



TOYOINK

For a Vibrant World

United Nations Global Compact Communication on Progress Report (COP) 2021

TOYO MATBAA
MÜREKKEPLERİ
22 Şubat 2022

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Toyo Matbaa Mürekkepleri A.Ş has adopted the understanding of working in accordance with the principles determined on the issues of Human Rights, Labor Standards, Environment and Anti-Corruption within the scope of the UN Global Compact and commits to the continuity of its efforts to increase its performance in these standards as a transparent and sustainable company with the understanding of sustainable development. . In this direction, we try to contribute to the cultural and economic prosperity of our society by closely following the developments in Turkey and in the world. We have always focused on developing new products and services by accurately analyzing the expectations and needs of our business partners for a sustainable economy. By incorporating technology and digitalization into our business processes, we managed to become one of the pioneers of change and our industry with Turkey's first ink R&D Center. We aim that all the work we do and will do will benefit all our stakeholders, especially people and society. While performing our activities, our mission is: "As a chemical company, with our understanding of human-oriented work at all stages of our production and distribution channels, with the aim of protecting natural resources in all areas of life, preserving cultural diversity and ecosystem, carrying out our activities to ensure sustainability and increasing the awareness of the society on sustainability, we will create a lively environment for future generations. To fulfill our social responsibility for its continuous development towards leaving the world."

Toyo Printing Inks became a signatory to the United Nations Global Compact in 2021. It has declared that it has integrated 10 principles established in the fields of Human Rights, working conditions, environment and corruption into all its practices and processes. The application of Toyo Printing Inks within the scope of the 10 basic principles of the United Nations Global Compact is the subject of the report. The period that is the subject of the report is January 2021 – January 2022, and since it is our first progress report, it also includes current practices.

Dear Stakeholders,

I'm pleased to confirm that Toyo Printing Ink has reaffirmed the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor Standards, Environment and Anti-Corruption.

In the Communication on Progress, the first of which we will publish, we describe my actions to continuously improve the integration of the Global Compact and its principles into our company's Business Strategy, culture and daily operations. As a company, we are committed to sharing this information with all our stakeholders through our main communication channels.

Best Regards,

Yakup BENLİ

Toyo Printing Inks San. and Tic. AS CEO and Board Member

Our factory produces printing ink and auxiliaries for all kinds of printing techniques, and a very wide product palette, in addition to the factory established in 2010 in Manisa, as well as the color production center in Istanbul. Our current factory in Manisa Organized Industrial Zone was built on a land of 20 thousand square meters. It has a closed area of 12000 m2, 9 thousand square meters of which is production area, 600 square meters of R&D and quality control laboratories. It is the only printing ink manufacturer in Turkey, working with an annual ink production capacity of 22000 tons/year and producing in 5 different sectors.

- **1968** One of Turkey's first ink manufacturers, Dyo Printing Inks started production in 1968 with Sadolin and Holmblad license. The need for printing inks, which had been met by imports until that time, started to be met domestically, with the Turkish press, printing and packaging industry including all the products they needed in its pallet.
- **1987** Casco Nobel of Swedish origin; After acquiring Sadolin and Holmblad, he became a member of Casco Nobel Inks division.
- **1994** Our company, which became a member of Akzo Nobel Inks after Nobel's merger with Akzo company of Dutch origin, became one of the leading ink manufacturers in Europe with the high technology and production amounts of Akzo Nobel..
- **2010** After the name change and transfer process, it continued its activities as of February 2008 under the name of Bornova Matbaa Mürekkepleri Sanayi ve Ticaret AŞ. Bornova Printing Inks Industry and Trade Inc. moved from Bornova in December 2010 and continued its production in its factory in Manisa Organized Industrial Zone.
- **2012** The title was changed and it was renamed Dyo Printing Inks Industry and Trade Inc..
- **2016** Dyo Printing Inks As of January 15, 2016, Yaşar Holding's 75% share transfer to Toyo Inks SC holding was changed to "Toyo Matbaa Mürekkepleri Sanayi ve Ticaret A.Ş." It has entered an important period in which it will move forward more strongly in Turkey and the world market with its brand "TOYOINK". As of 04.01.2018, shares have been increased by 15.6% Yaşar Holding and 84.4% ToyoInks SC holding.
- **2019** It became a 100% Toyo Ink SC Holdings group company on 01.02.2019.

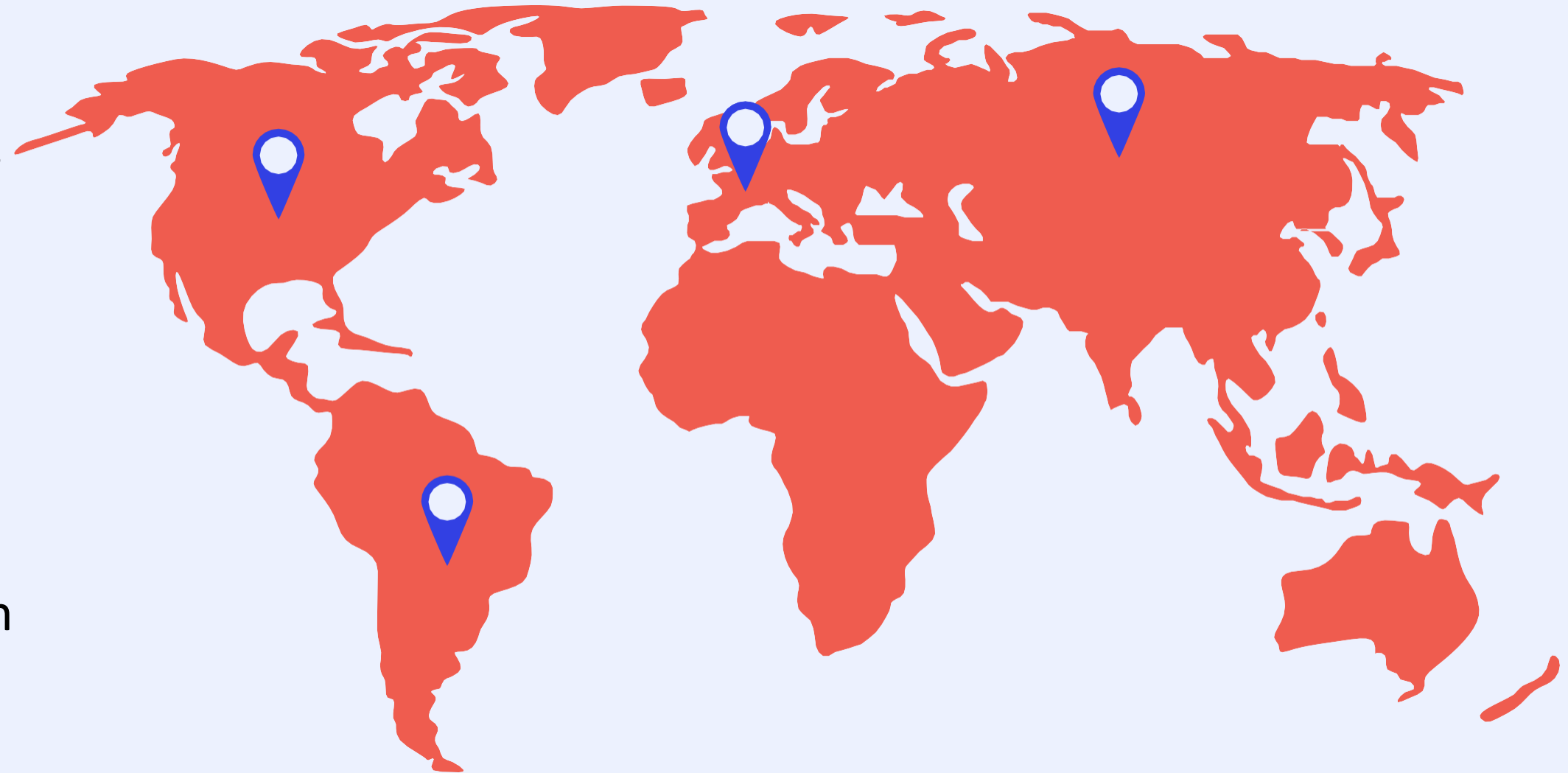
Toyo Ink SC Holding

Toyo Ink SC Holding still; It continues its activities with nearly 25 production bases spread over Asia, Europe, North and South America. It is a group that includes Toyo Ink, Toyo Chem, Toyo Color companies, and its origin dates back to 1896, and its headquarters is in Japan.

The new long-term strategic plan for 2017-2027 was created by TOYOINK SC Holding and shared with all group companies under the name “Scientific Innovation Chain 2027” – “Scientific Innovation Chain 2027”. With this approach, our new motto is "For A Vibrant World" (For a vibrant world). has been determined.

<https://schr.toyoinkgroup.com/>

TOYOINK SC Holding Sustainability and Integrated Reporting can be accessed at <https://schr.toyoinkgroup.com/en/csr/index.html>.



Toyo Ink Group in the World

We provide a safe and reliable product supply to our customers with our production sites spread over 17 countries and our more than 8000 employees.



Merkez Ofis ve Ana Fabrikalar

Toyo Ink Group Genel Merkez (Tokyo)

Toyochem Kawagoe Fabrika
Toyo Ink Saltama Fabrika
Toyocolor Fuji Fabrika

Toyo Visual Solutions
Moriyama Fabrika

Malezya AD CC LI OI

Tayland PC AD CC LI OI UV MD

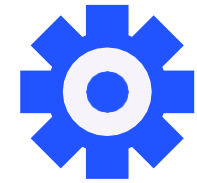
Filipinler PC LI

Endonezya PC CC LI

Vietnam PC LI

Singapur LI OI

PG Pigment	CF Color Filter Pastes	DM Display Materials	PC Plastic Colorants	AD Adhesives	CC Can Coatings
LI Liquid Inks	OI Offset Inks	UV UV-curable Inks	EB EB-curable Inks	MD Metal Decorating Inks	IJ Inkjet Inks

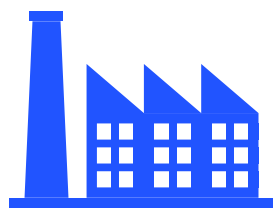


MAIN AREA OF ACTIVITY



It is the design, production and sale of liquid printing inks, sheetfed offset printing inks, newspaper and magazine inks, metal packaging systems products, lamination adhesives, lacquer and auxiliary materials for the products used in the printing and packaging industry today and the technologies they will need in the future. Printing (Printing) Inks It is the main material that enables an idea to be carried over an image onto the printing material. It consists of pigment, binder, solvent and thinners.

- 192 rows at ISO 2nd 500 list (2020)
- Rank 253 among the top 500 companies in R&D Expenditures



PRODUCTION PLACES

Center factory : MANİSA FACTORY

Manisa OSB 5. Kısım Keçiliköy OSB Mah. Hasan Türek Bulvarı No: 6 Yunusemre / Manisa / 0 (236) 226 50 00

BRANCH: COLOR PRODUCTION CENTER

19 Mayıs İş Merkezi Osman Gazi mah. Gazi Cad.No:01 34522 Kıraç Esenyurt / İSTANBUL / 0 (212) 481 64 51



NUMBER OF EMPLOYEES

- 245

Toyo Printing Inks Field of Activity

CENTER FACTORY

MANİSA



Area : 20.000 m²



Building : 10.000 m²



Capacity : 22.000 ton/yıl

Fields of Activity

- Liquid Inks
- Sheet-Fed Offset Inks
- Metal Packaging Systems
- Newspaper and Magazine Inks
- Screen Printing Inks



COLOR MAKING UNIT

İSTANBUL



Area: 1.125 m²



Capacity : 200 ton/yıl

Fields Activity

- Water Based Liquid Inks
- Sheet-Fed Offset Inks





Area: 62.000 m²



Building: 39.000 m²

Fields of Activity

Liquid Inks

Sheet-Fed Offset Inks

Metal Packaging Systems

Newspaper and Magazine Inks

Screen Printing Inks

Lamination Adhesives

Polyurethane Based Inks



ISO 9001: 2015
Quality Management System



ISO 14001: 2015
Environmental Management System



ISO 45001: 2018
Occupational Health and Safety
Management System



ISO 50001: 2018
Energy Management System



ISO 10002: 2018
Customer Satisfaction Management System



EFQM Excellence Model
2015 - Ege B. Incentive Award and 4 Star Competency
Certificate
2016 - Ege B. Excellence Award and 5 Star Competency
Certificate

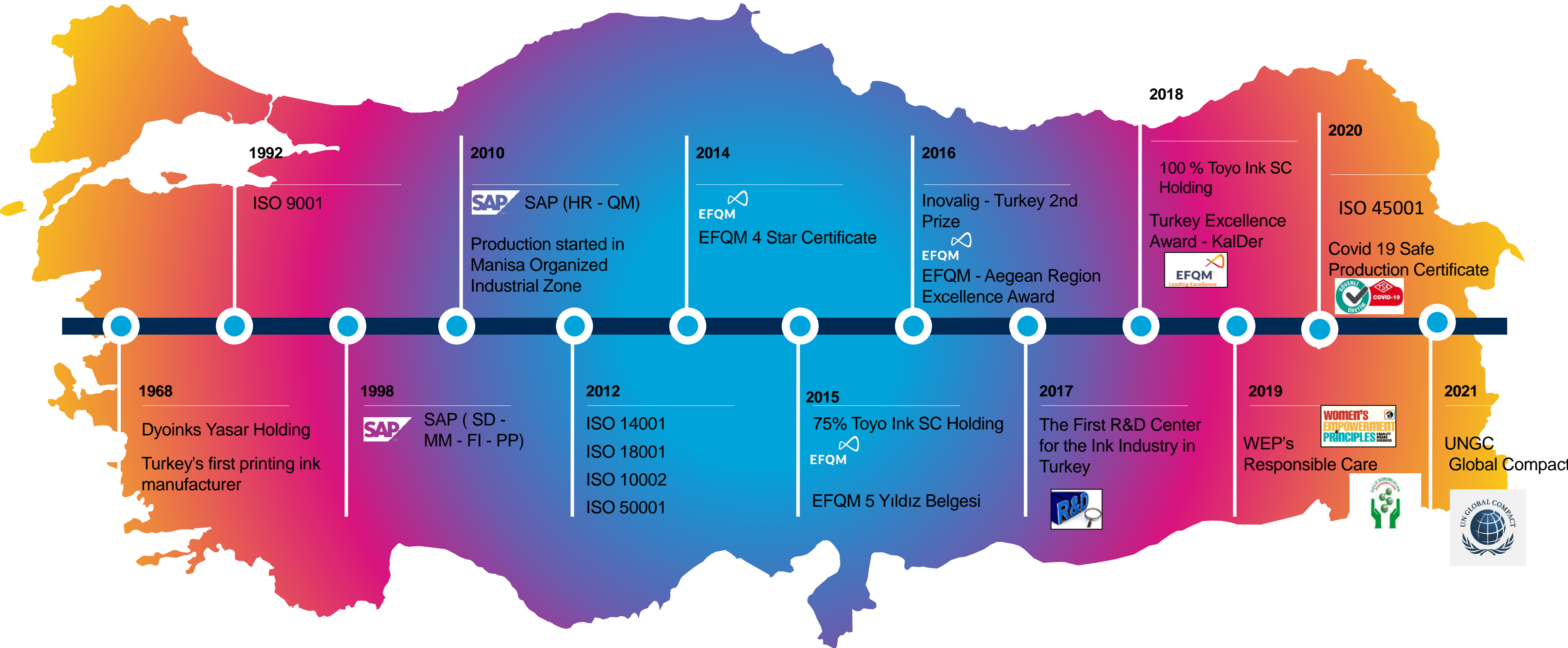


2018 - Turkey Excellence Award



Covid 19 Safe Production Certificate
Zero Waste Certificate – Basic Level

Toyo Printing Inks Sustainability Time-Line



Our Vision

Our vision is to be the market leader that creates sustainable value with R&D and innovative solutions and Science, Human and Environment approaches by establishing strategic partnerships with our Customers, Suppliers and all our stakeholders.

Our Mission

As a chemical company, we carry out our activities with the aim of protecting natural resources, cultural diversity and ecosystem in all areas of life with our understanding of human-oriented work at all stages of our production and distribution channels. While carrying out our activities, we are aware of fulfilling our social responsibility towards the continuous development of the society in order to leave a livable world to future generations by increasing the sustainability awareness of the society.

Strategic Focus

TPI aims to produce the products that will offer the best solution to the needs of the packaging and printing industries; With its quality production, service assurance, endless color options, 365 days of uninterrupted successful service, it has been contributing to the country's economy for 54 years, providing profit to its shareholders and creating a significant amount of employment. With the restructuring of TOYOINK SC Holding, the world's 3rd largest manufacturer of printing inks, it is preparing to become a production base in an area that will cover Eastern Europe, North Africa, the Middle East and Asia. Our strategic focus is "CUSTOMER", "HUMAN" and "ENVIRONMENT" in order to achieve sustainability and future customer portfolio. Local and global success is aimed with the strategies of "designing, producing and presenting technological innovation and innovative products for our customers" and "continually developing competent and responsible human resources with the philosophy of Human-Oriented Management".

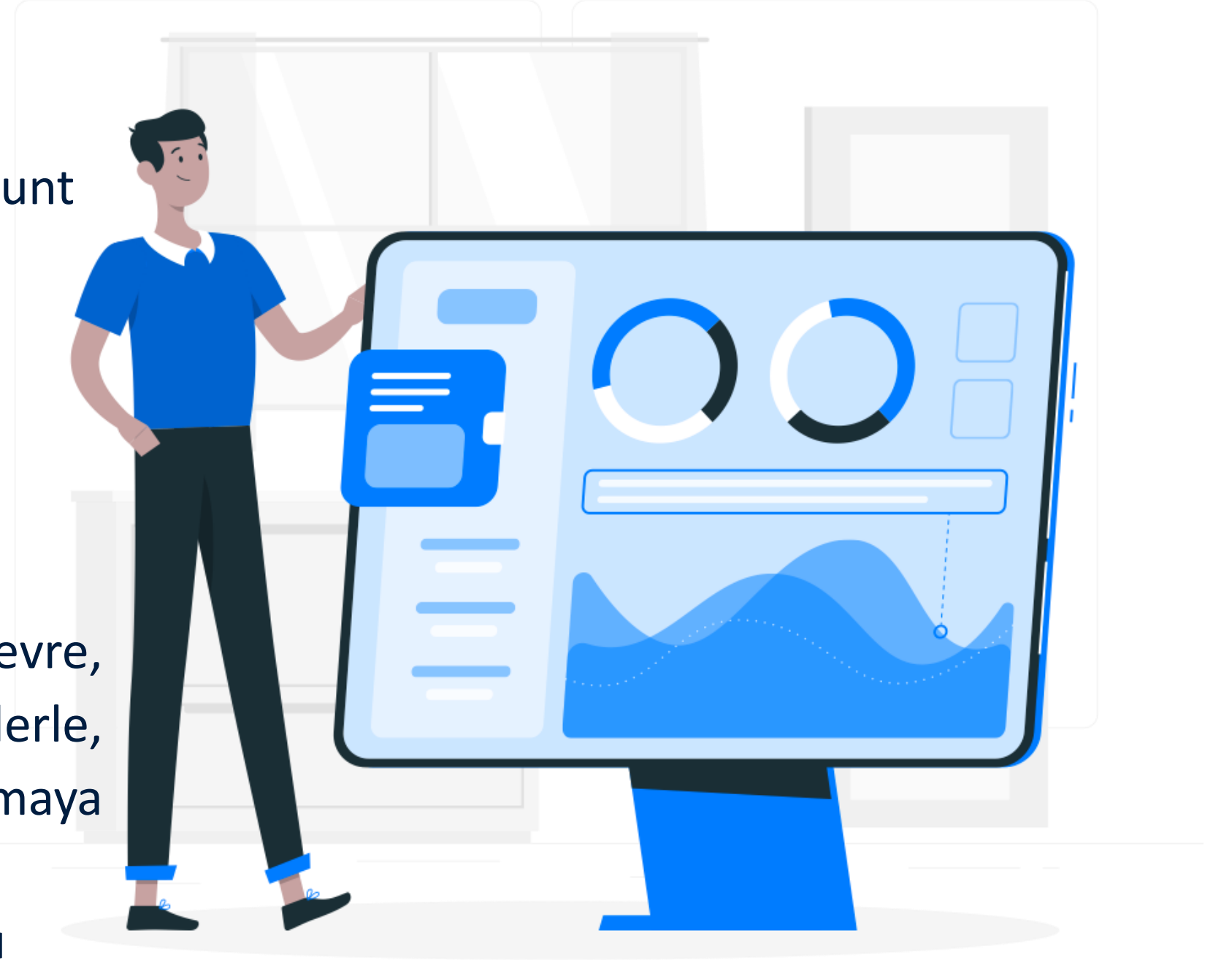
TOYO INK GROUP CORPORATE SOCIAL RESPONSIBILITY VALUE SYSTEM

The ToyoInkGroup management structure consists of the Corporate Philosophy System and the Corporate Social Responsibility Value System. The Corporate Philosophy System serves the purpose of creating value at the highest level. The Corporate Social Responsibility Value System clearly states the group's commitment to social responsibility, and as a chemical company, we strive to fulfill our social responsibility.

TOYO INK GROUP CORPORATE SOCIAL RESPONSIBILITY STATEMENT

We seek to create new ways of life for customers, employees and society through ToyoInkGroup activities, products and services. To achieve this goal, we always give priority to living with the society, gaining the trust of the society and fulfilling our obligations as a corporate group. As a corporate group, we feel the need to constantly re-discover our identity, which has existed in the chemical production environment and has a very significant impact on society. Based on this understanding, we recognize the need to establish and maintain good relationships with all stakeholders. While defining our material and moral values institutionally and fulfilling our social responsibilities, we see our most important duties as evaluating our business activities in terms of stakeholders, and we aim to maintain a balanced management according to the economy, society, people and ecology. As ToyoInkGroup, we support free and fair competition and try to contribute to the formation of a cultured and happy society.

- 1** To contribute to society by creating a clear awareness of environmental issues.
- 2** Developing and presenting products by taking into account the effects on human health and the environment.
- 3** Üretim faaliyetlerinde kaynakları ve enerjiyi koruyarak, çevresel etkisini azaltarak, faaliyetlerinin emniyetini ve güvenliğini sağlamak için çaba göstermek.
- 4** Çevre güvenlik konularında aktif bilgi sunacak; çevre, güvenlik ve sağlığı iyileştirmek isteyen tüm müşterilerle, yerel topluluklarla ve vatandaşlarla tam iletişimi kurmaya çalışmak.
- 5** Küresel çevre sorunlarına yönelik uyumlu ve uluslararası çabaları teşvik ederken, yasalara ve düzenlemelere sıkı sıkıya bağlı kalacak ve idari politikalarla işbirliği yapmak.



Corporate Principles

Our Corporate Principles are determined and conveyed to our colleagues, who are included in our team, in the "Employee Handbook". It is also presented on our website so that it can be accessed by our stakeholders.

<https://www.toyoink.com.tr/tr/ik>

CUSTOMER SATISFACTION

To provide information that increases customer trust and satisfaction.

EMPLOYEE SATISFACTION

To prepare the environment where all employees can realize their personal goals.

SOCIAL SATISFACTION

To act as a responsible corporate citizen in harmony with society and the environment.

STAKEHOLDER SATISFACTION

Respecting the rights of stakeholders, increasing stakeholder value and improving the overall value of the company.

KURUMSAL FELSEFE



İnsan Odaklı Yaklaşım

KILAVUZ İLKELER



Müşteri Memnuniyeti



Çalışan Memnuniyeti



Toplum Memnuniyeti



Paydaş Memnuniyeti
TOYOINKGROUP Felsefe Sistemi



- ✓ PROVIDING VALUE THROUGH PRODUCTS AND SERVICES
- ✓ SINCERITY IN BUSINESS ACTIVITIES
- ✓ ACTIVE COMMUNICATION AND INFORMATION COMMUNICATION
- ✓ SOCIAL ACTION PROGRAM
- ✓ GLOBAL ENVIRONMENTAL PROTECTION
- ✓ CREATING A COMFORTABLE AND SELF-REALIZING WORKING ENVIRONMENT
- ✓ ENSURING COMPATIBILITY
- ✓ IDEAL CORPORATE MANAGEMENT

We will strive to provide the highest level of trust and satisfaction to customers and other consumers by creating value in the market, improving the quality of life, and providing products and services that contribute to the development of culture and the global environment.

We will endeavor to conduct our business activities sincerely, fairly and appropriately at every stage, from the procurement of raw materials to the sale of products.

We will promote open communication with the community and actively and honestly disclose management information.

In order to promote social values and lifestyles, we will contribute to society through our core business activities and implement the social action program, as good corporate citizens who try to live in harmony with society.

We will strive to reduce environmental burdens at every stage of our business activities. We will perceive global environmental problems as our biggest challenge and we will actively work for global environmental protection.

We will respect the character and identity of every employee. We will create a safe and rewarding work environment so that each employee can fully utilize their talents and initiative. We will create work environments free of discrimination and will never allow child labor, forced labor or any other activity that violates human rights.

We will make rational, conscientious and ethical decisions and act accordingly, ensuring compliance with the laws and regulations of the countries we work with, international treaties and regional social norms.

We will establish a management system that can manage risks appropriately and respond instantly and flexibly to changes in the business environment. We will try to establish a management system in line with our goals so that the society sees our company as a good and desirable company.

TOYO PRINTING INK is a TOYO INK GROUP company that designs, manufactures and sells Newspaper and Magazine Inks, Sheet Offset Inks, Screen Printing Inks, Liquid Inks, Metal Packaging Systems inks, Lamination Glues and auxiliary materials. TOYO PRINTING INKEPLERI IND. VE TİC. AS A.Ş;

- To comply with the Terms of Management Systems and to maintain its effectiveness,
- Continuous improvement in order to provide the highest level of "Customer Satisfaction", "Employee Satisfaction", "Community Satisfaction", "Stakeholder Satisfaction" in the light of our guiding principles,
- Encouraging the risk-based approach in all processes and increasing its effectiveness,
- In line with the demands from the market and technological developments, to design products that are suitable for customer conditions and using environmentally friendly inputs and to increase our competitiveness in the market with innovative products,
- To accept everyone who is likely to be affected by our activities inside and outside the organization within the scope of our Occupational Health and Safety performance, to prevent injuries and health deteriorations against risks they may be exposed to such as fire, work accident, occupational disease and epidemic diseases through risk assessment studies and to create a Culture of Occupational Health and Safety in all our activities, To adapt to their goals,

Toyo Printing Inks Management Systems Policy

- To protect nature, to prevent pollution by minimizing waste generation and harmful air emissions, to separate wastes on site and to use energy and raw material resources in the most efficient way in accordance with the sustainable development approach,
- We aim to keep customer satisfaction at the highest level in our processes where we deal with customer complaints effectively with our expert staff with our customer-oriented approach,
- Adhering to the principles of transparency, accessibility, objectivity, confidentiality, accountability, continuous improvement and impartiality in the effective and free handling of customer complaints, responding to complaints in the most accurate and fast way, providing unconditional return in justified customer complaints,
- By analyzing energy consumption while performing our activities, to control and reduce its use, to develop energy efficient projects and to allocate resources for them, to increase efficiency by researching alternative sources, to prioritize energy efficiency in purchasing processes, product and process design.,
- To encourage Leadership and employee participation by complying with the requirements of Quality, Occupational Health and Safety, Environment, Customer Satisfaction and Energy Management System Standards, to create targets that will continuously improve the performance of processes with the participation of employees and evaluate their effectiveness, to provide the necessary information and resources,
- We adopt internationally recognized human rights in all our activities as an institution, and to behave in a fair and respectful manner with human rights rules in all our activities, to comply with the "Ethical Code of Action", legal obligations arising from laws and current legislation, and customer and other organization requirements,

We are committed.

CEO / Toyo Printing Inks

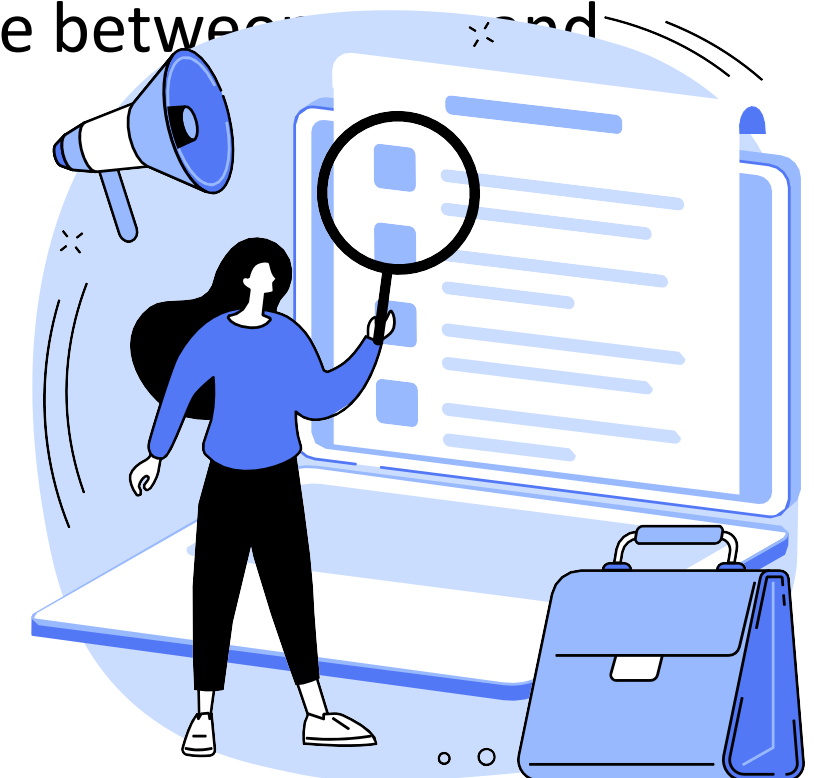
<https://www.toyoink.com.tr/tr/yonetim-sistemleri-politikasi>

At TOYO INK, we implement an equality policy from recruitment to retirement and provide an equal working environment for women and men. By signing the "UN Women's Empowerment Principles CEO Support Statement" in 2019, she made a commitment to implement the right gender policies.

We support the increasing inclusion of women in business life, with gender-based inequality, and ensure that women are also active in decision-making mechanisms, as well as ensuring that they benefit equally from opportunities and resources.

At TOYO INK, we offer equal opportunities to all our employees. We ensure absolute equality in recruitment and placement under the recruitment and placement procedure. We do not discriminate between men and women in job postings.

We offer our female employees a fair working environment when recruiting, working and planning their careers.



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

CEO Commitment

As stated in our TIG Corporate Social Responsibility Philosophy system, we adopt internationally recognized human rights as a corporate and we act in a fair and respectful manner in all our activities. To accept everyone who is likely to be affected by our activities inside and outside the organization within the scope of our Occupational Health and Safety performance, to prevent injuries and health deteriorations against risks they may be exposed to such as fire, work accident, occupational disease and epidemic diseases through risk assessment studies and to create a Culture of Occupational Health and Safety in all our activities, We are committed to complying with their purposes.

Actions

- Ethical rules have been established and the rules are accessible to all stakeholders. In addition to not violating any of these rules, there is no business relationship with the supplier, stakeholder or subcontractor operating in this type.
- With our philosophy of “People Oriented Management”, it is aimed to provide a positive working environment by creating trust in a transparent and continuous communication, and to offer equal opportunities to everyone by considering the differences.
- TOYOINK GROUP Corporate Philosophy System; It tells all the integrative elements that will guide all employees under the same brand in their daily business activities and provides unity of direction by pointing out the principles on which all employees will focus when making decisions
- It acts as a compass for new employees joining our team in creating a unity of direction, learning our values and sharing technical business information.
- Our Code of Business Ethics has been established and shared with both our employees and our stakeholders through the “Employee Handbook” via our website.

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

Occupational health and Safety

- At TOYO MATBAA MÜREKKEPLERİ A.Ş, the Occupational Health and Safety Law No. 6331 and the regulations, statutes and communiqués within the scope of the Law are applied in order to ensure occupational safety and prevent possible occupational accidents and occupational diseases.
- An occupational health and safety committee has been formed, an occupational health and safety training plan has been prepared, risk analyzes have been completed, emergency action plans and emergency teams have been formed, and emergency drills have been conducted.
- There are occupational safety specialists and occupational physicians and workplace health personnel
- In 2012, OHSAS TS 18001 Occupational Health and Safety Management System Certificate was obtained and in 2020, it was documented by meeting the requirements of ISO 45001: 2015 occupational health and safety standard.
- In order to prevent major industrial accidents, regulations are complied with and necessary notifications are made. Security Management System was established.
- Within the scope of Seveso III Directive, improvement and development studies are continuously followed up in accordance with the regulation requirements. INFORMING THE PUBLIC in accordance with the “Regulation on the Prevention of Major Industrial Accidents and Reducing Their Effects” has been published on our website.
- In 2019, a "Triple Social Responsibility" undertaking was signed with TKSD. In this context, self-evaluation has been made and continuous improvements are made in the areas that need improvement.

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

Health Checks

- Health checks of employees Annual periodic health checks are carried out in the workplace health unit.

Covid-19 Precautions

- As Toyo Printing Inks; As of March 2020, we have closely followed the development of the process both in the world and in Turkey, and in this direction, we have tried to maintain our business with the current situation by constantly reviewing our plans and actions..
- It is primarily aimed to protect the health of our valuable employees and their families and to ensure the continuity of production within our scope of work.
- In order to contribute to the sensitivity of social isolation, many of our units have switched to the remote working model. In addition, by following the most up-to-date data based on national and international official sources since the beginning of the process in our fight against the virus; We have gradually implemented all the measures and have taken our measures to the highest level.
- Based on the Covid-19 Hygiene, Infection Prevention and Control Guideline, Covid-19 Safe Production Certificate has been obtained.

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

Some of the measures taken during the Covid-19 Pandemic are listed below.

- The circulars of the Ministry of Health and the Ministries of Internal Affairs have been complied with.
- The Covid-19 team, consisting of OHS board participants, was formed depending on the CEO, gathered every week to evaluate the measures and actions related to the situation, and the requirements were quickly met.
- Regulations have been made regarding the dining hall, office areas and common areas within the framework of the circulars.
- Cleaning and Sanitation Programs have been made for all areas.

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

Education and Talent Development

- As Toyo Printing Inks, the value we attach to human resources from the very first moment and our belief in the importance of qualified people have revealed the necessity of the education process in every field. For this reason, our employees are provided with professional development, technical and personal development trainings.
- Training programs cover all employees of the company. Its main purpose is; is to increase the knowledge and skills and develop their competencies that will support the achievement of the company's goals and the realization of individual goals of all employees.
- Training programs within the scope of the development opportunities we offer to our employees; Orientation training, On-the-Job Training, Occupational Health and Safety training, Personal Development, Management Skills and Specialization groups.
- Due to the pandemic, some of the trainings were given online, and the training hour per person in 2021 was 27.5 hours.

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

Examples of training opportunities and training content provided in 2021 are summarized.

Greenhouse Gas Emissions Training

- As part of the fight against climate change, Toyo Printing Inks received training on "ISO 14064-1 - Calculation and Reporting of Greenhouse Gas Emissions and Removal at Organization Level", "Calculation of Greenhouse Gas Emissions" and "ISO 14067 Product Carbon Footprint Calculation Training".
- Product carbon footprint calculation training is an approach to calculating the life cycle emissions of a product or service. For a product, this includes analysis of the various lifecycle stages from raw material extraction and processing, to manufacturing, distribution, use stage and end-of-life.
- In order to better understand carbon emissions through supply chains and identify efficiency opportunities, this approach will be trained and the Product will be included in carbon footprint work plans.
- Trainings on Climate Action and Carbon Footprint Calculation Criteria are provided through in-company trainings by trained Toyo Printing Inks Employees.
- A total of 63 people received 117 hours of training on Greenhouse Gas Emissions and Climate Action.

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

Vocational Training of Workers to be Employed in Heavy and Dangerous Jobs

Necessary trainings are provided in our companies within the scope of the "Communiqué on the Vocational Training of Workers to be Employed in Heavy and Dangerous Jobs" prepared based on the Labor Law No. 4857.

First Aid Trainings

- According to the First Aid Regulation published by the Ministry of Health, it is obligatory for one out of every 20 people to be a first aider for workplaces, and a first aider for every 10 people for heavy workplaces.
- The main purpose of First Aid training is to learn life-saving interventions for the personnel, their environment and their relatives, and to be able to perform correct and conscious applications in extraordinary situations without despair.
- At Toyo Printing Inks, we have 28 employees who have received First Aid training and have first aid certificates.

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

Actions

Some of the training topics for 2021 are listed below.

- Un Global Compact - Climate Target Acceleration Training
- ISO 14067 Product Carbon Footprint Training
- G7 Expert Certification Training
- Personal Development Trainings Workshops and Seminars (Conscious Awareness, Compassionate Communication, Emotional Agility and Making Decisions from 8 Perspectives, etc.)
- Competency Development Program (Coaching, Self-knowledge and Management, Knowing & Managing Your Job, Knowing & Managing Your Team)
- Executive Development Program (Basic Management Skills, Strategic Analysis, Situational Leadership, Performance Coaching)
- Team Model Training (ÜPEM)
- Lean Production Planning Training
- Compost Information Training
- OHSAS Trainings (Static Electricity and Grounding, Fire Explosion and Static Electricity, What to Do When Fire Sounders Ring, Dangerous Chemicals and ADR Training, etc.)
- First Aid Training
- AFAD Earthquake Training Poverty Fight Training

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

Training and Meetings for Other Stakeholders

- As Toyo Printing Inks, the value we attach to human resources from the very first moment and our belief in the importance of qualified people have revealed the necessity of the education process in every field.
- With the cooperation of R&D and technical service, we organize training seminars to convey technical information and share sectoral developments for Marmara University, Istanbul University Printing Departments, our dealers, our industrial customers and our printing masters.
- As we organize collective organizations for educational purposes, we also continue to organize special training seminars within the Printing House.
- We follow developments and new technologies by participating in sector-specific fairs and symposiums. One of the activities we carry out to increase the total quality in our sector is FOGRA and G7 Certification practices and Process Quality Improvement Studies. We support companies in the processes of FOGRA PSO (Offset Printing Process Standard) and G7 Certification (Proofing and Printing System Process Control and Documentation Methodology), which are the quality indicators of the printing industry, and we provide consultancy services with our FOGRA and G7 partners within our company.
- We contribute to industry associations both in terms of participation and sponsorship and develop new strategies in cooperation with our stakeholders.

Principle 2 - Businesses should not be complicit in human rights abuses.

CEO Commitment

As stated in our TIG Corporate Social Responsibility Philosophy system, we adopt internationally recognized human rights as a corporate and we act in a fair and respectful manner in all our activities.

Actions

As we clearly state in our ethical principles;

- We respect the character and identity of each employee.
- We strive to create a safe and rewarding work environment so that each employee can fully utilize his talents and initiative.
- We will create work environments that are free from discrimination and will never allow child labor, forced labor or any other activity that violates human rights.
- In order to promote social values and lifestyles, we will contribute to society through our core business activities and implement the social action program, as good corporate citizens who try to live in harmony with society.
- We will take rational, conscientious and ethical decisions and act accordingly, ensuring compliance with the laws and regulations of the countries we work with, international treaties and regional social norms.
- There were no reports of ethical non-compliance.

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

CEO Commitment

Toyo Printing Inks accepted the freedom of unionization within the institution. There is unionization in Toyo Printing Inks and protocols are made at regular intervals.

Actions

- An indefinite-term employment contract is signed with our employees within the scope of the Labor Law No. 4857.
- Employees of contractors and subcontractors, which are our business partners, are also required to be insured.
- Employees' rights are guaranteed with the Workplace Protocol signed between Petrol-İş and the employer.

Principle 4: Businesses should support the end of forced and compulsory labor.

CEO Commitment

As stated in our Code of Ethical Action, we will create work environments that are free of discrimination and will never allow child labor, forced labor or any other activity that violates human rights.

Forced and Compulsory Labor

- Working hours in our company are determined by the management in accordance with the labor law, working days and hours, official, general and week holidays are defined and announced to the employees.
- Our employees may work overtime for reasons such as the nature of the job or increasing production. Overtime work is done within the framework of the conditions written in the Law and the collective agreement.
- Overtime wages are paid as specified in the law and in the collective agreement.
- The job descriptions of the employees are notified to them from the moment they start working and their orientation is made between departments. Documents related to job description are shared within the company with the common software used in accordance with our management systems. Employees can access this document.
- There is no case that has been brought to the court on forced labor and drudgery.

Principle 5: Businesses should support the elimination of child labor.

CEO Commitment

As stated in our Code of Ethical Action, we will create work environments that are free of discrimination and will never allow child labor, forced labor or any other activity that violates human rights. As Toyo Printing inks, all precautions regarding child employment have been taken.

Child Employment

- In accordance with the relevant provisions of the Labor Law, as a rule, those below the age of 15 cannot be recruited.
- As an exception, those who are over the age of 14 and have completed their primary education can be employed in light jobs that will not hinder their development and education, with limited working hours. Although the legal limit for our country is 15 as a rule and 14 as an exception, our company has adopted and implemented the principle of not employing personnel under 18 years of age.

Principle 6: Businesses should support the elimination of discrimination in recruitment and placement.

CEO Commitment

We will create non-discriminatory work environments and will never allow any other activity that violates human rights.

Hire

- As Toyo Printing Inks Human Resources, our mission is to contribute to the philosophy of "People-oriented management". For this purpose, we work to develop processes and tools that serve to create a positive working climate that allows each employee to realize their own talents and ideals, by integrating a sustainable and visionary management that uses its own resources at the highest level and the synergy of our global network.
- Hiring procedures are implemented in accordance with the Labor Law No. 4857 and the Personnel Regulation. In our recruitment processes, evaluations are made according to the knowledge, skills, competence and experience required by the position.
- Competence-based interview techniques are used in the evaluation phase. Equal opportunities are given to the applicants, gender, race, age and marital status etc. There is no discrimination in matters.
- For the vacant positions within the scope of the 2021 budget plan, a total of 47 people, 19 white-collar and 28 blue-collar, were recruited.

Principle 6: Businesses should support the elimination of discrimination in recruitment and placement.

Code of Business Ethics Guide

- Our company respects social, political and cultural values in every geography where it operates, acts in accordance with the laws and business ethics rules and transparently. In this context, TIG Ethics Action was announced to all employees in 2016. It was printed in the Employee Handbook and distributed to all employees.
- Newly recruited personnel also benefit from this booklet during their orientation training. “Our Code of Ethical Action” has been added to our website, making it accessible to all stakeholders.

Method of Determining Employee Wages

- Criteria such as wage determination or change, position class, experience, education, location, foreign language knowledge of the person, evaluation of the position according to its peers, according to the upper and lower positions, the positions reported by the personnel, the performance scores / bonuses of the past years and the wage level of the market are taken into consideration. taken is done.
- There is no discrimination in terms of gender, race, age and marital status in terms of wage levels.
- The wages and other rights of the employees who are members of the union are regulated within the framework of the signed protocol.

Principle 6: Businesses should support the elimination of discrimination in recruitment and placement.

Personal Performance Evaluation System Management

- The company adopts a holistic management system in order to achieve its main goals and strategic goals.
- The Performance Management System, which has been implemented since 2005, is aimed at realizing company goals and personal goals in parallel. Performance evaluation results reflect on individuals in personal development, career planning and rewarding/remuneration. In our evaluation system, which is based on the Balanced Scorecard technique, Critical Success Indicators (KPIs) selected at the beginning of the year and agreed on targets are used.
- Target realizations are followed up with guidance and follow-up meetings in the middle of the year, and necessary revisions are made, if any. At the end of the year, realizations are evaluated with targets.
- Since 2018, all white-collar employees have been included in the Performance Management system.

Employee Opinion Survey

- Since 1998, it receives the opinions of its employees through the "Employee Opinions Survey" application. The Employee Opinion Survey is implemented once in every 2 years. In line with the results of the Employee Opinion Surveys, the action committee determined by the company management prepares action plans and implements practices that increase employee satisfaction, motivation and loyalty.
- It has been seen that the concept of employee loyalty, as well as employee satisfaction, gains importance day by day and needs to be followed closely and the "employee loyalty" factor has been added to be measured together with employee satisfaction.

Principle 6: Businesses should support the elimination of discrimination in recruitment and placement.

Internship Opportunity for High School and University Students

- Our company provides high school and university students with internship opportunities within the quotas it has determined in order to get to know business life better and improve themselves.
- The goal of the intern program is to provide students with on-the-job internship opportunities and also to create a database of qualified candidates for future positions. Vocational high school students spend three days a week in our companies in order to reinforce the education they received at school and to get to know the environment in which they will work when they graduate.
- University students are given internship opportunities in our companies between June and September. Within the scope of Social Responsibility, students who could not find an internship place due to the pandemic were supported by providing internship opportunities.

Within the scope of Law No. 3308, 2 vocational high school students received skills training at our workplace during the academic year, and 21 university students were given the opportunity to do internships within the scope of obligation in the summer term of 2021.

Principle 6: Businesses should support the elimination of discrimination in recruitment and placement.

Employment of Disabled People

Within the scope of the 3% rate specified in the Labor Law according to the number of personnel working at the workplace, 7 disabled personnel work.

Legal Rights of Employees

The rights of the employees against the law are supported by the workplace protocol, out-of-scope personnel regulation and the freedom of individual application, and all legal rights such as rest, meal, paid and annual leave and severance pay are exercised.

Social Support ; Supplementary and Private health insurance, religious days and New Year's Supply Check, Holiday Aid, Fuel Aid are provided.

Principle 6: Businesses should support the elimination of discrimination in recruitment and placement.

Skill Management

Career development programs are implemented to increase and develop employee talents. In 2021, the promotion rate for Toyo Printing Inks was 11%.

Competency Development Program:

The program, which we started to implement with the aim of supporting the development of our employees, increasing their competencies, and creating career plans for future positions according to the needs of the organization, was completed in 2021 with a group of 11 people.

Executive Development Program:

In line with our 2021 change targets; To ensure that new managers internalize the relevant tools in order to create the future by taking into account today's realities with a Strategic perspective, to acquire the necessary equipment to become a team manager with a Strategic Consciousness Level, to implement leadership functions that will increase the effectiveness of the team he manages, and to adapt their development to the field and/or team. . This program has been completed for 2 people who are new managers this year.

Principle 6: Businesses should support the elimination of discrimination in recruitment and placement.

Social Committee Activities

Marriage and Baby Assistance:

Marriage benefit payment is made for those who get married and maternity benefit payment is made for those who have a baby.

Birthday:

Administrative leave has been applied on his birthday and donations are made to the NGO on behalf of each employee. Support was provided for the education of 2021 Turkish Education Foundation-University students.

Special Day Celebrations:

Mother's Day, Father's Day celebrations, Women's Day celebrations are held and educational organizations are organized instead of gifting on special days and weeks.

National Holiday Celebrations:

April 23 National Sovereignty and Children's Day Events are celebrated with enthusiasm every year. On April 23, organizations are organized for the children of our company's employees. A painting exhibition was organized in 2019, an online education for the United Nations Sustainable Development Goals by asking the question "What kind of a world do you want to live in" in 2020, and an online education for Philosophy and Art Workshop with Children in 2021.

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

CEO Commitment

To protect nature, to prevent pollution by minimizing waste production and harmful air emissions, to separate wastes on-site and to use energy and raw material resources in the most efficient way in accordance with the sustainable development approach, with the awareness of "Environment and Safety Basic Principles" and "Social Responsibility Regulation".

Actions

- "TIG Environmental and Safety Policies", which was adopted by Toyo Printing Inks and defined for dissemination, was shared in the Employee Handbook and Technical Safety Handbook.
- As Toyo Printing inks, environmental effects are evaluated in our products and services, and regulations and product-related regulations are followed and implemented.
- Since 2012, ISO 14001:2015 Environmental management system requirements have been met.
- ISO 50001 Energy Management System has been implemented since 2012. The studies to be carried out on energy issues in our company are planned and followed up.
- Responsible Care® is a voluntary initiative, commitment program of the global chemical industry, beyond legal or regulatory compliance. In 2019, it signed the Responsible Responsibility Commitment and took its place as the leading company in the printing inks sector.
- We review and continuously improve our activities with the basic principles of Tripartite Responsibility, Employee Health and Occupational Safety, Pollution Prevention and Environmental Protection, Distribution, Communication - Community Awareness - Emergencies, Process Safety, Product Responsibility.

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

Actions

- Environmental impacts Risk assessment is carried out within the scope of ISO 14001:2015, and actions are taken with risk reduction.
- Environmental dimensions of our activities have been determined. Production is followed by internal and external field controls, new risks are evaluated and precautions are taken.
- We carry out all our activities in accordance with our commitments to comply with the legal obligations arising from the law and applicable legislation, as well as customer and other organization requirements.
- Our Environmental Policy We share it with all our stakeholders as a management systems policy on the website.

Reducing Solvent and Hydrocarbon Emissions in the Working Environment:

- In order to reduce the chemical release in the working environment, a closed system is used to the extent allowed by the process structure.
- In areas where closed system cannot be used, there is an aspiration system.
- Periodic checks of our ventilation system are carried out. Its suitability is confirmed.
- Emission measurements are made by an authorized company every year. Its suitability is confirmed.

Energy Conservation and Saving:

- ISO 50001 Energy Management System has been implemented since 2012.
- In order to benefit more from daylight within the business and in the administrative building, natural lighting is provided.
- The use of daylight within the enterprise and the transition to LED lighting in laboratories and offices have been ensured.
- It is evaluated in terms of energy efficiency with process improvement studies carried out in production lines.

Water Management:

- Wastewater Pre-treatment is provided and treated water is sent to the MOSB wastewater plant in accordance with legal requirements.
- It monitors the water consumption and provides the necessary legal requirements of the wastewater with the pre-treatment process. 43
- It is controlled and reported by MOSB. There is no recycled water and no use.

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

Actions

Chemicals Management:

- As Toyo Printing Inks, we inform our internal stakeholders and customers about the use of our products.
- We inform our customers through product packaging labels, technical documents, warning labels and meetings.
- There are information and warning labels on the products that can be seen by anyone who can touch the products.
- With the Chemicals Committee, it follows the developments regarding chemical substances and creates the necessary actions.
- For all materials, the use, transportation and storage properties and the damage to the environment in the event of an accident are taken into account. All requirements covered by the ADR regulation are fulfilled. Trainings on ADR, pre-transport controls, vehicle controls, delivery of necessary documents to the transport company in each shipment, use and follow-up of correct packaging within the scope of ADR are carried out.
- The use of chemicals in production and products is carried out in accordance with national and international regulations (KKDIK, REACH).

Principle 8: The business world should support all kinds of activities and formations that will increase environmental responsibility.

CEO Commitment

To protect nature, to prevent pollution by minimizing waste production and harmful air emissions, to separate wastes on-site and to use energy and raw material resources in the most efficient way in accordance with the sustainable development approach, with the awareness of "Environment and Safety Basic Principles" and "Social Responsibility Regulation".

Actions

Waste Management:

- As a general principle in waste management of our company; It aims to reduce waste at its source, and to reuse and reuse wastes that are inevitably recovered at the highest possible rate.
- Our hazardous waste types and amounts are entered on the page of the Ministry of Environment regularly every year, and our annual waste management is determined by this.
- Our wastes are transported safely with licensed companies and they are disposed of or recycled by licensed companies.
- On-site separation and bigbag and raw material usage methods are evaluated as a measure to reduce the rate of disposal. In order to prevent the production of hazardous and environmentally harmful waste,
- Chemical Risk assessments have been made and the use of environmentally sensitive raw materials has been included in the plans.

Principle 8: The business world should support all kinds of activities and formations that will increase environmental responsibility.

Actions

Zero Waste System:

- In 2021, the Zero Waste system was established and the Zero Waste Basic Level certificate was obtained.
- Waste stations have been established for the separation and collection of domestic waste.
- Zero Waste trainings were given. Zero Waste Amounts Ministry of Environment notifications are made.

Corporate Carbon Footprint:

- As of 2020, the Corporate Carbon Footprint has been measured according to the ISO 16064 standard.
- Two of our employees participated in the UN Global Compact Science-Based Goal Setting Program.
- With the participation in the UNGC Science-Based Goal Setting Program, a solid-based approach to determining our carbon footprint has been achieved.

Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.

CEO Commitment

We strive to reduce environmental burdens at every stage of our business activities. We will perceive global environmental problems as our biggest challenge and we will actively work for global environmental protection.

Actions

- Our strategic focus is "CUSTOMER", "HUMAN" and "ENVIRONMENT" in order to achieve sustainability and future customer portfolio.
- Local and global success is aimed with the strategies of "designing, producing and presenting technological innovation and innovative products for our customers" and "continuously developing competent and responsible human resources with the philosophy of Human-Oriented Management".
- In their action plans, they aim to design, produce and present technological, innovative and innovative products to their customers, not only in R&D but also in all processes.
- Within the framework of innovation, by participating in Inovalig in 2014-2015, we were certified with the 10th place in Innovation Organization and Culture in 2014 and 11th in Strategy in 2015 in our innovation approach.
- In 2016, it won the 2nd prize in Turkey in the category of "Innovation Organization and Culture" at InovaLIG.
- The National Quality Movement Goodwill Declaration was signed in September 2014, for the first time in its sector, in accordance with the EFQM model. After the self-evaluation work, a book was prepared for the Aegean Region Excellence award, and with the evaluations made, it received a 4-star competency certificate and the 2015 "Aegean region Incentive award" and in 2016 a 5-star competency certificate and the "Aegean Region Excellence" award.
- In 2018, it won the "Turkey Excellence Award" in the category of "Innovation and Innovation".
- Our company, which has made a name for itself with its experiences and achievements, has signed many projects with respect to the environment, which is an integral part of its corporate culture, and the importance it attaches to human resources. It is an organization that has proven its reliability in the sector with its customer-oriented works.
- Our company will continue to maintain the principles of equality, dignity, openness, honesty, mutual trust and transparency in its internal and external relations.

Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.

Actions

R&D Center Activities:

- It has become a reliable and strong brand in a short time by increasing its market share since 1968.
- Our company, which closely follows the developments over the years, has been successful in creating solutions in a short time by identifying the needs of the Turkish printing industry with its long-term R&D studies.
- Our R&D department, which has been carrying out design activities since its establishment, was established in July 2017 by T.C. After being registered by the Ministry of Science, Industry and Technology, it became the first ink R&D center in Turkey.
- Our company, which has made many innovations to date, aims to maintain its leadership in social responsibility projects in this period when global sustainability has entered every aspect of our lives.

Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.

Actions

R&D Center Activities:

- Toyo Life Premium Food LO/LM, our Vegetable oil based product line with a new sheet of offset inks with low odor and low migration properties, is designed and manufactured by EuPIA GMP. Suitable for food, packaging, cosmetics, medicine. Specially formulated for non-food contact surfaces of paper and cardboard.
- A production area has been put into operation in accordance with GMP requirements for the production of a new sheet of offset inks LO/LM.
- Our Toyo Life Premium Food LO/LM product, which has passed the Deinkable test, will not damage the properties of the paper during recycling, and the pulp separated from the ink can be reused without losing quality. This series of products helps to increase paper recyclability, reduce the need for other non-renewable raw materials, enabling the development of innovative sustainable and circular packaging solutions.

NEW INVESTMENT

We are continuing our efforts to establish a new factory on an area of 62 thousand square meters, of which 40 thousand square meters is closed, in Manisa Organized Industrial Zone. As a chemical plant, we have accelerated our work in order to create employment and to continue its activities in the organized industrial zone with environmental products, in a human-oriented manner.

Principle 10: Businesses should work against all forms of corruption, including bribery and extortion.

CEO Commitment

We will make rational, conscientious and ethical decisions and act accordingly, ensuring compliance with the laws and regulations of the countries we work with, international treaties and regional social norms.

Actions

- As Toyo Printing Inks, we manage all our activities according to our ethical rules and regulations.
- We act in accordance with the legal terms and regulations in all areas where we operate. Internal regulations and monitoring regarding bribery and corruption have been defined, and employees' awareness is raised through trainings.
- In 2021, employees were given 47 hours of training. Trainings on corruption, bribery and conflict of interest regulations were provided in 2021.
- We work with our suppliers in accordance with the Supplier Principles applied on a TIG basis.
- All our supply chain records are tracked through the SAP system.

Principle 10: Businesses should work against all forms of corruption, including bribery and extortion.

Actions

Supply Principles

- 1. Fair and honest relations:** We will have a broad perspective on purchasing for our business activities and we will conduct our transactions with suppliers in a fair and equitable manner.
- 2. Supplier selection:** We will select suppliers according to appropriate standards by comprehensively considering all factors affecting economic rationality, and operationally sound regulation, compliance with laws and societal norms, technological competence, product quality, price, delivery terms, credibility, ability to bid, and We will develop the ability to provide information.
- 3. Mutual understanding and trust:** We will strive for greater mutual understanding with suppliers. We will strive to build relationships of mutual trust and mutual progress.
- 4. Compliance in purchasing activities:** We base our purchasing activities in accordance with all applicable laws and our corporate ethics. Personal interest is not considered in any transaction we will have.
- 5. Green procurement:** We will continue to strive to conserve resources and protect the environment in the conduct of our operations, and to protect and improve the global environment.
- 6. Protection of privacy:** We will not disclose to any thirdparty confidential business or technological information obtained in the course of a business transaction.
- 7. Supplier CSR:** We will carry out our purchasing activities by raising awareness. We will carry out our social responsibilities as a business and comply with International Labor Organization labor standards, compliance and green purchasing and demand as standards for selecting Suppliers.

Our Corporate Social Responsibility project examples are listed below

- Together with the BlindLook team, which is an audio guide for the visually impaired, with the dream of everyone being able to reach the service they want under equal conditions and a more comfortable world, we took a step as Toyo Printing Inks to make our website and the color world understandable by using the "Audio Simulation" technology. . In addition, together with the BlindLook team, we aim to increase our awareness by providing 'Communication Not Barriers' trainings to all our employees via the online platform.
- We support the education of 2021 Turkish Education Foundation-University students,
- As Toyo Printing Inks, we supported the 30 October 2020 İzmir Earthquake and 2 August 2021 Marmaris Fires as a company.
- In 2021, our Production Engineer provided support for the education of Turkish Education Foundation-University students by chasing 42k favors for the Turkish Education Foundation in the Istanbul Marathon.

DEMOGRAPHIC INDICATORS

	2021	2020	2019
Number of Female Employees	64	68	74
Number of Male Employees	181	186	161
Number of Blue Collar Employees	109	115	96
Number of White Collar Employees	136	139	139
Total Number of Employees	245	Table1 . Number of Employees 254	235

All Employees	2021	2020	2019
Ratio of Female Employees	26,7	26,8	31,5
Male Employee Ratio	73,3	73,2	68,5
The average age	35,7	35,9	36

Table 2. Gender and Age Average of Employees

Employees in the Management Team (Team Leader and Above)	2021	2020	2019
Ratio of Women	43,3	41,4	32
Male Employee Ratio	56,7	58,6	68
The average age	40,1	42,6	42,2

Table 3 . Ratios of Employees in the Management Staff

TOYO MATBAA MÜREKKEPLERİ	15 years and under 15 years	Ages 16-19 (Intern)	20-29 years old	30-39 years old	40-49 years old	50-55 years old	Ages 56 and over
2021	0	2	60	111	60	14	4
2020	0	0	62	112	55	17	5
2019	0	6	63	96	23	20	3

Table 4. Distribution of Employees by Age Groups

EMPLOYEE SATISFACTION RATE	2020	2018	2016
Blue Color	86	84	49,5
White Color	69	67	45,7
Toyo Ink	78	76	48

Table 5. Employee Satisfaction Rate %

	2021	2020	2019
Employee Turnover Rate	4,09	1,6	5,5

Table 6 . Employee Turnover Rate

	2021	2020	2019
Number Of Employees Subject To Work Protocol	%39	%36	%33

Table 7. Number Of Employees Subject To Work Protocol

	2021	2020	2019
Training Hours Per Person	27,5	12	45

Table 8 . Training Hours Per Person

	2021	2020	2019
Accident Frequency Rate	1,6	1,92	1
Accident Severity Rate	0,05	0,06	0,028

Table 10. Accident Frequency Rate and Accident Severity Rate

Workers to be Employed in Heavy and Dangerous Jobs Vocational Trainings	2021	2020	2019
Number of Persons	74	19	39
Training Hours Per Person	40	4	27,7

Table 9. Number of Persons Receiving Vocational Training

	2021	2020	2019
Total Energy Consumption, TEP (tons of oil equivalent)	735,22	791,46	729,47

Table 11. Energy Consumption, TEP

	2021	2020	2019
Natural Gas Consumption Efficiency, (kwh/kg)	0,17	0,22	0,20

Table 12. Natural Gas Consumption per Production Unit

	2021	2020	2019
Electricity + Natural Gas Consumption Efficiency (kwh/kg)	0,43	0,49	0,47

Table 14. Total Energy Consumption per Production Unit

	2021	2020	2019
Electricity Consumption Efficiency, (kwh/kg)	0,26	0,28	0,28

Table 13. Electricity Consumption per Production Unit

	2021	2020	2019
Total Water Consumption			
Water Consumption, m3	14.333	14.383	15.431

Table 15. Total Water Consumption, m3

Waste Type	Quantity (kg) 2021	Greenhouse Gas (kg CO ₂ e)	Energy-saving (kwh)	Gain on storage space (m ³)	Contribution to the Environment
Paper	4004	708,71	16416,4	10,01	68 Ağaç
Plastic	3061	125,5	17674,21	7,04	49,89 Varil petrol tasarrufu
glass	460	13,8	19,2		
Metal	227	21,57	145,73		

Table 16. Gains in the Scope of Zero Waste

	2021	2020	2019
Waste Disposal Rate,%	2,025	2,04	2,4
Waste Recycling Rate, %	4,42	1,97	3,78

Table 17. Waste Disposal and Recycling Rates

	2021	2020	2019
R&D Expenditure%	1,38	1,54	1,65
Table 18. R&D Expenditures			

	2021	2020	2019
R&D Center Personal number	23	24	24
Table 19. Number of R&D Center Personnel			

2020	2019
62	78
Table 20. Supplier Evaluation Rate, (%)	

Carbon Footprint Results

TOTAL CARBON EMISSIONS IN 2021: 4804,4 ton CO₂e
With I-REC Certificate 3269,5 ton CO₂e (Scope1+2+3)

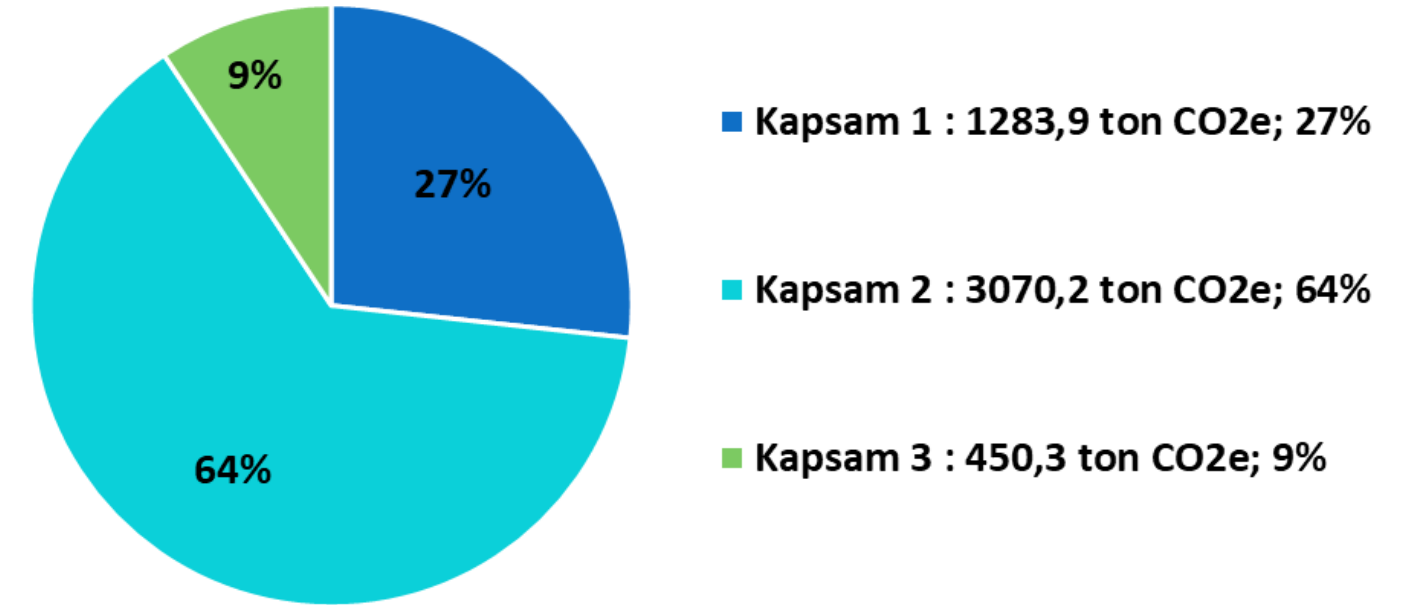
İstanbul RYÜ: 136,54 ton CO₂e; 2,8 %

Manisa Factory: 4667,84 ton CO₂e; 97,2 %

Carbon Densities	2021	**2021 with I-REC certification	2020
TON CO ₂ eq / Ciro (€):	0,000081	0,00006	0,000082
TON CO ₂ eq / Ciro (TL):	0,000008	0,00001	0,00001
TON CO ₂ eq / Personel (kişi):	19,6	13,3	17,5
TON CO ₂ eq / Üretim (ton):	0,241	0,164	0,245

	Base Year (2020)	2021	2021 With ** I-REC certification	Target Year (2030)
1.5°C degree scenario				
Scope 1 emissions (tCO ₂ e)	1134	1284	1284	658
Scope 2 emissions (tCO ₂ e)	3007	3070	1535,1	1744
Scope 1+2 emissions (tCO ₂ e)	4141	4354	2819,1	2402

2021 Toplam Karbon Emisyonu Genel Dağılım



Science-based targets (SBT) have been determined based on 2020. In scope 1 and scope 2 carbon footprint according to 1.5° C scenario 42% reduction is targeted.

The Carbon Emission reduction target for each year until 2030 has been determined as 4.2 %.

* SBT: Calculated according to Science Based Target guideline.

**The information is added as an update after the I-rec certificate is received. The UNGC initial reporting included values before certification.

As Toyo Printing Inks, we adopt the five priority Sustainability issues that Toyo Ink Group aims to achieve.

Material Issues (Materiality) M1 - Providing Value That Exceeds Customer Expectations and Contributing to Society

Material Issues (Materiality) M2 - Coexistence with Innovative Technologies in Harmony with the Environment





Material Issues (Materiality) M3 - Supply Chain and Building Stakeholder Trust and Collaboration

Material Issues (Materiality) M4 - Valuing Employees and Ensuring Their Happiness and Job Satisfaction


Material Issues (Materiality) M5 - Building a Solid Foundation to Support Trust

TOYOINK SC Holding Sustainability and Integrated Reporting can be accessed at <https://schd.toyoinkgroup.com/en/csr/index.html>.



M1- Provide Value that Exceeds and Contribute Society

	Material Issue 1 - Actions	Relationship between Material Issue and SDG	Indicators	Page
<p>Provide Value that Exceeds and Contribute Society</p>    	Creating the enrichment of life and culture based on the three strategic orientations of Life, Communication and Sustainability	3.9. We will contribute to the reduction of air, water and soil pollution by creating chemicals strategies.7.2 Increasing the use of renewable energy by 2030	<p>The rate of use of chemicals that will have a high environmental impact</p> <p>Energy efficiency</p> <p>CO2 emissions per unit</p> <p>R&D Expenditures</p> <p>Number of R&D Center Personnel</p>	<p>57</p> <p>60</p> <p>59</p> <p>59</p>
	Building customer trust with products and services	7.3 We will contribute to reducing the consumption of oil resources and increasing energy efficiency .9.4 We will improve sustainability by expanding eco-friendly technologies and proposing solutions.	<p>Waste Disposal Rate</p> <p>Waste Recycling Rate</p> <p>Progress in Product Life Cycle Assessment (LCA) studies</p>	<p>58</p> <p>58</p>
	Guarantee high quality	9.5 We will take responsibility for creating innovative products, services and new businesses that contribute to improving consumers' quality of life.		
	Ensuring a high level of customer satisfaction	12.4 We will implement chemical control throughout the life cycle of products, thereby minimizing the impact on the health of consumers and the environment.		




M2 - Co-exist in Harmony with the Environment through Innovative Technologies



	Material Issue 2 - Actions	Relationship between Material Issue and SDG	Indicators	Page
<p>Co-exist in Harmony with the Environment through Innovative Technologies</p> 	<p>Developing and disseminating innovative technologies, products and services that reduce environmental impact</p>	<p>3.9 We will manage harmful chemicals and take action against soil and groundwater pollution to reduce adverse effects on consumers' health.</p> <p>6.3 We will contribute to improving water quality by reducing chemical emissions, recycling water and providing appropriate water treatment.</p> <p>6.4 We will advance the efficient use of water by reducing water consumption and increasing water use efficiency.</p>	<p>Ratio of Raw Materials with Environmental Hazards %</p> <p>Water consumption amount</p> <p>Water footprint reduction</p> <p>CO2 emissions reduction</p>	<p>57</p> <p>57</p> <p>60</p> <p>58</p>
	<p>Efforts to solve and respond to the problem of climate change</p>	<p>7.3 We will try to increase the energy efficiency of production by replacing equipment with energy efficient versions, introducing cogeneration systems and taking other measures.</p> <p>12.2 We will focus on the development of products made from biomass materials and ensure their efficient use</p>	<p>Waste Disposal Rate</p> <p>Waste Recycling Rate</p> <p>Energy consumption</p>	<p>58</p> <p>57</p>
	<p>Appropriate management of chemicals</p>	<p>12.4 We will measure and reduce the environmental impact of our products throughout their lifecycle using the Life Cycle Assessment (LCA).</p> <p>12.5 We will reduce waste emissions by promoting 3Rs (reduce, reuse and recycle).</p> <p>13.1 We will try to reduce climate change by reducing CO2 emissions through initiatives such as continuing energy saving activities, energy saving investments and production innovation.</p>		
	<p>Stable support of environmental management</p>	<p>15.1 We will continue to conduct ecosystem research in company-owned forests and rivers to control the impact of our business activities on the terrestrial and inland freshwater ecosystem and to focus on activities to protect them.</p>		

M3 - Co-exist an Co-prosper with Supply Chain and Fulfiil the Trust Stakeholders

	Material Issue 3 - Actions	Relationship between Material Issue and SDG	Indicators	Page
<p>Co-exist an Co-prosper with Supply Chain and Fulfiil the Trust Stakeholders</p>  	<p>Coexistence and co-prosperity in the supply chain through cooperation</p>	<p>12.7 We will promote sustainable sourcing (CSR sourcing) based on the Procurement Principles and the Supplier Selection Standard.</p>	<p>Implementation rate of supplier assessment based on the Supplier Selection Standard (Supplier Evaluation Rate%)</p> <p>Transparency and traceability in the supply chain</p>	<p>59</p>
	<p>Respect for the human rights of all stakeholders</p>	<p>16.2 We will prohibit forced and child labor through our supply chain and ensure that we provide education on human rights, including respect for human rights.</p>	<p>Percentage of employees receiving human rights training (%)</p>	<p>50</p>

M4 - Value Employees and Pursue Their Happiness and Job Satisfaction

	Material Issue 4 - Actions	Relationship between Material Issue and SDG	Indicators	Page
<p>Value Employees and Pursue Their Happiness and Job Satisfaction</p>   	<p>Promote the comprehensive implementation of occupational health and safety and health management, which are closely linked to employee satisfaction.</p>	<p>4.4 We will increase the number of employees with technological and professional skills by establishing facilities that will create employment, supporting production and proactively training human resources at all levels .5.1 We will encourage women's participation and advancement by providing trainings, including modules aimed at increasing the employment rate of female graduates and modules on career awareness among female employees.</p>	<p>Training hour per person Ratio of Female Employees % Percentage of Female Managers % Statement of Not Employing Child Labor Employment Rate of Disabled Employees</p>	<p>26 53 54 31 39 54</p>
	<p>Promoting diversity to invigorate the organization</p>	<p>5.5 We will increase the number of female civil servants and managers to encourage women's participation in decision-making processes .8.5 We will employ more disabled people and create an environment that enables their active participation.</p>	<p>Employee Rates by Age Employee Rates by Gender Accident Frequency Rate Accident Severity Rate</p>	<p>53 56 56 55 40</p>
	<p>To train human resources with global perspectives and capabilities</p>	<p>8.7 We will ensure that we prohibit forced and child labor in all facilities. 8.8 We will promote a safe and secure working environment by promoting employee safety, operational safety and Group-wide workplace injury prevention activities.</p>	<p>Employee Turnover Rate Internal Promotion Rate Employee Satisfaction Rate</p>	<p>55</p>

	Material Issue 5 - Actions	Relationship between Material Issue and SDG	Indicators	Page
<p data-bbox="139 559 646 677">Build a Solid Base that Underpins Trust</p>  	Compliance with the Law	10.3 We will promote measures to ensure compliance and act appropriately by complying with laws and regulations.	Number of notifications of non-compliance with regulations	50
	Eliminating Corruption	16.5 We will not engage in corruption or bribery in any country.	Number of Notifications Made to the Ethics Committee	50
	To provide effective risk management and disaster management		Anti-Bribery Seminars Training hour	55
	Ensuring timely, appropriate and proactive information sharing management and strengthening stakeholder communication		Number of Educational and Cultural Activities in Local Communities	
	Contribute to local community development through our business activities		Union Member Employee Ratio	
	Contribute to solving problems affecting local communities			

UNGC Global Principles - Related GRI Indicators

UNGC Global Principles Main Topics	UNGC Global Principles	Related GRI Indicators
Human rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights	202-1,205-3,401-2,401-1,403-3,403-4,403-5,403-6,403-7,403-8,403-9,403-10, 405-1,405-2,412-2,412-3,414-1,416-1,416-2
	Principle 2: make sure that they are not complicit in human rights abuses.	205-3 , 402-1, 403-1,403-2,412-1,412-2,412-3
Labour	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	408-1,412-3
	Principle 4: the elimination of all forms of forced and compulsory labour	205-3,406-1,410-1,412-3
	Principle 5: the effective abolition of child labour	205-3,406-1,412-3
	Principle 6: the elimination of discrimination in respect of employment and occupation.	203-1,205-3,401-2,405-1,407-1,412-3,414-1, 404-3
Enviroment	Principle 7: Businesses should support a precautionary approach to environmental challenges.	201-2,205-3,305-4,306-5
	Principle 8: undertake initiatives to promote greater environmental responsibility	205-3,301-1,417-1,417-2
	Principle 9: encourage the development and diffusion of environmentally friendly technologies..	205-3,301-1,302-3,302-4,302-5,303-5,305-4,306-2,306-5
Anti-Corruption	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	413-2,415-1



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