperation and support programs with NGOs and putting them into practice



2- Contribution to training

Support for the vocational training center will be continued. It was aimed to provide technical support regarding vocational training contents.

It was aimed to set a budget to provide educational equipment support and scholarships to primary and secondary school children and put it into practice.



3- Social responsibility and contribution to local development goals

It was aimed to develop at least two local awareness raising projects concerning climate change and efficient use of resources and put them into practice in 2022.



[illegible]

GENTAŞ
a touch to life

Gentaş Dekoratif Yüzeyler Sanayi ve Ticaret A.Ş.
Taşdelen Caddesi No: 27 06140 Siteler
Altındağ - ANKARA / TÜRKİYE
T: +90 312 353 02 06 (pbx) F: +90 312 350 99 17



www.gentas.com.tr