

#futurestartstoday



Your Solution Partner for Sealing Technologies

SKT
SUSTAINABILITY
REPORT
2022



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About the Report



At SKT Yedek Parça ve Mak. San. Tic. AŞ., since our establishment, we have been conducting leading projects in the automotive industry, blending it with sustainability consciousness today; we manage all our business processes in a way that contributes to Sustainable Development Goals. We work by adopting our principle of transparency in all areas; we move forward by integrating this structure into our business model.

We strengthen our commitment to the environment and humanity with our motto [#futurestartstoday](#) and strive to integrate the three fundamental aspects of ESG, environment, social, and governance, into our business approach. We incorporate technological advancements into our system through our R&D and Innovation activities; supporting innovative products and production with the importance we attach to continuous improvement.

This year, we take pride in presenting our sustainability report, which we will publish for the first time, covering our activities from January 1, 2022, to December 31, 2022, prepared within the framework of GRI standards, to the appreciation of the entire public and our esteemed stakeholders.





Message from the General Manager



Dear Business Partners,

Today, we are fulfilling the mission that three technical teachers handed over to us, with the same determination and excitement, on the path that they embarked on with enthusiasm. Our long-established history spanning over half a century and the strong experience we possess enables us to be among the most important players in our industry, with a momentum of increasing success since our establishment.

Our growing production capacity and investments have not only secured us a significant position in the oil sealing elements industry but also elevated us to a preferred brand internationally. Our solid business partnership with you, along with our strong distribution channels, supports our presence in the spare parts field.

A global transformation process has emerged in which companies achieving financial success solely through product manufacturing and sales are insufficient;

they are also expected to adhere to environmentally and socially conscious corporate structures and embrace good corporate governance practices. The concept of sustainability, reflecting this process, has also been on our agenda lately, as have many other companies.

We are aware that we are all in this together, and we consider involving all our stakeholders in our sustainability efforts as our top priority with our motto **"#futurestartstoday."** We **Produce for the Environment and People; Continuously Improving, we say #futurestartstoday!**



In recent years, concepts such as corporate sustainability, social responsibility, clean production, and renewable energy have become increasingly important on the agenda of both industries and society. Today, significant concerns such as global warming, rapid depletion and pollution of resources push us, like all companies, toward the search for new arrangements; not only for our own generation but also making us responsible for future generations. Fulfilling this responsibility and making the world more livable involves preserving the quality of life of both the environment and people. We are progressing with this awareness.

In our pursuit of sustainable development, in addition to our financial perspective, we shape our strategic business plans by also considering the social and environmental dimensions and formulating our partnerships accordingly.

We are aware that we are all in this together, and we consider involving all our stakeholders in our sustainability efforts as our top priority with our motto, “#futurestartstoday.”



“We Produce for the Environment and People; Continuously Improving, we say #futurestartstoday!”

As SKT AŞ., we are happy and proud to share our 2022 Sustainability Report, which we have prepared for the first time, with all our stakeholders.

Kaan TÜRKEK
General MANAGER



“SKT From Past to Present”



SKT From Past to Present

A LONG-ESTABLISHED HISTORY SPANNING OVER HALF A CENTURY



In a period when every type of automobile parts was needed due to the development of the automotive sector in Türkiye, three idealistic technical teachers established our company in Bursa in 1955; we are still the leading brand in our field, operating under Diniz Holding. As the leading brand of the automotive sector in Türkiye, we take pride in realizing our dreams with our rooted history spanning over half a century. Since our establishment, we have succeeded, and continue to succeed, in becoming one of the strongest players in the industry with our innovative and excellence-driven vision for the future.

Located in the Bursa Organized Industrial Zone, with 17,000 square meters of closed area and a total of 20,000 square meters, we serve various industrial sectors, especially the automotive industry, with our experienced, young, and dynamic team. Our main products include rotary shaft seals with rubber and PTFE rotary shaft seal, piston seals, u-cups, and shaft bearing. With our latest technology machinery, we have the capability to perform many processes seamlessly.

“Every great achievement begins with a great dream! This is the foundation of our success.”

“As a company, we are aware of the importance of sustainability in our production processes. In this focus, we embrace a work life that values both people and nature.”



As a company, we are aware of the importance of sustainability in our production processes. In this regard, we embrace a work life that values both people and nature. By developing environmental, water, and energy management systems, we ensure sustainable financial management. Moreover, we are conscious that the most important investment is the investment in people, and we always prioritize the value we attach to people. With our expert engineering team and colleagues, we continue to closely monitor industry and global developments to provide quality services. Additionally, we lead the design and development of sealing element products in our country where production is absent.

Through our extensive export network, we export 50% of our production to diversified parts of the world, contributing to our country's economy. We continue to allocate 60% of our total sales to OEM (Original Equipment Manufacturer) and OES (Original Equipment Supplier), while the remaining portion is distributed to spare parts sectors through our strong distribution channels.

As a result of all our activities and our research-oriented structure, in 2015, we were deemed worthy to get the "R&D Center Certificate" by the Republic of Türkiye Ministry of Industry and Technology. We formalized this success by establishing the SKT R&D Center. Since its opening, we have applied for many projects supported by TUBITAK (The Scientific and Technological Research Council of Türkiye). Within this framework, we conduct our efforts in the laboratories within our company. Through our efforts driven both at our headquarters and our factory, we continue to develop new products and contribute to the local economy. While continuing our services, we base the concept of sustainability on our foundation; in this context, we strive to take corrective actions to benefit the world and preserve our natural resources. At SKT, we promise to continue working with a perspective that supports development, taking into account our half-century-old history, through our sustainability report that we are publishing for the first time.





Our Mission

Providing **customer-focused, reliable, and creative** solutions in the field of sealing technologies across all industries.



Our Vision

Becoming a **globally** preferred solution partner in the field of sealing technology.





Our Values

Integrity



We prioritize honesty, transparency, and high ethical standards above all else; we expect all parties we work with to act in accordance with these values. We operate in all business processes and employee interactions according to the principles of fairness, respect, trust, and transparency.

Ownership



We aim for collective success by encouraging employee participation in business processes with their ideas, fostering teamwork, and supporting their development.

Innovative



We strive to contribute to the future of the industry by fostering a sustainable culture of innovation and remaining open to new ideas.

Sustainability



With the motto “#futurestartstoday,” we demonstrate our commitment to the importance of people and nature in every product we produce, conducting our operations in compliance with laws and universal rules while being conscious that our planet is unique.

Leadership



We have adopted the principle to train managers who have the characteristics of strategic thinking, being flexible, keeping up with change while creating the future of SKT.

Customer Satisfaction



We work by prioritizing customer trust and satisfaction at SKT.

Agility



We, especially our managers, pay attention to making timely decision and actions, and works result-oriented at SKT.





Company History

2023

Construction of a new **warehouse**.

2022

Moving to new **offices**.

2021

•Obtained ISO/IEC 27001 TISAX **certifications**.

2020

Investment in a new **phosphate line**.

2019

Establishment of **SKT Europe GmbH** - Sales office in **Germany**.

2015

Establishment of the **R&D Center**.

2013

Investments in **automation** and other technologies were made.

2005

Obtained ISO/TS 16949 IATF, ISO 14001 Environmental Management System, and FORD Q1 certifications.

1990-2000

Obtained TS 4790 and QS 9000 **certifications**.

1984

First production of oil seal from **polytetrafluoroethylene (PTFE)** in Türkiye.

1977

Became a **100% family-owned company**.

1970

First production of oil seal from **fluorocarbon (Viton-FKM)** in Türkiye.

1968

First production of oil seal from **silicone (VMQ)** in Türkiye.

1967

Relocated to the **Bursa Organized Industrial Zone**.

1960

Production of oil seal from **nitrile rubber (NBR)** in Türkiye.

1955

Founded in the city center of **Bursa**.



Our Products

At SKT, we continue to contribute to the automotive and related industries by designing new and technological products in addition to the corrective actions we implement in our production system.

Rotary Shaft Seals

- Rotary Shaft Seals
- Pressure Seals
- Cassette Seals
- Combi Seals
- Flanged Seals
- PTFE Rotary Shaft Seals
- Power Steering Seals
- External Lip Seals



Engine Gasket Sets

- Gasket Set, Crank Case
- Cylinder Head Gasket
- Full Set Gasket
- Cylinder Head Gasket Set



Shaft Support & Bushing Kit



Other Sealing Products

- Repair Kits and Sets
- Plugs
- Rubber Membrane
- U-Cups
- Piston Seals
- Water Pump Seals
- Brake Dust Seals
- Brake Rubbers





The Economic Value We Create

As a company with a long-established history, we always strive to create economic value for our employees, customers, stakeholders, and our country. In addition to the support we provide to the local economy, our export activities contribute to the added value in the national economy. The expansion of our operations and the continuous improvement of our economic performance also assist in providing regional employment opportunities.

Our strong management team consists of experienced and expert leaders who guide our departments. With our quality-focused approach, customer satisfaction as a priority, and commitment to sustainability, along with our resolute employees who embrace our principles, we continue to lead the industry. We prioritize the women engagement in the workforce, especially in managerial positions, and shape our management structure accordingly.

We also take pride of our organizational structure, where 50% of our management consists of women.

At SKT, we believe that adopting a comprehensive sustainability approach and effective communication with our stakeholders is critical. We understand that good business practice is built on an effective communication model. Therefore, in our relationships with stakeholders, we strive to exhibit a fair, transparent, and equal approach. We go beyond meeting the expectations of our customers and all our suppliers, which are the most important values of our company. We continue to work incessantly to deliver beyond expectations and to ensure satisfaction with our work. To achieve this, we conduct our work through stakeholder dialogue meetings, trade fairs, training sessions, stakeholder and board meetings, and employee satisfaction channels with our Corporate Communications team.

Additionally, we hold monthly board meetings with our stakeholders to facilitate the transfer of all processes and future projects, as well as to exchange ideas.





Being aware of the limited nature of our natural resources, we design our procurement strategies toward sustainable production practices. By integrating our value chain with a life cycle perspective, we comprehensively evaluate all processes from raw material sourcing to waste recycling and disposal. With a concern for creating benefits for both people and nature, we encourage our suppliers to focus on sustainability and collaborate with our partners at every stage of our value chain. We prioritize the security of our suppliers' information and transparently share our [“Supplier Information Security and Supplier Management Policy”](#), which we have developed and integrated into our company, with our suppliers.

We continue to expand our supplier network by combining our vision of becoming a globally preferred brand with its sustainability consciousness. We also value our communication with our suppliers as we strive to achieve our sustainability goals together.

Within this framework, we ensure the strengthening of our relationships by planning activities such as surveys, visits, and meetings for our suppliers. We are also improving and strengthening our way of doing business, just as in our communication mechanism

In 2024, we aim to publish a **“Sustainable Procurement Policy”** related to our understanding of sustainability and develop our supplier evaluation criteria in line with our sustainability strategies. Additionally, we plan to develop supplier key performance indicators (KPIs) to measure and monitor our supply chain quality.





In order to establish regular and effective communication with customers, distributors, and end-users, we continue to work in coordination with our Sales and Marketing team. Through annual distributors meetings, we share mutual demands and expectations and introduce new projects. In addition to our team members dedicated to OEMs (Original Equipment Manufacturers) and distributors, our After Sales Services team, which maintains continuous communication with end-users, is also included in our organizational structure.

With our After Sales Support team, we organize End-User Seminars twice a year in different regions across Türkiye. Furthermore, we provide technical training support through our mobile training vehicle.

In our reporting year of 2022, we participated in Automechanika İstanbul and Automechanika Frankfurt fairs. We also organized “Motivation Meetings” for our distributors and an “End-User Seminar” in Diyarbakır. Additionally, we provided technical training services through visits to end-users located in various locations across Türkiye using our mobile training vehicle.





Our Management Systems





Risk Management



In our risk management approach, we establish strategies based on our corporate goals and operations. To effectively manage potential crisis situations, we conduct risk management with all our units, implement specific procedures for each situation, and hold everyone involved in our processes accountable.

During these meetings, we identify and categorize all our priority risks as I, II, III, and IV priority risks based on scoring and importance levels.

We continuously improve and update our Risk and Opportunity Assessment table based on;

- New investments in software and innovation,
- Development of new techniques,
- Changes in customer demand,
- Changes in legal and other obligations,
- Changes in input, output, resources, and objectives of processes,
- Implementation of corrective and preventive actions.

“We review the stages we will implement in our risk management processes annually, including meetings with senior management, and determine our roadmap through procedures related to this scope.”



Our Ethical Principles

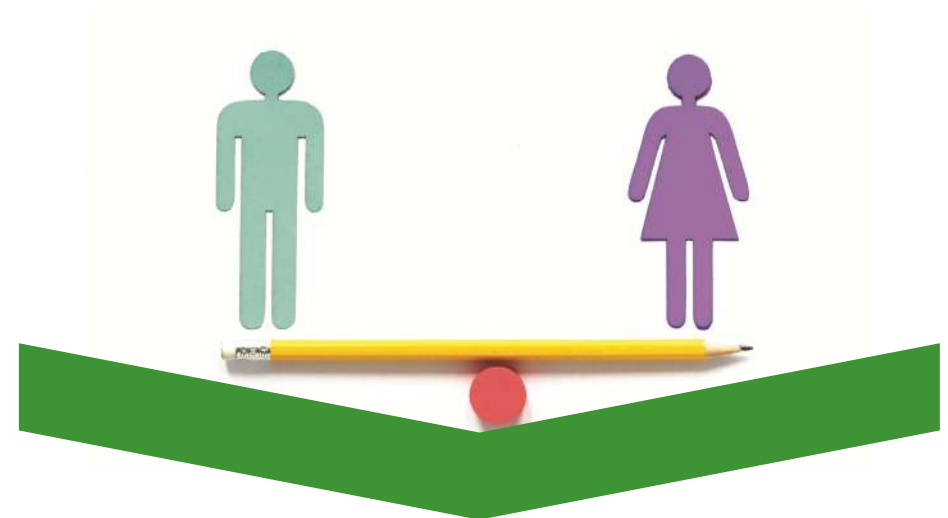


We continue to integrate our corporate governance and social responsibility perspective into every activity of our company. Within the framework of our [Ethical Principles Policy](#), we prioritize adherence to honesty, confidentiality, transparency, and accountability principles in our projects and activities. We support compliance with the legal regulations we are obliged to adhere to and respect all social rights and freedoms of our employees through our relevant policies. We continue to demonstrate the importance and value we place on human rights in all areas and ensure thorough examination of our ethical disclosures.

Furthermore, we regularly organize training sessions to ensure that our employees are informed about our ethical standards and facilitate learning on every matter relevant to our company. In this regard, we provide below the training statistics for the year 2022.

“We continue our journey in the industry as a company value any input meant to enhance and improve our operations as well as our discussions with our employees.”

Training Sessions in 2022	Number of Employees Participated	Total Training Hours
Human Rights and Ethics	378	1
Anti-Bribery and Anti-Corruption	378	12





With this value orientation, we present below our [Ethical Principles Policy](#), which we have carefully prepared and through which we collaborate with all our stakeholders.

- To adhere to the principles of honesty, confidentiality, transparency and accountability in our work and activities,
- To maintain both our internal communication and our relations with third parties and institutions with the principle of respect and honesty during the realization of our business processes,
- To act in accordance with the legal regulations we are obliged to,
- To respect all legal rights and freedoms of our employees,
- To stand against the acquisition of interests by using title and authority within the company and to carefully avoid,
- For our employees, customers, suppliers, all other stakeholders with whom we cooperate; language, faith, sect, gender, sexual orientation, race, age, ethnic origin, marital status, political and philosophical views, disability status, etc. to show an inclusive attitude without discrimination on all issues,
- Not to tolerate pressure, mobbing and harassment within our company, to act according to our legal legislation and ethical principles in case of these and similar incidents,
- To stand up against bribery and corruption practices,
- To protect the company's interest in the use of company resources and to avoid conflicts of interest,
- To keep the personal information of all our stakeholders confidential in accordance with the legal legislation and to pay attention to the protection of personal information,
- To be careful not to provide misleading or incorrect information to all our stakeholders, to take care to provide complete and accurate information,
- In cases that contradict our ethical principles, which are also defined in our Ethics Manual, the Ethics Line is the notification channel etik@skt.com.tr or we encourage notification from our other preferred communication channels. In this line, the notifications made in secrecy are evaluated by the Ethics Committee consisting of the Human Resources Manager, the company lawyer and the General Manager, to prevent retaliation against the notifier, to punish malicious unfounded reports,
- To share our policy transparently with all our stakeholders,
- To review our policy by the Ethics Committee at least once a year and to make improvement arrangements if necessary, we will commit.



“Future Starts Today”



Our Approach to Sustainability



We began our journey toward sustainability by saying “#futurestartstoday”, and we materialize the people and the environment in the development of our goals and strategies. As a company that has demonstrated growth on a national and worldwide scale, we analyze the impact and values we create. While implementing our sustainability goals, we strive to establish a collaborative and transparent path with all our stakeholders

We are aware of the changes in our habits from the Industrial Revolution to the present day, such as the increasing consumption of fossil fuels, which not only accelerates the depletion of our natural reserves but also makes us more vulnerable to climate change.

In line with the United Nations Sustainable Development Goals, we’re working carefully to achieve our goals every day and will further our efforts with the sustainability report we are publishing for the first time for this year. In our efforts, we aim to reduce our environmental impacts based on the three main aspects of ESG and act accordingly.

In the reporting year 2022 and in all our future processes, we aim to reduce our environmental impacts and acts accordingly, not only seeing the foundations of sustainability as a concept but also embracing it as our ethical approach to conducting business and act appropriately.



“At SKT, we are conscious that we only have one Earth; we believe in the necessity of leaving a beautiful and healthy environment for future generations, and we aim to live up to these ideals in everything we do.”



Below are the objectives that will strengthen our sustainability efforts, aligned with all our values.

- By 2030, achieving a 50% reduction in emissions for Scope 1 and Scope 2, thereby reducing our environmental impact.
- By 2040, achieving carbon neutrality for Scope 1 and Scope 2, and by 2050, achieving carbon neutrality for Scope 3 in addition to Scope 1 and Scope 2 emissions.
- Increasing the share of renewable energy in our energy consumption, including efforts to establish solar energy plants.
- Conducting annual Carbon Footprint Assessments to reduce emissions and implement actions aimed at emission reduction, while also focusing on R&D and innovation projects.

- Making effective investments in digitalization to ensure sustainable growth and development.
- Developing projects aimed at promoting gender equality.

As a company that produces for the environment and humanity and supports the “#futurestartstoday” approach with continuous improvement, we extend our support to the other goals of the United Nations in all our sustainability efforts.

➤ #futurestartstoday





Quality Education

We believe every individual has the right to lifelong learning, and we work to promote this idea via our actions. In this regard, we continue to offer various training options to our employees on sustainability and our industry, aiming to provide them with skills that can be beneficial throughout their careers. As we embark on this journey, our goal is to keep promoting every aspect of education and to enhance our efforts in this field with each passing day.



Gender Equality

We believe that gender equality is an essential component of individual awareness, and we are dedicated to supporting the efforts to reinforce initiatives in this regard. We particularly believe in the need for further development and progress are necessary in this field. As a company, we take great care to take actions that support gender equality. We highly value the active participation of our women employees in our factory. Additionally, we continue to support all initiatives aimed at promoting gender equality.



Clean Water and Sanitation

We are aware that water is the most essential element for the continuation of life. The unconscious consumption of water has a significant impact on the rapid depletion of our natural resources and is one of the most important factors contributing to the emergence of scarcity. Therefore, we are adopting a more conscious approach to water consumption and are working on supportive projects to develop and improve in this regard.



Affordable and Clean Energy

We are aware that misuse of energy resources is one of the most important factors causing the climate crisis. Therefore, we embrace renewable energy sources and continue to strengthen our activities by incorporating these matters into our Risk and Environmental Management processes.



Decent Work and Economic Growth

As a company that always regulates its processes according to the three fundamental aspects of ESG, we prioritize sustainable economy. While managing our financial processes, we strive to contribute to the local economy. In this context, in addition to our activities domestically, we continue to create employment opportunities by exporting abroad.





Industry, Innovation, and Infrastructure

As a prominent company among the automotive and sub-industry, we adopt an approach that supports the development of sustainable industry and solid infrastructure. We believe that integrating technical components with industrial and infrastructure challenges results in an innovative perspective. Through our R&D and all other processes, we strengthen our projects in this area. Additionally, by manufacturing safe and durable products, we highlight our commitment to quality. In this context, we continue to set goals aimed at strengthening sustainable industrial infrastructure.



Reduced Inequalities

We are aware that many people in our country and other countries are subjected to matters such as racism and discrimination. We advocate for a stance that supports individuals' rights to live as they choose and acknowledge that preferences should not be subject to scrutiny or criticism. In this context, we do not discriminate against anyone who works for our company. Furthermore, we support equal and favorable working conditions for all individuals and do not differentiate in the additional benefits we offer to our employees.



Responsible Consumption and Production

Each component of Responsible Production and Consumption is connected to our environmental impact evaluation and management system. In this system, we recognize that responsible and appropriate resource consumption is necessary, as is the necessity to reduce waste to achieve a zero-waste system through recycling. We take necessary measures accordingly, especially in our shipment processes, where we strive to reuse materials and reduce our environmental footprint.



Climate Action

Climate change is one of the greatest challenges of our time, with the increasing emission of carbon being a major contributor to global warming. By calculating our carbon footprint, we continue to support efforts to prevent climate change. In all our endeavors to prevent climate change, we strive to preserve ecological balance and commit to not overlooking this matter.





Our Sustainability Committee and Policy



At SKT, we consider our management structure to be critical for effectively implementing our environment and human-focused sustainability goals. In this regard, we have a competent committee within our company dedicated to sustainability. The committee consists of a committee leader (Corporate Communications and Brand Responsible) and committee members (Quality Manager, Sales and Marketing Manager, HR Administrator, Maintenance Administrator).

Our Sustainability Committee convenes every 3 months, with the participation of our General Manager, to work on our established Key Performance Indicators (KPIs). Additionally, if necessary, our General Manager and committee members receive reports from our leader regarding relevant topics.

Our committee's primary duties include organizing all procedures associated with our sustainability activities, drafting policies, establishing goals and strategies, selecting internal and external projects to raise awareness regarding sustainability, and acting as a capable structure for making decisions.

Moreover, our committee sets goals related to their expertise areas and continues their specialized work accordingly.

We maintain an organized structure as a company that complies with ESG standards. Through our digitalization efforts, we guarantee the effective coordination of all our procedures. We improve internal efficiency, production support, process innovation, financial gains, waste reduction, water usage, employee engagement, and satisfaction as a result of these initiatives. We develop and enhance all our sustainability practices based on our policy.



We hereby present our [Sustainability Policy](#), which encompasses all our employees and stakeholders.

- To participate in activities that will contribute to the United Nations Sustainable Development Goals,
- To fulfill the legal and contractual requirements to which we are subject,
- To do our business by paying attention to environmental, social and governance (ESG) dimensions in all our activities, to encourage our stakeholders in this regard,
- To observe the values enshrined in the United Nations Universal Declaration of Human Rights and to act in accordance with these rights in all our processes,
- To pay attention to creating a sustainable value chain,

“Adopting a human and ecologically driven approach, SKT embraces the notion of sustainability by taking into account its environmental, social, and governance elements.”

- To contribute to a sustainable and circular economy,
- To monitor and manage the sustainability elements while making risk and opportunity assessment,
- To continuously follow the developments in our sector, to be focused on making the necessary improvements in parallel with the developments in our products,
- To reduce our carbon footprint by calculating and managing our greenhouse gas emission inventory and to reduce our negative impact on climate change,





- To take care to use all our natural resources as little and efficiently as possible,
- To increase our R&D capabilities and to develop our human capital,
- To manage our communication with our customers in a healthy and effective way,
- To provide regular trainings to our employees in order to improve their performance and abilities,
- To evaluate the performance of our employees in a fair way
- To respect the right of employees to unionize,
- Using renewable energy
- To carry out our waste and wastewater management in accordance with the regulations,
- To raise awareness of our employees, subcontractors and visitors about Occupational Health and Safety and to act accordingly as a company,

- To be transparent to our stakeholders by reporting our sustainability performance publicly on a regular basis,
- To ensure information security and business continuity in all our activities,
- To share our Sustainability Policy with all our stakeholders in a transparent manner,
- To review our policy at least once a year by the Sustainability Committee and to make developer arrangements if necessary, we will commit.





“We Produce For the Environment”



Our Approach to Environmental Management

In line with the transformation in sustainability goals initiated by the European Green Deal announced by the European Commission in 2019 and the approval of the Paris Agreement in 2021, we are witnessing a significant shift in sustainability objectives across all sectors. The six industries that the EU identified as having a high environmental impact and that are covered by the Carbon Border Adjustment Mechanism are iron and steel, aluminum, cement, fertilizers, hydrogen, and electricity production. These industries are all directly and indirectly related to the automotive industry, in which we operate.

Being aware of the limited resources of our planet, we strive to develop responsible production methods. One of our colleagues is in charge of overseeing the processes related to our efforts in this area. Additionally, we continue to work with a consulting firm on legal processes, holding monthly meetings for this purpose.

We hold Environmental Management Review meetings every six months and Environmental Risk and Opportunity Assessment meetings with the Executive Board at least once a year.

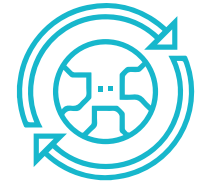
Our agenda includes current topics such as emission measurements, Recovery Contribution Share (GEKAP) declarations, hazardous/non-hazardous waste data, Carbon Footprint training, and ISO 14001 EMS standard requirements.

We conduct SWOT analysis on environmental risks, reviewing it at least once a year. We transfer the weaknesses, threats, and opportunities identified in the SWOT analysis to the Risk and Opportunity Analysis, reviewing it regularly, at least once a year.

Since 2005, we have maintained the continuity of our ISO 14001 EMS certification through internal audits conducted at least once a year and annual audits by the certification body.

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We conduct environmental training with the participation of all our employees. Below, we provide details of the training sessions conducted in 2022 in the following table:

	2022
Number of Employees Participating in Environmental Training	378
Total Environmental Education Hours Provided	0.5

Our goals are to make the ISO 14001 Environmental Management System more effective and to guarantee that we pass the annual certification audit without any major non-conformities. In line with our environmental objectives for 2023, we are continuing our efforts to establish the Environment and Energy Committee to monitor and reduce the environmental impacts of environmental problems.

Additionally, we encourage our employees to provide suggestions on environmental and Occupational Health and Safety (OHS) concerns. Through both our website and the internally developed "Suggestion Evaluation System," we evaluate and reward suggestions by assigning scores. We also provide the data regarding environmental and OHS suggestions in the table below:

Number of Environment and OHS Suggestions	2020	2021	2022
	51	78	96

At SKT, we are committed to enhancing our performance in ensuring ecological integrity, energy efficiency, conserving water resources, and protecting the environment. Below, we outline our [Environmental Policy](#).

- To ensure full compliance with the legal regulations on environment and energy, customer requirements and our current rules, to continuously improve energy efficiency with the care we
- To take all necessary measures for the protection of the environment, energy efficiency and reduction of the use of natural resources, to reduce the negative impact on the environment by using environmentally friendly advanced technologies,
- To take the necessary precautions against the risks by identifying the potential hazards that may cause environmental pollution in advance,
- Not to include materials in the manufacturing processes and product contents that are prohibited and/or restricted for use in accordance with the ELV directives, REACH / SVHC requirements,



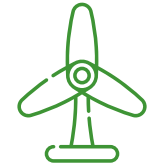
- To reduce the waste at its source and to ensure the recycling of our generated waste, to reduce the environmental impacts during its disposal,
- To reduce our carbon footprint and thus to minimize the greenhouse gas that affects climate change,
- To carry out the collection, transportation, temporary storage, and disposal of all wastes within the company in accordance with the legal regulations,
- New products to be produced in the future or new processes to be developed, planned investments and activities to protect the environment and prioritize energy efficiency,
- To provide awareness to our employees and suppliers by providing trainings that increase their awareness of responsibility on environmental and energy issues,
- To control our environmental system and energy efficiency with regular audits and reviews,

- To share our Environment and Energy Policy with all our stakeholders in a transparent way,
- To review our policy at least once a year with the Executive Board under the guidance of Quality Management and to make developer arrangements if necessary, we will commit.





Our Approach to Energy Management



In line with the European Green Deal (EGD) announced through the European Union's (EU) aim to become a climate-neutral continent by 2050, electricity production is prioritized among key sectors. As part of this transformation, the Carbon Border Adjustment Mechanism Regulation Draft announced in 2021 is planned to come into effect with a three-year transition period starting from October 1, 2023.

To reduce electricity consumption and increase lighting efficiency, in 2022, we replaced our existing lighting with 104 LED lights. We are monitoring the results of this initiative within the scope of the ISO 50001 Energy Management System (EnMS) and managing significant energy usage areas by identifying them.

At SKT, as part of our energy efficiency efforts, our ISO 50001 EnMS certification efforts are ongoing in 2023, and our goal is to form an Energy and Environment Committee. With this committee, we intend to create an energy management policy in order to outline our procedures and objectives. Additionally, we aim to further pursue energy-related risk and opportunity assessments and further develop them. Utilizing renewable energy in industry is our top priority.



“In 2024, we aim to install ground Solar Power Plants (GES) to meet 65% of our energy requirements and are working toward this goal..”



Our Approach to Emission Management

The fundamental aim of the European Green Deal and Carbon Border Adjustment Mechanism is the gradual reduction of carbon emissions. As stated in the Türkiye Automotive Sector Sustainability Action Plan, approximately 80% of Türkiye’s automotive sector exports are to European countries. At SKT, considering that we export 50% of our production abroad, we prioritize emission management and aim to enhance our efforts in this area.

We classify direct greenhouse gas emissions within our company boundaries as Category 1. Indirect greenhouse gas emissions outside our company boundaries are classified between Category 2 and Category 5. Below is the table showing our emission data for the year 2022, calculated with reference to the ISO 14064-1:2018 Greenhouse Gases Standard.

ISO 14064-1:2018 Category Name	Total Emission Quantity (tCO ₂ e)
Category 1: Direct Greenhouse Gas Emissions	505.08
Category 2: Indirect GGE from Imported Energy	3,532.67
Category 3: Indirect Emissions from Transportation	795.52
Category 4: Indirect GGE Originating from Products Used by the Institution	10,349.22
Category 5: Indirect GGE Sourced from the Institution’s Products/Services	4.34
TOTAL	15,186.83





Below is the table showing our Carbon Footprint data calculated for area, number of employees, and production processes.

	Quantity	Unit	Unit Carbon Footprint (tCO ₂ e)
Surface Area	20,000	m ²	0.7593 tCO ₂ e / m ²
Number of Employees	531	Person	28.6004 tCO ₂ e / Employee
Product	1,341,240	kg	0.0113 tCO ₂ e / Production Weight (kg)
Product	37,135,596	Number	0.0004 tCO ₂ e / Production Volume

Along with our ISO 14064-1 2018 Greenhouse Gas Carbon Footprint Standard emission statistics, we are also conducting activities to address emissions generated from our operations. In this regard, for stakeholder management, we organized the Diyarbakır End-User Seminar in 2022, in collaboration with the Sustainability Academy, as a Carbon Neutral Event. To offset the emissions generated by the seminar, we planted 40 trees through The Aegean Forest Foundation. This event embodies our dedication to integrating sustainability into all of our business processes, we have been awarded a certificate in recognition of our efforts.





Our Approach to Waste Management



At SKT, we are conscious of the fact that our planet's resources are limited. Therefore, we are working efficiently to use our resources and manage our waste properly. We handle the systemic practices related to Waste Management in our company, such as the Mobile Waste Tracking System (MoTAT) records, preparation of transportation documents, environmental consultant recommendations, as well as conducting training and information sessions, with our relevant colleague. Operational processes related to Waste Management, such as directing waste to licensed company vehicles, collecting waste within the company, and placing hazardous/non-hazardous waste in the appropriate area, are carried out by the colleague responsible for the respective process.

- We provide training to our employees involved in the waste separation process to ensure proper waste sorting.
- As part of the environmental consultancy services we receive, we organize field trips focusing on waste management.
- Since 2021, we have been facilitating the recycling of oil seals through licensed organizations.

Starting in 2023, our goal is to donate our electronic waste to The Educational Volunteers Foundation of Türkiye (TEGV) as part of their project for recycling electronic waste and supporting sustainable environmental policies. Furthermore, we proceed with our 2022-started project to gather plastic caps for the (HEPAD)-initiated #kapaklarmamaolsundoğakorunsun campaign in 2023. By actively continuing to utilize and assess our wooden pallets, we also prioritize waste recycling in our business models, helping to conserve the environment, create value, and promote a circular economy.





We are aware of the circular economy, and within this framework, we recycle some of the waste generated in our processes by reintegrating it into our processes. In our plastic injection process, we use the regrinding method to turn 22% of the waste generated during the production of our plastics into granules, which are then reintroduced into our process.

Furthermore, when we utilize excess materials in our processes, we create a kind of industrial symbiosis by giving other industries our excess materials as their primary source of raw materials. We reuse 2.5% percent of the leftover sheets from the initial process as material input for smaller-sized products in our ring production line. In this way, we aim to incorporate recycling into our production processes

Waste Status	2022 Total Quantity (tons)
Recycling	1,423
Recovery	230
Disposal	174

The hazardous and non-hazardous waste data for 2022 are listed below.

Hazardous Waste Status	2022 Total Quantity (tons)
Hazardous Waste Recycling	55
Hazardous Waste Recovery	162

Non-hazardous Waste Status	2022 Toplam Miktar (ton)
Non-hazardous Waste Recycling	1,368
Non-hazardous Waste Recovery	67
Non-hazardous Waste Disposal	99

We dispose of hazardous garbage at facilities with permits. Additionally, one of our objectives for our strategic planning is to reduce hazardous waste.





Our Approach to Water Management



Water, one of the essential components of ecological balance, is under significant pressure due to climate change. At SKT, we are conscious of the fact that our industry has a considerable impact on water resources. Therefore, we are committed to implementing effective water management practices

Within our operations, certain processes involve intensive water usage. The wastewater from our phosphating process is treated at the Phosphate Line Pre-Treatment Facility, which was commissioned under Environmental Management in 2022. After treatment, the wastewater is sent to the BOSB (Bursa Organized Industrial Zone) Wastewater Treatment Plant in accordance with the limit values specified in the BOSB Water and Wastewater Directive.

Our wastewater is analyzed following the sampling activities conducted by BOSB every three months.

Based on the analysis results, it is determined that the water we treated is below reference values, confirming that our water is clean.

We obtain the water we use for our activities from groundwater sources as well as the municipal water supply. In 2020, we reduced the amount of groundwater usage from 24,086 tons to 11,869 tons, aiming to improve water efficiency. Additionally, we continue to work toward water recycling to enhance water efficiency.

Activity	Amount of Consumption (tons)		
	2020	2021	2022
Total Quantity of Water	23,681	36,794	29,367
Total Discharge	23,681	36,794	29,367



Our Occupational Health and Safety

We are aware that the automotive industry in which we operate falls into the high-risk category in terms of Occupational Health and Safety (OHS). Therefore, we take on the necessary responsibilities to meet Occupational Health and Safety standards at our factory carefully.

Although we have not yet obtained our ISO 45001 Occupational Health and Safety Management System certification, we are committed to continuing our operations with this certification by 2025, as we will announce in our sustainability report, which will be publishing for the first time for this year. Additionally, we would like to emphasize that our firm has adopted and implemented an [Occupational Health and Safety Policy](#) for all of its stakeholders and employees.

As part of our efforts to improve OHS we are monitoring the number of workplace accidents, organizing site tours, conducting training sessions, tracking, and implementing legal regulations, and issuing recommendations pertaining to occupational health and safety. As an indicator of these efforts, we provide our OHS performance indicators for our reporting year in the table below.

OHS Performance Indicators	2022
Accident Frequency Rate (AFR)	22.9
Accident Severity Rate (ASR)	0.4

“We prioritize the health of our employees and all stakeholders and continue our efforts in this direction.”





**“We Produce for
People”**



Our Human Rights Implementations

We continue our efforts as a company dedicated to aligning our trajectory in the business with the three core themes of ESG and raising social consciousness. We strive to strengthen our Human Resources practices and improve our efforts in this regard every day. Recognizing that our most valuable asset is our employees, we take care to preserve the integrity of our institution and strive to develop our team.

We value the satisfaction of our employees, which we see as a key factor in strengthening our environmental, social, and economic growth. Therefore, we strive to provide equal opportunities for our employees, ensuring their satisfaction and continuously making improvements

In line with our commitment to strengthening our efforts in Human Resources and acting in accordance with our values, we share our [Human Resources Policy](#).

- › Language, belief, sect, gender, sexual orientation, race, age, ethnic origin, marital status, political and philosophical opinion, pregnancy, trade union activity, military service, disability status, etc. to all employee and employee candidates. To show an inclusive attitude without discriminating for reasons,
- › Not to discriminate on the basis of the rights provided to our employees and the characteristics mentioned above in our approach to remuneration,
- › To provide communication platforms by taking into account the suggestions and expectations of employees, to provide the necessary improvement by monitoring employee loyalty and satisfaction with objective and independent practices,
- › To maintain a competent, effective and happy staff structure that can learn, develop and manage,
- › To adopt the principles of the United Nations Universal Declaration of Human Rights and to treat human rights with respect in all our activities,





- › Not to employ individuals with the status of child workers within the company, not to allow forced labor, modern slavery and labor exploitation,
- › Not to allow harassment, pressure and mobbing in our company in any way and to take action in accordance with our legal requirements and ethical principles in case of encountering,
- › To fulfill the necessary measures and legal regulations for our employees to be in a safe working environment,
- › To respect the constitutional rights of our employees to organize and collective agreement,
- › To protect the work-private life balance of our employees and to attach importance to the privacy of their private lives,
- › To make open and insightful communication our company culture,

We implement good practices in human resources to demonstrate that we value and appreciate our employees. We also pay attention to their opinions and suggestions, engage in one-on-one communication, and develop practical solutions to problems. We support this approach with effective communication skills to create a happy, peaceful, and successful work environment.

- › Çalışanlarımıza, düzenli aralıklarla yetenek ve performanslarını geliştirmelerini sağlayacak eğitimler vermeyi,
- › To share our policy transparently with all our stakeholders,
- › To review our Policy at least once a year together with the Executive Board under the supervision of Human Resources and to make improvement arrangements if necessary,we will commit.





As we value employee satisfaction and loyalty as much as we do our customers, we conduct surveys and organize HR Talks initiated by our Human Resources team in 2022 to discuss employees' expectations and ambitions. During our meetings with the General Manager every 6 months, we evaluate the topics discussed in HR Talks and work toward creating a better work environment, prioritizing employee satisfaction.

In this regard, we believe that our top priority should be to treat our employees fairly, without discrimination on the basis of language, gender, ethnicity, philosophical beliefs, ethnic background, or religion. We take necessary measures and apply sanctions when needed to prevent discrimination among our employees, striving to maintain their well-being at the highest level possible.

While fulfilling the requirements of our mission "We produce for people," we aim to create employment and strengthen ourselves with our differences

As stated in our [Ethics Principles Policy](#), we innovate to enhance the well-being of our employees, while consistently conducting our work with respect and taking corrective actions. Our industry is growing, feeling this growth in our workforce as well, contributing to the economy through new employment.

Being aware that the industry we operate in is labor-intensive, our institution takes great care to increase social awareness and pays particular attention to employing women. In this regard, we continue to take actions to increase the number of women employees in our recruitment processes and improve the employment rate in our region. The gender distribution of our institution's labor over the last three years is shown below.

Year	White Collar M	White Collar W	Total of White Collars	Blue Collar M	Blue Collar W	Total of Blue Collars	Total
2020	71%	29%	75	89%	11%	313	388
2021	66%	34%	77	90%	10%	403	480
2022	65%	35%	89	90%	10%	431	520



When we examine the data, we see that our number of personnel is gradually increasing. We are proud to continue our operations as a stronger and larger institution. From 2020 to 2022, it is observed that the number of women employees increased by 27.6%, while the number of men increased by 35.61%.

“We support women’s presence in the labor by increasing the number of women in our staff, and we take pride in our perspective on this matter, as demonstrated by the 50% representation of women in our management team.”

Just as we value our employees, we also strive to provide employment opportunities for young candidates and colleagues seeking advancement in our industry. Through our career management system, we plan the advancement and development processes of our employees, leading the way for increased internal loyalty and well-being. Additionally, we continue our recruitment processes by opening new positions. Below, we share the data from the past 3 years.

Number of employees by year	2020	2021	2022
Women	15%	14%	12%
Men	85%	86%	88%
Total	395	489	521

Number of Promotions by Year	2020	2021	2022
	58	67	64

As a member of MESS, we proudly received our plaque commemorating our 50th anniversary in the year 2022, honoring our valuable contributions to the labor, the value we place on individuals, and the impact we have made on the economy. We take pride in this significant achievement and remain committed to producing while valuing humanity for the future.



Number of Positions Opened and Filled by Year	2020	2021	2022
	8	14	30

Additionally, we pay attention to the inclusion of new employees to expand our team and continue our production consistently. The breakdown of our 2022 recruitment figures by geography and gender is shown below.

2022 New Hires	Men	Women
	Percentage %	Percentage %
106	81%	19%

Our company, which embraces sustainability in every aspect and considers it as a duty, also strives to continuously maintain the happiness of our employees. Finally, we take care to ensure that our employees' development of best practices is not overlooked when conducting our internal operations. We endeavor to demonstrate this approach in every area, and accordingly, we organize our compensation policies. At SKT, in addition to our compensation policy, we continue to implement new measures aimed at ensuring the satisfaction of our employees.





With the perspective of "equal pay for equal work," we support all our employees transparently and fairly. Additionally, we provide various training opportunities to our most valuable stakeholders, our employees, and we strive to fill open positions from within our current labor by supporting their career journeys. Besides the satisfaction of our employees, we also prioritize their health and offer additional benefits to our full-time employees. We value the rights of every individual within our company and act accordingly. Respecting the personal lives of our employees is also a priority for us, and we consider their requests when it comes to using social leaves such as marriage, childbirth, or bereavement.

In particular, we do not put any pressure on our female employees to benefit from legal maternity leave. We approach this system with the understanding that our female employees are free to exercise their rights determined by law as they wish.

We are aware that our differences are the most key factor in our unity. Therefore, ensuring and strengthening diversity within our company is our primary goal.





In our Research and Development Center, approved by the Republic of Türkiye Ministry of Industry and Technology in 2015, we support our employees who work there to participate in articles, presentations, or EU projects. Depending on the procedures in place, we encourage them to engage in various activities to enhance their motivation and redirect their focus. Through this practice, not only do we increase the motivation of our employees, but we also encourage them to explore different areas, gain innovative perspectives, and integrate them into their work.

It is our top priority to ensure that our employees feel our support in both good and difficult times. For employees who have recently become parents or given birth, we offer a special newborn package to celebrate the new addition to our family. In addition, we express our happiness and share in the happiness of our employees by giving them various gifts through our “Appreciation and Reward System” that we have established within our company.

As SKT, we are very happy to participate in various tournaments and competitions with our employees. We always support our employees who participate voluntarily and achieve success and encourage them to take part in different activities. We also aim to strengthen communication among all our employees by organizing in-company competitions.

“Just as we value our employees, we also strive to provide employment opportunities for young candidates and colleagues who aspire to advance in our industry.”





The Value We Place on Education



As a company that embraces the concept of sustainability and attaches great importance to the training and development processes of our employees, we offer various training programs to ensure that our employees are aware of these problems. The trainings we provide are related to the Environment, OHS, Anti-Bribery and Corruption, Human Resources, and Ethical rules.

It is critical for every individual actively working in our company to be aware of our management style and sustainability concerns, and to conduct their work in line with these values. Ensuring that our employees are educated and aware of these values is essential for us

In our training programs both within and outside the company, we do not discriminate between genders; we create good practices that allow all individuals to benefit from these opportunities and to become informed about relevant topics..

The average number of training hours per employee over the previous three years is shared below.

Average training hours per employee (Hours)	Total Average		
	2020	2021	2022
	4	12	27.61

We consider the training provided within our company to be critical for our employees to better understand our company values. Therefore, we continue with our training processes that reflect the SKT profile. We share the trainings attended by our employees and the hours in the table below.

2022 Trainings	Number of Employees Attending Trainings	Total Training Hours Provided
Human Rights and Ethics	378	1
Environment and OHS	378	12
Anti-Bribery and Anti-Corruption	378	12

“Understanding the importance of an efficient training program, we are committed to increasing the training hours provided per employee each year.”



We Value Your Feedback

The communication we establish with our employees and the feedback they provide us with covers not only our way of doing business, but also our management style, making it an essential area for us. Therefore, we value all feedback, positive or negative, from our employees and strive to organize our activities based on their input. In this context, we conduct the Employee Satisfaction Survey at least once a year, at the end of each year, to gather and evaluate feedback regarding our company.

We are happy to note that our business has been increasing employee satisfaction yearly based on the survey findings. The survey results for the previous two years are listed below.

	2022	2021
Participation Rate (%)	56.34%	42.91%
Employee Satisfaction Score (Number)	76	74.5

As a company that values our employees and all other stakeholders, we strive to remain in constant communication with our customers. In this regard, we carefully evaluate all complaints received from our customers and continuously improve our efforts to enhance customer satisfaction.

To improve customer satisfaction, we delegate the responsibility of conducting relevant activities to our team members in respective departments. Our authorized team develops revisions by focusing on brand perception and feedback from domestic and international customers, as well as satisfaction surveys. We also establish effective collaborations by conducting customer visits and meetings and support innovative approaches to increase customer satisfaction, which is one of our basic principles.





We organize distributor meetings and end user seminars every year to enable initiatives that can increase the customer satisfaction rate. As a result of these efforts, we have measured our customer satisfaction rates for the years 2021 and 2022, and we are sharing the results in the table below.

To ensure customer satisfaction and better communication with our employees and all stakeholders, starting from 2022, we actively use four social media accounts to provide feedback on our activities. These accounts are [LinkedIn](#), [Facebook](#), [YouTube](#), and [Instagram](#). All our accounts are managed professionally under the username #sktoilsealingtechnologies. Our profiles, which have a high number of followers, continue to increase steadily each month. Additionally, on our LinkedIn account created under the title 'SKT Kariyer', we continue to strive to reach a wider audience and create employment opportunities for our company by posting career opportunities.

Customer Satisfaction Rate % (NPS Value)	2022	2021
	70	65





***“We Support
Innovative
Projects.”***

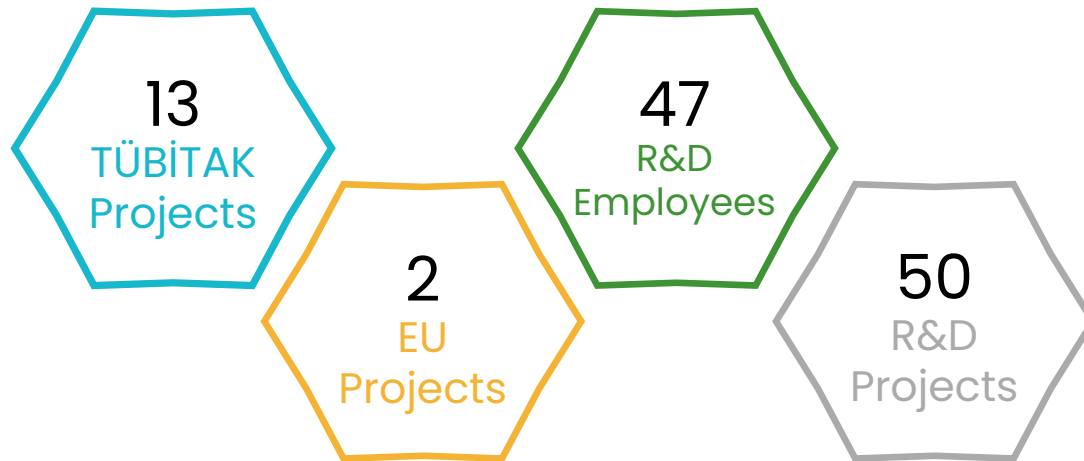


Our R&D and Innovation Projects



Considering global innovations and integrating technology into all our processes is one of our important goals. In order to achieve our goals, we work to constantly improve our innovative perspective by taking into account today's developing production techniques, especially Industry 4.0

The increasing use of innovative production methods in vehicles also concerns our company, which produces oil sealing elements for the automotive sector. In line with this, we are constantly striving to improve our R&D activities. Aware that the most important new step in innovation is knowledge, we financially and morally encourage all our employees, especially our R&D staff, to receive postgraduate education and cooperate with academics. We continue to invest in R&D to create a significant laboratory infrastructure in the industry.





Through our Innovation Committee, we evaluate proposals for new product and service varieties and support decision-making mechanisms for taking rapid action. In addition to this, we ensure the evaluation of developments through periodic meetings

We have collaborated with a stakeholder at the SME (Small and Medium-Sized Enterprises) scale through the TÜBİTAK 1707 Order-Based R&D Support Program, and our project titled “Development of a Test Device for Non-Destructive Measurement of Lip Opening Pressure of Rotary Shaft Seals” has been accepted. The project is still ongoing.

In our project processes, we aim to develop sealing elements for different systems in line with customer demands. We aim to increase product variety within the company, increase knowledge accumulation as a result of R&D activities, and provide infrastructure for new projects. We continue our efforts towards publishing articles and making patent and utility model applications for project outputs.

We have strategies and goals aimed at developing new manufacturing technologies through continuous innovation in production processes, establishing collaborations with universities, and participating in projects funded by the EU. Thanks to our expert team, we continue to take continuous improvement actions within the scope of our strategies.

We outline our strategies for continuous improvement in R&D and innovation on the next page;





Our Short-Term Strategies



- Expanding our product range to develop sealing elements for different geographies and sectors,
- Designing sealing technology products with low cost and high quality, improving production processes towards digitalization sustaining the structure of our Ministry-approved R&D Center successfully,
- Initiating initiatives within our company for green transformation and sustainability,
- Applying for calls to be opened within the scope of the World Bank Türkiye Green Industry Project supported by TÜBİTAK

Our Medium Term Strategies



- Improving the testing facility for prototype parts created by our R&D activities,
- Conducting collaborative research with universities to develop new rubber materials in response to market demands,
- Applying for projects under TÜBİTAK and EU Grant programs to secure funding for research and development initiatives within our company.

Our Long-Term Strategies



- Utilizing the knowledge obtained from R&D to create products targeted at new markets,
- Reinforcing our position as the pioneer in sealing elements by expanding into industry-specific markets.



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