



Protecting the nature means protecting the future

COMMUNICATION
ON PROGRESS (COP)
2021

50th
Anniversary



- Efficient use of energy,
- Safe working environments for employees,
- Good environmental management,
- Use of advanced technology,
- Support innovative approaches,
- Continuity in education.

COMMUNICATION ON PROGRESS (COP)
2021



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An-El • Anahtar ve Elektrikli Ev Aletleri Sanayi A. Ş.



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About the Report


We prepared our tenth Communication on Progress by taking into account the “10 Principles” of the United Nations Global Compact and the “AN-EL Code of Conduct”. We also included our activities that contribute to the Sustainable Development Goals.

This report contains Standard Disclosures from the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines. A list of the Standard Disclosures’ location in the report is provided at the end of the report. In 2023, we will be issuing an enhanced Communication on Progress. In our report, we are presenting data from the period between 01.01.2021 and 31.12.2021 in comparison with the previous periods.

The annual Communication on Progress Report published by AN-EL Anahtar ve Elektrikli Ev Aletleri Sanayi A. Ş. is available on company’s website, as well as on the United Nations Global Compact’s page. Our previous report was published on 19.02.2021.

www.unglobalcompact.org/participants/search





United Nations
Global Compact

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WHO WE ARE
THE SDGS
PARTICIPATION
TAKE ACTION
ENGAGE LOCALLY
EXPLORE OUR LIBRARY

10,000 companies
+ 4,000 non-businesses

IN THIS SECTION
▼

AN-EL Anahtar ve Elektrikli Ev Aletleri A.S

www.an-el.com.tr

COMPANY INFORMATION

COP

Overview

Country: Turkey

Org. Type: SME


Sector: Electronic & Electrical Equipment

Engagement Tier: Signatory


Global Compact Status: Active

Ownership: Privately Held

Participant Since
28 October 2010



United Nations
Global Compact



Message from General Manager

Dear Stakeholders,

We are honored to celebrate together AN-EL's 50th anniversary this year. We would like to express our gratitude to all our stakeholders who have supported us with their efforts, knowledge and skills, who have shown interest in the values we produce, and who prefer to use our products in the 50 years that have passed by producing and developing.

The word Sustainability, which we all come across and use frequently today, has a much greater meaning for us. Our effort to fulfill the obligations of the United Nations Global Compact, of which we have been a participant for 12 years, is progressing in line with the goals defined by the United Nations in 2015 with the slogan "For a Better World in 2030".

For a Better World in 2030

United Nations aims to fight poverty and hunger in the world, ensure food security, reach prosperity by meeting many social needs such as education and health, ensure gender equality, benefit from energy resources, have job opportunities worthy of human dignity that will ensure economic development, technological development and everyone's benefit, combat climate change, protect the oceans and seas, keep ecosystems alive and reverse their losses, strengthen the implementation tools of the global partnership for sustainable development and revitalize the global partnership.

As AN-EL, we build our business model taking these goals into account for sustainable activities, and determine our short, medium and long-term strategies. We plan our needs by following the technological development of the business area we are in. The Global Reporting Initiative (GRI) Standards related to human rights, decent work, environment and anti-corruption guide our practices.

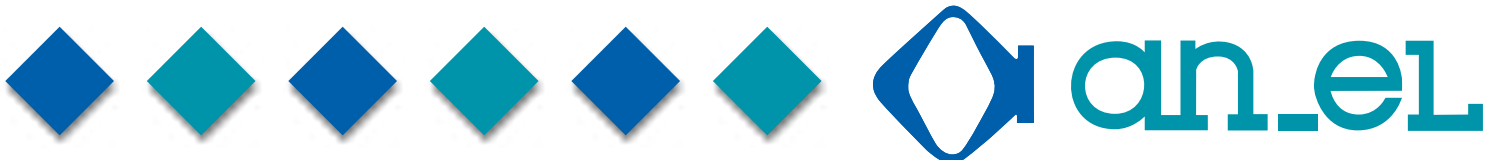
The negative effects that came with the pandemic and what we experienced during this period have given us new ways of thinking. We encountered a disaster without risk analysis. We tried to solve economic and social problems, especially health, while we were facing the problems. It took days to even decide whether to use the mask. This situation once again showed us how important it is to identify risks and take precautions beforehand.

The energy crisis, limited resources and mobility will lead to the formation of new production and supply management methods. Perhaps a revision of Lean Manufacturing methods is needed. Although not wasting is a much more principled goal, sustainability in production is now more difficult than in the past and needs a new understanding.

Through this report, we present to you our commitment to improve our business, to maintain our productivity in our R&D and academic studies, to carry out activities in line with the Sustainable Development Goals for the stakeholders we serve in our business and most importantly for the planet we live in, and wish you healthy days.

Yours truly,

İnanç ERDOĞAN
GENERAL MANAGER





AN-EL Code of Conduct



AN-EL, as a responsible employer and a good corporation strives to produce products performing the functions of electrical devices and to develop them without endangering human lives. All activities are in accordance with relevant directives for human rights, occupational health and safety as well as the directives on the environment should be carried out with the main idea of sustainability.

Ensuring the compliance with the Code of Business Ethics is the responsibility of all employees and management. In case of incompatibility, the employees are encouraged to report it to the responsible persons and it is expected from them to do so too. In addition, it should be assured that there would be no retaliation or other negative consequences.

This Code of Business Ethics at all fields of activity is particularly the mandatory rules for our employees, suppliers and other stakeholders.

Laws and regulations

AN-EL and its suppliers will act in full conformity with laws and regulations related to the activity and employment. Suppliers will also agree to comply with these rules.

Child labor

Child labor is not tolerated in any form. Young labor (age 16) can be employed for appropriate works (summer work – internship etc.). For authorized minors, management is responsible for providing working conditions, hours of work and wage appropriate for his or her age and in compliance with applicable local law as a minimum.

Forced labor

Forced or involuntary labor is not tolerated in any form. This includes prison, indentured and bonded labor, and other forms of working against one's own will or choice. Employee is obligated to perform works written in their employment contract.

Health & Safety

All employees shall be provided with a safe and healthy working environment. The employer should take appropriate action to prevent workplace accidents or illnesses. Employee is obligated to protect their health and care about work continuity.

Non-discrimination

AN-EL recognizes and respects cultural differences. Nevertheless, all employees shall be treated strictly according to his or her abilities and qualifications in any employment decisions, including but not limited to hiring, advancement, compensation, benefits, training, layoffs and termination.

Harassment and abuse

No employee shall be subject to corporal punishment or to physical, sexual, psychological or verbal harassment or abuse.

Working Hours

AN-EL regulates working hours for all employees with a time of 8 hours per day and 1 hour resting time per day. Total working time of more than 45 hours per week (excluding 270 hours overtime per year) will not be requested. Except in extraordinary business circumstances, all workers shall be entitled to at least one day off in every seven-day period.

Compensation

Wages, including overtime and benefits, shall be equal to or exceed the level required by applicable law.

Environmental compliance

Environmental issues are very important and privileged for AN-EL employee. A holistic approach is applied with the objective to minimize the environmental impact from production, product use and disposal. The unit shall take appropriate actions to address all relevant environmental impacts, including emissions, waste and resource consumption. A management system shall be in place, aimed to continuously improve the units' environmental standards and performance.

Responsibilities to the suppliers and stakeholders

As expected from a good customer, we act respectfully, fairly and ensure the necessary care to fulfill obligations on time. We carefully protect confidential information about people, our business partners and organizations that we do business with.

Giving or taking gifts

Employees do not accept any gifts or benefits which affect their neutrality, decisions or behavior, do not attempt to offer gifts and benefits to the third person or institution which can cause such effects. The top management defines which kind of gifts and promotions can be given to third persons. Advertisement and promotional gifts should not be for personal use.

Confidentiality

It is a common responsibility of our company and employees to share and in this process to keep all information confidential which can create a competitive disadvantage, trade secrets, financial and other information which are not yet disclosed to the public, the use of staff privacy information and information within this framework signed “confidentiality agreements” with third parties. We share this information only with relevant persons within the authorizations.

Conflict Minerals

We are committed not to purchase materials which we know contain conflict minerals that may contribute to human rights abuses in the Democratic Republic of Congo or an adjoining country. AN-EL expects all of its suppliers to provide the origin of tungsten, tantalum, tin and gold (3TGs) and implement controls in their supply chain as well.

Monitoring and compliance

Management is responsible to inform employees about these rules, rights, duties and responsibilities and responsible to implement them. Management self and suppliers are responsible for ensuring adequate documentation to demonstrate compliance with these rules.

Those who violate the Code of Ethics or the Company's policies and procedures will be subject to discipline, up to termination of employment. Disciplinary sanctions will be applied also to the persons who confirm and guide inappropriate behaviors and actions that cause violation of the rules or who do not make the necessary notification accordingly, even though they are aware of the situation.

Employees can report any problems they experience regarding the Code of Conduct to anel@an-el.com.tr. Notifications made to this address will be kept confidential.



Company Profile

ABOUT US

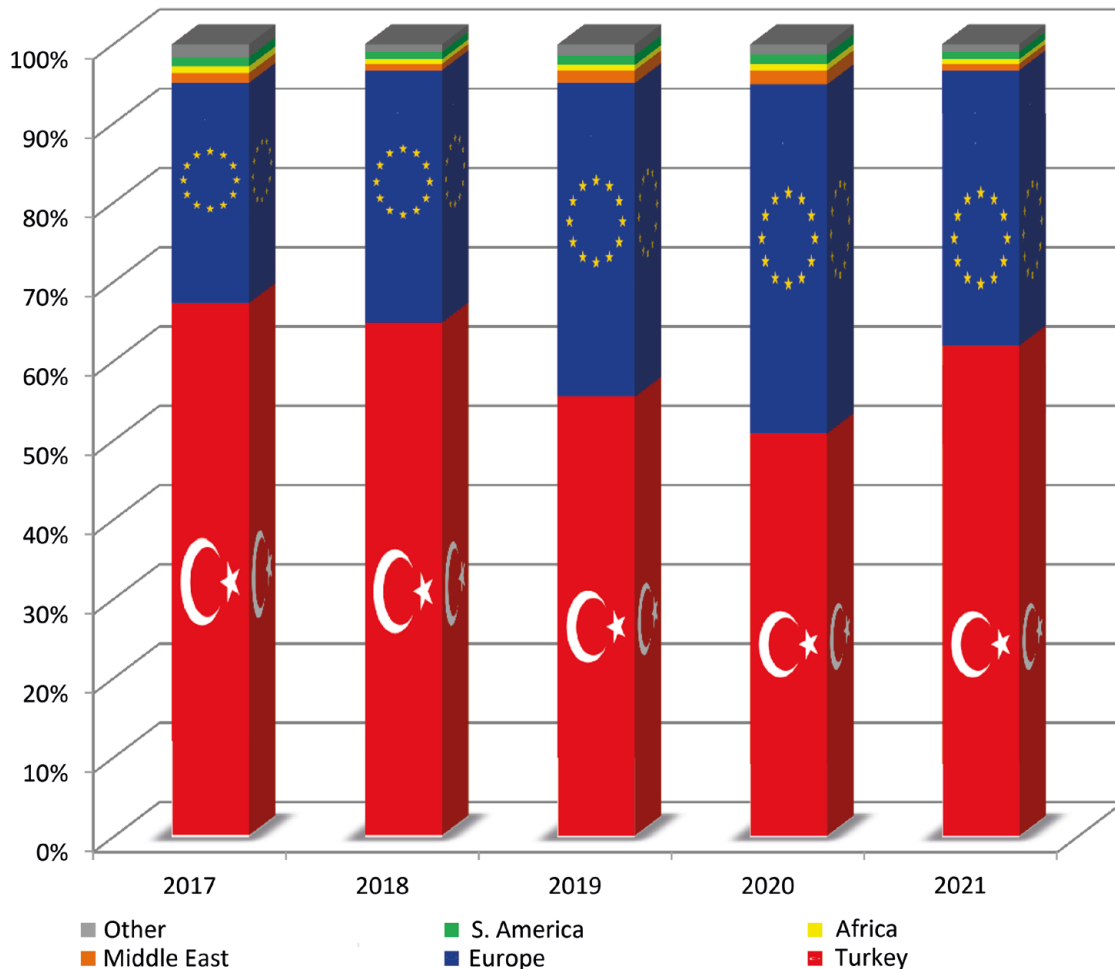
AN-EL was established in 1972 in order to meet white goods sector's demand for electrical components. AN-EL is producing Rotary Switches, Rocker Switches, Slide Switches and Neon Indicators under "AN-EL" and "INCO" brands. In addition, due to our production technique and experience, demands for small plastic and metal parts can be fulfilled.

Our products are being presented to meet our customer's expectations at the highest level of quality and service. Our references and products show that, being a supplier which can adapt to the developing sector has brought us to the current status and we are proud of this. We have established long term cooperation with the industry's leading companies. 80% of our products are exported. 50% of this is realized through direct sales to white goods manufacturers abroad.

For nearly 50 years, we have been providing service to many national and international manufacturers of household appliances. Today we produce more than 25 million pieces of components per year. We provide our clients with a wide range of alternatives with growing diversity of products.

Our products are VDE, KEMA, ENEC, CSA certified and our integrated management system is in accordance with ISO 9001: 2015, ISO 14001: 2015 and ISO 45001: 2018 standards and is certificated by TÜV Thüringen. The list of our certificates is given in Integrated Management System section. Also we are a participant of United Nations Global Compact initiative.

Regional Distribution of Net Sales



Our plant is located in Pendik - Istanbul, 70 km from Istanbul Airport and 6 km from Sabiha Gökçen Airport, on the Asian side of Istanbul. Production departments, offices and R&D center are located in a total closed area of 4.250 m². A high quality production activity is carried out in our environment-friendly facility with high level of safety and health conditions with our 211 employees.

**Coordinates:**

**40°53'54" N 40°53,9' /
29°15'48" E 29°15,8'**

Address:

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No: 188 Dolayoba Pendik 34896
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MILESTONES

1972

We started

1996

BEYSAD (White Goods Suppliers Association) membership.

2010

Upgrade to ISO9001: 2008. Participation to United Nations Global Compact.

2003

ANC Kalıp Makine Ind. Ltd. Co. was established.

1991

AKS Anahtar Kontak Ind. Ltd. Co. was established with know-how support of Japanese Chugai Company.

1997

First export realized, VDE certification studies started.

2011

We started to use UYUMSOFT ERP Software.

2004

Certified to ISO9001: 2000.

2000

We moved to Pendik facility.

2013

ISO 14001 and OHSAS 18001 Management Systems were established.

2015

R&D investments and significant manufacturing automation investments were realized.

2018

INCO production started. Injection machine and automation investment has been made.

2021

We increased our injection production capacity by 20%. We received Operation Clean Sweep® certificate.

2014

We took the step for Industry 4.0 with automation investments.

2016

Lean Transformation

2019

Production and storage area increased. Preparations for R&D center started.

2020

R&D Center became operational. Production area has increased to 4250m². Digital Transformation studies started.

2017

We extended Industry 4.0 and Lean Manufacturing Practices.

SUPPLY CHAIN

AN-EL selects and guides suppliers so that AN-EL can meet the expectations of customers, with the awareness of customers being part of the supply chain.

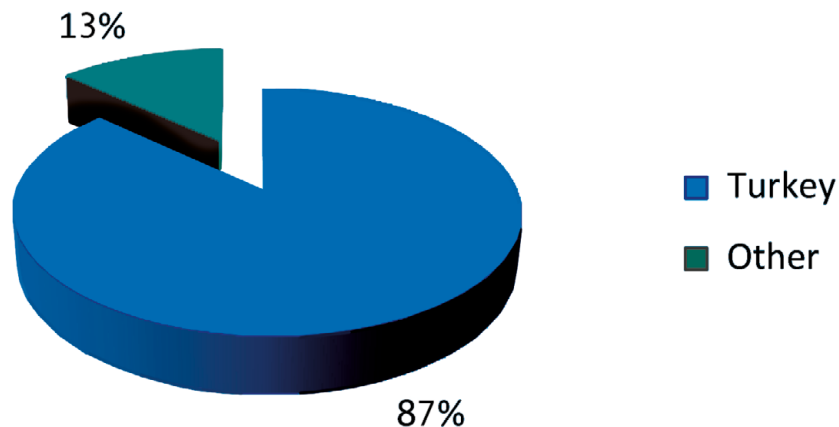


AN-EL prefers to supply Labor/Service and Material/Raw Material from the local suppliers by 87%. In addition, qualified products and services are supplied from abroad due to the quality and supply requirements. During the reporting period, 531 suppliers provided goods and services to AN-EL, 20 of them are abroad and 511 are located in Turkey.

Our priority is that all of our local and foreign suppliers must have a high quality consideration and the value that they give to human and environment be certified. We are ready to collaborate in this field with our suppliers.

SUPPLY TYPE	Labor - Service	Material - Raw Material
LOCATION OF SUPPLIER	Turkey, Germany, China, USA, Canada, Netherlands, Bulgaria, Spain, Chile	Turkey, Germany, China, Hong Kong, Malaysia
SECTOR OF SUPPLIER	Security, Catering, Machine, IT, Certification	Precious Metal, Metal, Plastic, Electronics, Stationery

Distribution of the Suppliers' Turnover



Our Main Customers

 **Electrolux**
















































Corporate Governance

The AN-EL Board of Directors consists of two members. The Chairman of the Board of Directors and the General Manager are different individuals. Board members are above 50 years of age.

Meetings attended by senior management in the field of sustainability:



Our Stakeholders

Our stakeholders are organization / individuals who are seriously affected by our activities and products or through their actions affecting successful implementation of our strategy and our ability to achieve our goals.

We are trying to be in communication with our stakeholders. Mutually we do detection and measurements with questionnaires and interviews about the expectations. We run a suggestion and award system which facilitates the participation and motivation. We are making disclosures on various topics through the corporate web site, newsletters, print ads, articles and news stories. We are in full compliance with the requirements of laws and regulations in regards to our contacts with local and central governments.

We are following the activities of Global Compact Turkey.

We strive to contribute to the country's promotion and to the sectorial development by considering the national values in our relationships with our stakeholders in Turkey and abroad as well.



Communication Method with Our Stakeholders and Frequency of Contact

Employees	
Meetings	Everyday
• Oobeya (Morning Meeting)	When necessary
• Department meetings	When necessary
• Committees	When necessary
Motivation Activities	When necessary
Performance Evaluation	Annual
Suggestion System	Continuous
Notice Boards	Continuous
Shareholders	
Board Meetings	Annual
Annual Budget Meetings	When necessary
Strategic Planning Meetings	When necessary
Customers	
Customer Visits	Continuous
Phone Calls & E-Mail	Continuous
Complaints	In case
Dealers	
Facility Visits	When necessary
Phone Calls & E-Mail	Continuous
Suppliers	
Supplier Visits	Continuous
Supplier Audits	Continuous
Phone Calls & E-Mail	Continuous
Neighbours and Local Community	
Facility Tours	When necessary
Official Institutions and Organizations	
Audits	In case
Meetings	When necessary
Projects	Continuous

Non-Governmental Organizations	
Meetings	When necessary
Projects	When necessary
Universities and Their Partnerships	
Meetings	When necessary
Projects	When necessary

Official institutions and organizations that we are a member of or we are in contact with are:

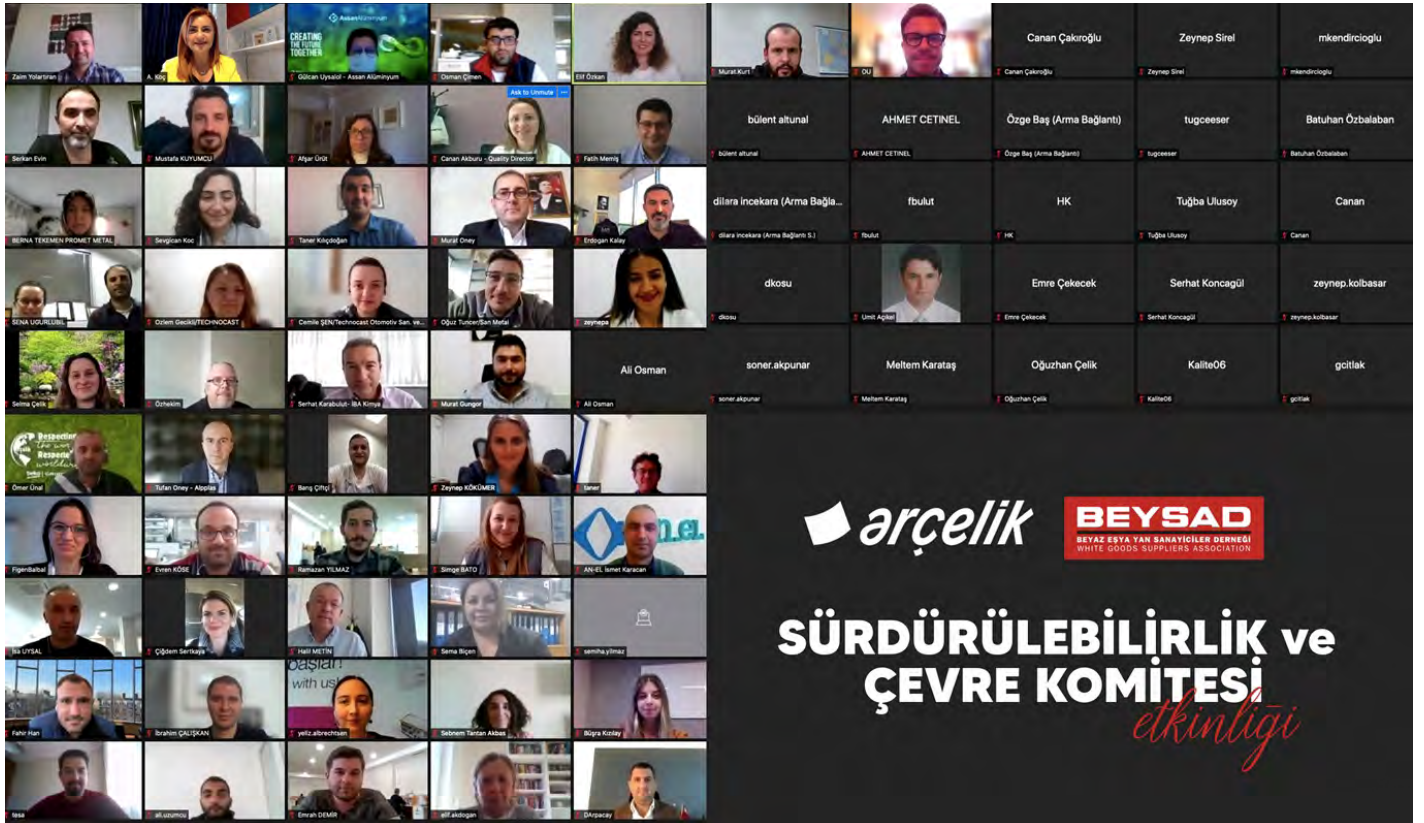
- Istanbul Chamber of Industry (Registration No: 13831)
- Istanbul Chamber of Commerce (Registration No: 182359)
- Istanbul Minerals and Metals Exporters Association (Registration No: 8833)
- KOSGEB (SME Development and Promotion Administration)
- Municipality of Pendik
- Pendik Industrial Vocational High School
- Yakacik Industrial Vocational High School
- Labor Office

Memberships in Non-Governmental Organizations:

- White Good Suppliers Association (BEYSAD)
- Ermenek and Surroundings - Culture and Social Solidarity Foundation (ERÇEV)

Universities and Partnerships we cooperate with:

- İstanbul Technical University (İTÜ)
- Sakarya University
- İTÜ Nova Technology Transfer Office



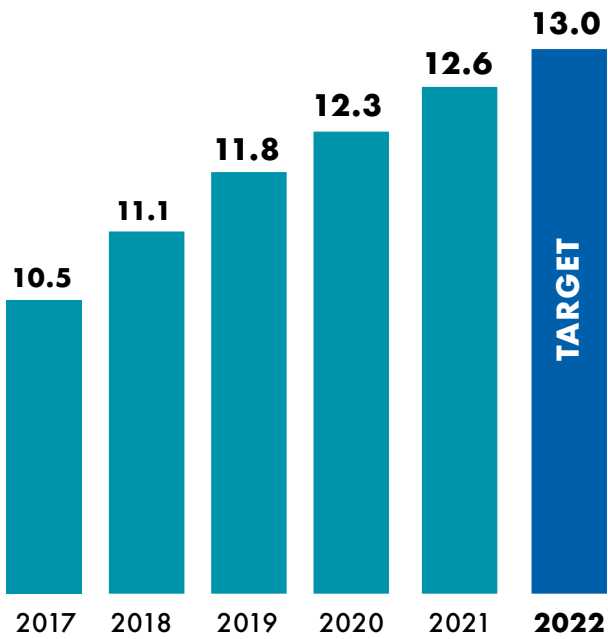
We participated in Sustainability and Environment committee meeting organized by Arçelik and BEYSAD on October 21, 2021.

Financial Performance

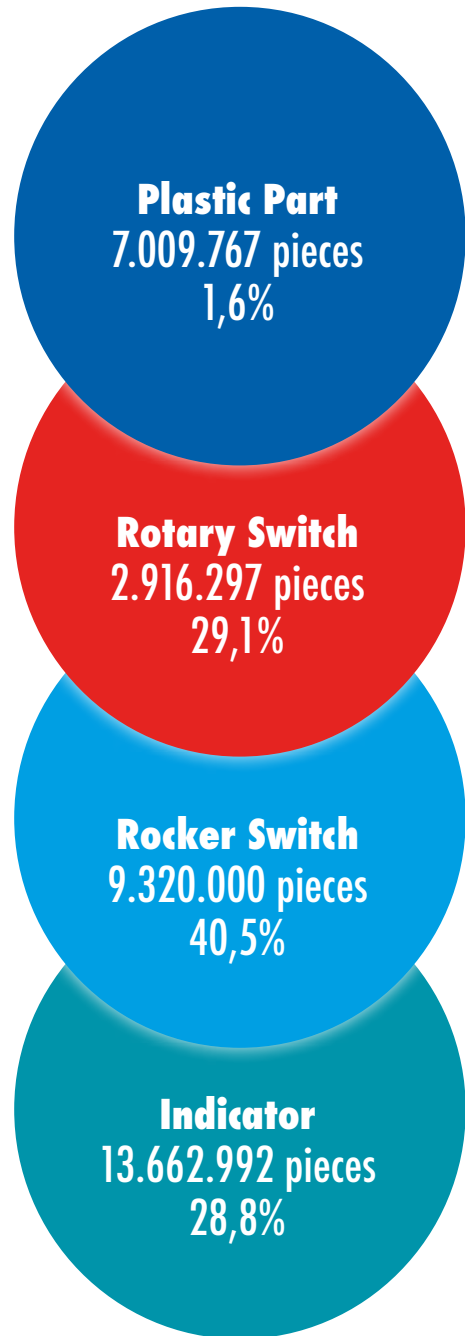
The capital of AN-EL, which is a joint stock company, is 10.000.000 TL.

The company supports specifically the home appliances sector and electrical appliance manufactures by manufacturing components. AN-EL increases the market share every year by satisfying the demands from manufacturers in Turkey and global manufacturers in Europe, Asia, North Africa, Russia and South America.

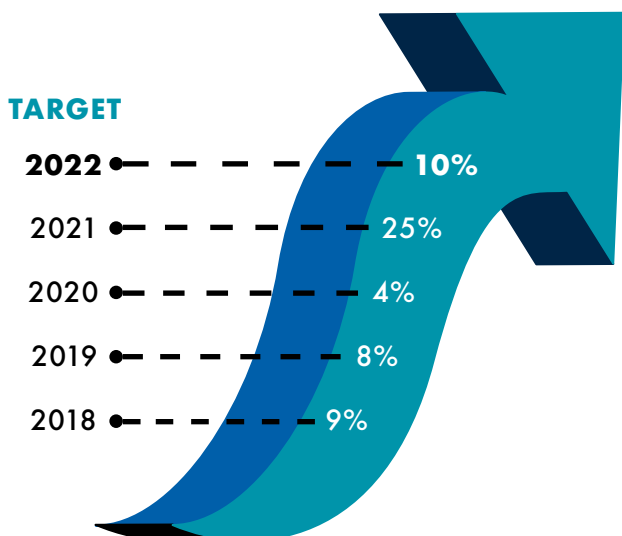
**Annual Sales Turnover
(Million Euro)**



**Quantity and Turnover Distribution
of Net Sales by Product Group**

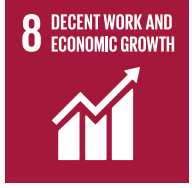


Actual and Targeted Growth



Employees

HUMAN RESOURCES MANAGEMENT



Our Approach to the Recruitment Process

Applications are evaluated in terms of education, experience, knowledge and skills by first taking into account the AN-EL Code of Conduct during the recruitment and assignment process. Each candidate is provided an equal opportunity. Information is given about our company's culture, structure and activities. We give importance to the employment of individuals with disabilities in order to support their participation in social life. As of December 2021, we have six employees with disabilities in our team. Our goal is to give opportunity to more candidates with disabilities, as long as occupational safety is ensured and the employee is able to perform the job we offer. Applicants to the fixed-term employment are being informed. Besides the expectations from the candidates, we inform them about development opportunities to be provided and about the horizontal or vertical position changes. Our cooperation with educational institutions, which train skilled technicians, is in the form of contributing to the professional education and discipline of teachers and students by providing internship opportunities to their students.

Performance Evaluation

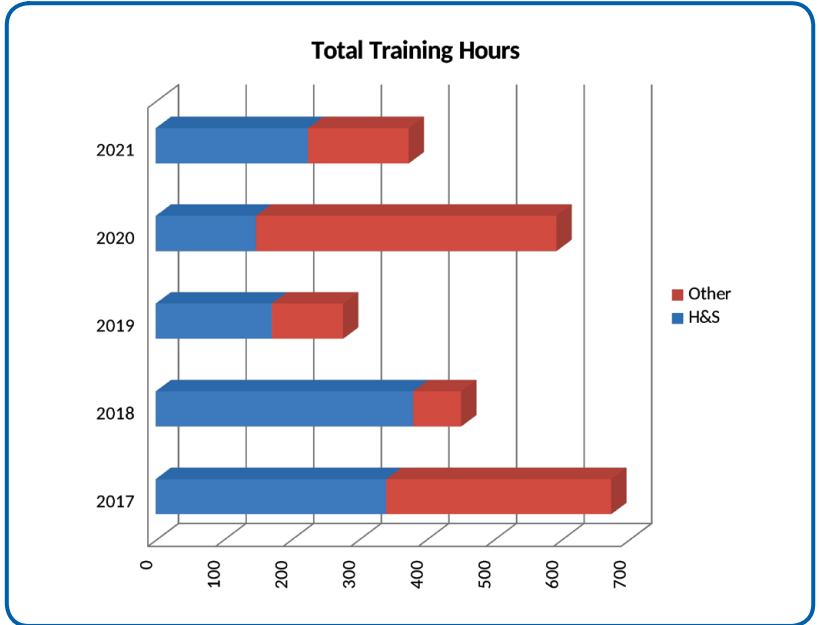
The attendance, relationships with other employees, development status, presentation of creative ideas and suggestions, awareness on duties and responsibilities, adaptation to the general discipline rules and occupational health and safety rules by employees are being monitored by the top management and co-workers by survey and appraisal interviews. Successful staff are being honored and if necessary rewarded.

Academic processes

Employees and candidates are encouraged and supported to take their academic process to the next level. When working conditions allow, the work program is arranged according to academic activities such as graduate and doctorate studies.

İŞKUR On-the-Job Training Program

In the last year, through İŞKUR On-the-Job Training Program, 52 individuals were accepted to eight programs to be trained as Metal Products Assembly Worker. The eligibility of candidates who applied to the program is evaluated. Eligible candidates, who are accepted to the programs, gain experience and theoretical knowledge within the scope of this six months program. At the end of the program, candidates with sufficient knowledge and experience can be employed permanently in our company. The number of individuals who have benefited from the program in the last year is 52 (51 women / 1 man). Six programs have been completed and 29 individuals (all women) were employed. 12 individuals were accepted to our two ongoing programs and eight of them are still attending.

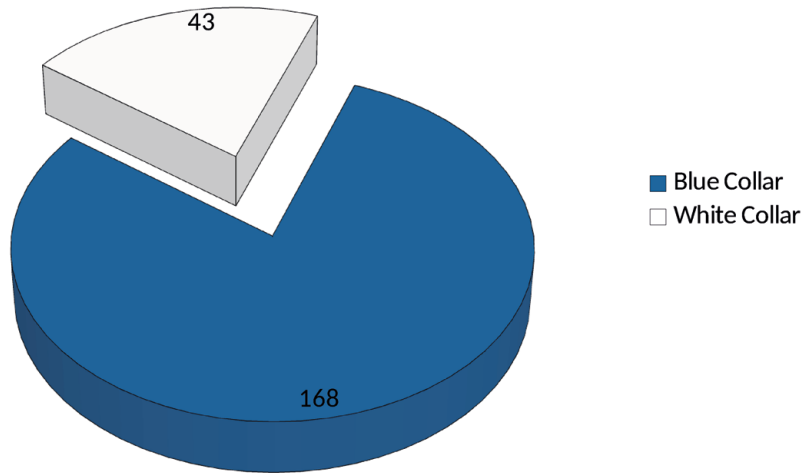


TRAINING TOPICS AND DURATIONS IN YEAR 2021

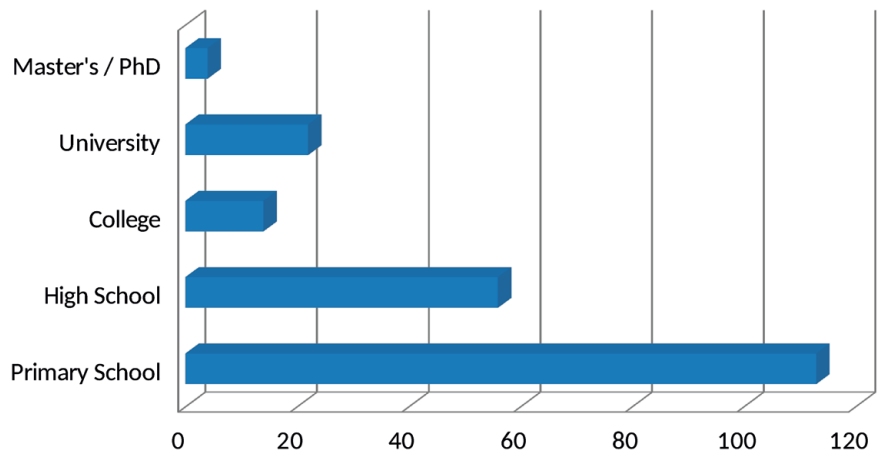
Training Topic	Participant	Total Hours
R&D MANAGEMENT MINI MBA	1	13
PETROCHEMICAL INDUSTRY IN SUPPLY CHAINS	1	2
ANSYS ENGINEERING APPLICATIONS	1	5,5
PRODUCT DEVELOPMENT & SYSTEMS ENGINEERING	1	15
FUNDAMENTALS OF PLASTICS AND POLYMERS	1	15
WEIGHT REDUCTION TECHNOLOGIES IN PLASTICS	1	1
ARBURG FREEFORMER 3D PRINTER APPLICATION	1	2
SPAIN AND ITALY MARKETS	1	1
H&S LABELS AND SIGNS	44	22
OCCUPATIONAL ACCIDENTS AND ILLNESSES	44	22
H&S PERSONAL PROTECTIVE EQUIPMENT	26	13
GENERAL SAFETY RULES	62	31
OHS LEGISLATION, RIGHTS AND RESPONSIBILITIES	43	21,5
FIRE, FIRE PROTECTION & FIRST AID	32	16
EARTHQUAKE	30	16
PSYCHOLOGICAL ASSISTANCE AFTER WORK ACCIDENT	1	1
COVID 19 AND HYGIENE	187	47,5
REGULATION ON CONTROL OF PACKAGING WASTE	1	2
ZERO WASTE REGULATION	1	2
WATER POLLUTION AND CONTROL REGULATION	1	2
ENVIRONMENTAL IMPACT ASSESSMENT REGULATION	1	1
ENVIRONMENTAL PERMIT AND LICENSE REGULATION	1	1
BEYSAD SUSTAINABILITY AND ENVIRONMENT COMMITTEE EVENT	2	2
PROBLEM SOLUTION-FOCUSED APPROACH	7	14
OCS (OPERATION CLEAN SWEEP)	39	25,5
HAPPINESS AT WORK	18	27
STORYTELLING	2	4
TOTAL QUALITY MANAGEMENT	1	3
MANAGEMENT SKILLS IN HUMAN RESOURCES	2	4,5
WHAT I LEARNED FROM MY BRAIN	2	4
SOCIAL INNOVATION AND SUSTAINABILITY	1	3
CONSCIOUS MINDFULNESS	1	2
HOW TO MAKE PEACE WITH STRESS	1	1,5
CONTINUOUS PERFORMANCE MANAGEMENT AND OKR	1	2
LABOR LAW AND SOCIAL SECURITY	1	2,5
COMPETITION, INNOVATION AND ECONOMIC GROWTH IN TURKEY	2	4
CREATING VALUE FROM DATA	2	6
ANALYTICAL THINKING AND MAKING THE RIGHT DECISION	3	6
ENGLISH FOR EFFECTIVE TELEPHONE SKILLS	1	3
EXCITING PRESENTATION TECHNIQUES	1	3
ISO 9001 QUALITY MANAGEMENT SYSTEM	1	3
LEAN PRODUCTION AND MANAGEMENT EXPERTISE	1	2
	571	374,5



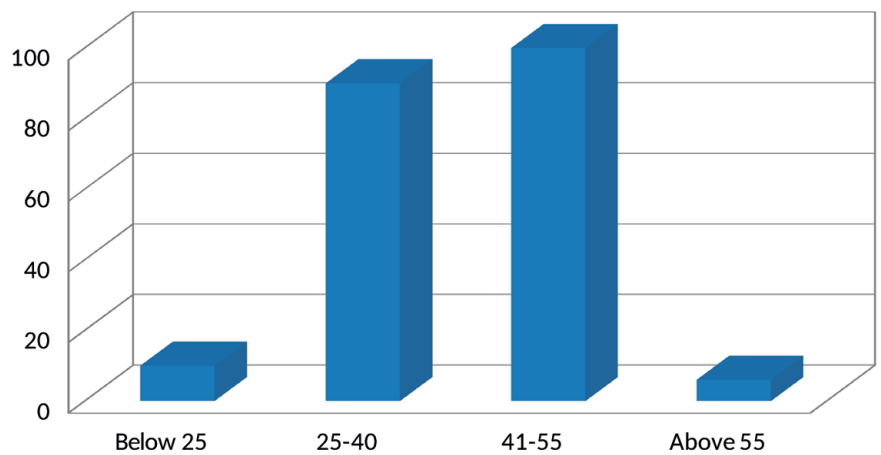
Distribution of Employees



Distribution of Employees by Education Level

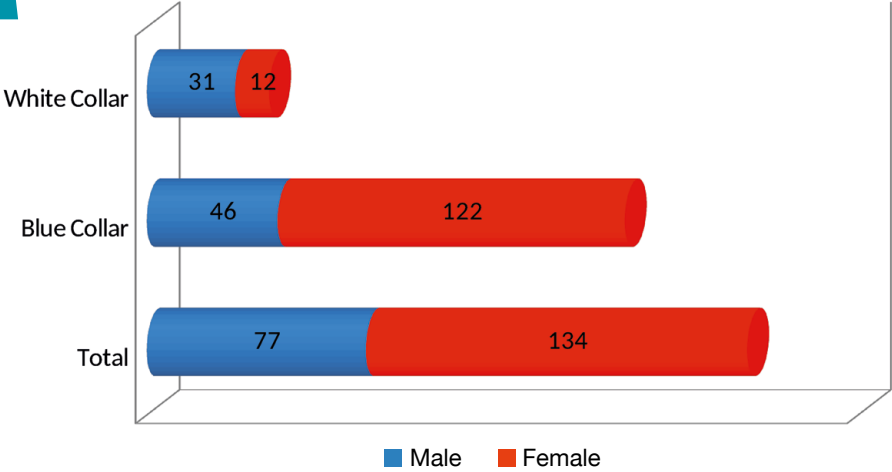


Distribution of Employees by Age

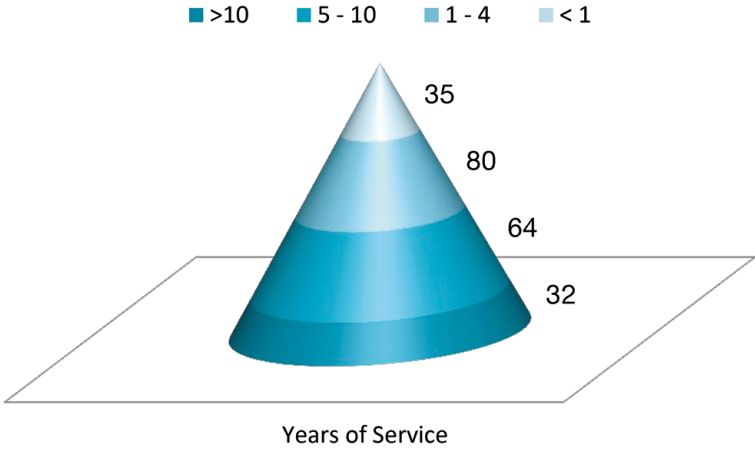




Distribution of Employees by Gender



Distribution of Employees by Years of Service



Employees with Indefinite Contract		Temporary Employees with Fixed Term Contract	
Female	Male	Female	Male
134	77	0	0

Full-time Employees		Part-time Employees	
Female	Male	Female	Male
133	77	1	0

Integrated Management System

Management System certification studies have started in 2004 with ISO 9001 Quality Management System. In the course of time, within the management vision and industry needs, Occupational Safety and Environment Management System studies have been realized starting from 2010. In 2013, ISO14001 Environment Management System and OHSAS 18001 Occupational Health and Safety Management System have been certified. All our activities are implemented based on quality, environmental and occupational safety management systems. Our integrated management system was certified by a single certificate in 2016 and in 2018 transition to 2015 standards was achieved for quality and environmental management systems. In 2019, the transition to ISO 45001 was made regarding the occupational health and safety management system.

Our policies (Quality, Environment, Health and Safety) and our targets are continuously reviewed for providing communication within the company, being understood and being in line with the corporate goals. Our management system is continuously developed; its effectiveness is improved and reviewed. Thus it is kept constantly dynamic with the participation of all employees.



CERTIFICATE



**for the management system according
to ISO 9001:2015 and ISO 14001:2015
and ISO 45001:2018**

The proof of the conforming application with the regulation was furnished and in accordance with certification procedure it is certified for the company

**AN-EL ANAHTAR VE ELEKTRİKLİ EV ALETLERİ
SAN. A.Ş.**

**Velibaba Mh. Ankara Cd. No:188 Dolayoba
34896 Pendik İstanbul / Turkey**

Scope:

**Design, production, sales and logistic of
electrical switches and indicators**

Certificate Registration No.:	TIC 15 100 169640	Valid until: 2022-07-11 Valid from: 2019-07-12
	TIC 15 104 161419	
	TIC 15 118 19026	
Audit Report No.:	3330 2TS5 D0	

This certification was conducted in accordance with the TIC auditing and certification procedures and is subject to regular surveillance audits.

TÜV Thüringen e.V.
Certification body for
systems and personnel



Jena, 2019-07-10



Original certificates
are branded with a hologram.

The current validity can be demanded at our homepage www.tuev-thueringen.de.

Zertifizierungsstelle des TÜV Thüringen e.V. • Ernst-Ruska-Ring 6 • D-07745 Jena • ☎ +49 3641 399740 • ✉ zertifizierung@tuev-thueringen.de

LIST OF OUR CERTIFICATES

NAME OF THE CERTIFICATE	CERTIFICATE RECEIVED FROM	DATE RECEIVED	NUMBER
MANAGEMENT SYSTEM CERTIFICATE (ISO 9001: 2015, ISO 14001: 2015, ISO 45001: 2018)	TÜV THÜRINGEN	12.07.2019	TIC 15 100 169640
			TIC 15 104 161419
			TIC 15 116 19026
SIGNAL LAMP WITH CABLE	VDE PRÜF-UND ZERTIFIZIERUNGSINSTITUT	18.03.1998	106645
SIGNAL LAMP WITH TERMINAL	VDE PRÜF-UND ZERTIFIZIERUNGSINSTITUT	08.06.1999	117154
ROCKER SWITCH	VDE PRÜF-UND ZERTIFIZIERUNGSINSTITUT	07.03.2002	40000515
RK14 SWITCH	VDE PRÜF-UND ZERTIFIZIERUNGSINSTITUT	31.01.2005	40012900
ROTARY SWITCH	VDE PRÜF-UND ZERTIFIZIERUNGSINSTITUT	06.06.2008	40024413
MOMENTRY SWITCH	VDE PRÜF-UND ZERTIFIZIERUNGSINSTITUT	10.06.2008	40024438
RK20 SWITCH	VDE PRÜF-UND ZERTIFIZIERUNGSINSTITUT	07.01.2011	40031689
RK21 SWITCH	VDE PRÜF-UND ZERTIFIZIERUNGSINSTITUT	12.01.2011	40031716
WIRE CONNECTOR (CE2)	VDE PRÜF-UND ZERTIFIZIERUNGSINSTITUT	18.01.2011	143335
RK26 SWITCH	VDE PRÜF-UND ZERTIFIZIERUNGSINSTITUT	24.08.2011	40033199
B20 & B30 SWITCH	VDE PRÜF-UND ZERTIFIZIERUNGSINSTITUT	08.02.2012	40034350
B40 SWITCH	DEKRA CERTIFICATION BV.	10.02.2012	2151398.01
I10 SWITCH	DEKRA CERTIFICATION BV.	10.02.2012	2151398.03
I20 SWITCH	DEKRA CERTIFICATION BV.	10.02.2012	2151398.02
A20 SWITCH	VDE PRÜF-UND ZERTIFIZIERUNGSINSTITUT	15.02.2012	40034394
ROTARY SWITCH	DEKRA CERTIFICATION BV.	26.07.2013	2163741.01
SIGNAL LAMP WITH CABLE	VDE PRÜF-UND ZERTIFIZIERUNGSINSTITUT	16.12.2013	40039070
RK36 SWITCH	VDE PRÜF-UND ZERTIFIZIERUNGSINSTITUT	20.03.2014	40039608
B35 SWITCH	DEKRA CERTIFICATION BV.	12.05.2014	2168976.01
RK36 SWITCH	DEKRA CERTIFICATION BV.	23.10.2014	2174713.01
RK37 SWITCH	DEKRA CERTIFICATION BV.	19.10.2015	2187433.01
S43-D & S81 & S82 SIGNAL LAMP	DEKRA CERTIFICATION BV.	27.06.2016	2194129.01
S43-DL SIGNAL LAMP	DEKRA CERTIFICATION BV.	27.06.2016	2194129.02
S43-SL1 / S43-SL2 / S43-SN1 / S43-SN2 SIGNAL LAMP	DEKRA CERTIFICATION BV.	10.02.2017	2199732.01
S54 SIGNAL LAMP	DEKRA CERTIFICATION BV.	08.03.2017	2214754.01
RT.E01 - 3 PORCELAIN SWITCH	DEKRA CERTIFICATION BV.	10.07.2017	71-100843
SIGNAL LAMP WITH CABLE	VDE PRÜF-UND ZERTIFIZIERUNGSINSTITUT	21.03.2018	40039070
E14 LAMP SOCKET	VDE PRÜF-UND ZERTIFIZIERUNGSINSTITUT	10.04.2018	2162900-4110-0001
SIGNAL LAMP WITH CABLE	DEKRA CERTIFICATION BV.	19.04.2018	71-102742
S43 4 (400V-T150) / SIGNAL LAMP WITH TERMINAL	VDE PRÜF-UND ZERTIFIZIERUNGSINSTITUT	19.12.2018	117154
S43 (5V-T85) / SIGNAL LAMP WITH TERMINAL	DEKRA CERTIFICATION BV.	21.12.2018	71-106883
S43 (5VDC-T125) SIGNAL LAMP WITH TERMINAL	DEKRA CERTIFICATION BV	02.04.2019	71-106883 REV.1
INCO I81 ON-OFF ROCKER SWITCH	VDE PRÜF-UND ZERTIFIZIERUNGSINSTITUT	26.02.2021	40053150
INCO I82 ON-OFF ROCKER SWITCH	VDE PRÜF-UND ZERTIFIZIERUNGSINSTITUT	26.02.2021	40053150
INCO I83 ON-OFF ROCKER SWITCH	VDE PRÜF-UND ZERTIFIZIERUNGSINSTITUT	26.02.2021	40053150
S43-SL1 LED WITH SHORT ADAPTER	DEKRA CERTIFICATION BV.	03.03.2021	71-117931
S43-SL2 LED WITH SHORT ADAPTER 400V SIGNAL	DEKRA CERTIFICATION BV.	03.03.2021	71-117931

R&D Center Activities

One of the most important competitive strengths of our company has been to respond to customer demands with effective solutions in a short time. Therefore, it is our strategic goal to have product development processes within our capabilities, as well as production activities. Our engineering team, which will carry out Industry 4.0 studies in product development and production, is constantly developing. Both the trainings received and the academic studies are the indicators of this continuity.

To increase our R&D capabilities, to react to our main industry faster with agile project management, our R&D Center has been established. Besides 250 m2 of office space, we have activated our 150 m2 Prototype Center at which prototypes may be produced with machinery/equipment like spark erosion machine, turning, surface grinding, etc., and 100 m2 R&D Laboratory with environment simulators and product/material testing devices. In our R&D Center, we continue R&D, product development and design studies and production line installation / automation projects for the components in our sector with 14 Researchers and 11 Technicians. In addition to many design projects, we successfully completed three new product and one process R&D projects in 2021. We give great importance to academic outputs and university-industry cooperation. In 2021, we carried out three university-industry cooperation studies, one of which was within the scope of a graduate study, and two of which were subject to protocol with İTUNOVA. As a result of these efforts, our two design registrations have been approved, our two patent and two utility model applications have reached the examination stage. We attended a conference and a symposium with a presentation. Four articles were published on various platforms. Besides, two of our projects are supported by KOSGEB.

Academic Activities

Four academic studies were completed during 2021. An article was published in The Journal Tehnički vjesnik – Technical Gazette (TV-TG) with SCI-E index. A study was presented at the International IDU Engineering Symposium IES’20, then the related article was published in the IDUNAS journal, which was scanned in Dergipark. Another study was presented at the 4th European International Conference on Industrial Engineering and Operations Management and was included in the Conference Proceedings book with the SCOPUS index. The last study was accepted for the International Conference on Industrial Engineering and Operations Management Istanbul.

Title of Paper	Platform published and link
An Integrated Solution Approach for Flow Shop Scheduling	The Journal Tehnički vjesnik – Technical Gazette (TV-TG), 28(3), 786-795. https://hrcak.srce.hr/en/clanak/375449
Machine Vision Supported Quality Control Applications in Rotary Switch Production by Using Both Process FMEA and Design FMEA	Natural and Applied Sciences Journal, 4(2), 16-31. https://dergipark.org.tr/en/pub/idunas/issue/67528/850545
A Comprehensive Integration of RFM Analysis, Cluster Analysis, and Classification for B2B Customer Relationship Management	Proceedings of the 4th European International Conference on Industrial Engineering and Operations Management Rome, Italy, August 3-5, 2021 http://ieomsociety.org/proceedings/2021rome/329.pdf
An Integrated Intuitionistic Fuzzy MCDM Approach to Rank Alternatives of Polycarbonate Thermoplastic Resins	12th Annual International Conference on Industrial Engineering and Operations Management, Istanbul, March 7-10, 2022 In press



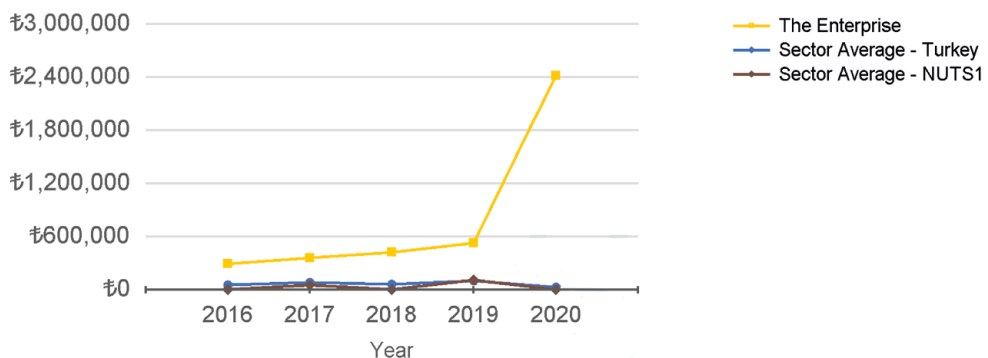
AN-EL ANAHTAR VE ELEKTRİKLİ EV ALETLERİ SAN.A.Ş.

Report Date :
08 Sep 2021

4.R&D, INNOVATION AND BRANDING

Annual R&D Expenditure of the Enterprises Who Use Balance Sheet System

RA



R&D Center Activities



QUALITY MANAGEMENT

ISO 9001: 2015 Quality management system standard has been implemented as reference. It is provided that all departments and employees at all levels participate to the policy and practices.

Our commitment for the efficiency of the quality system, decrease in customer complaints and increase in product reliability, technological development and productivity will continue; quality targets will be determined and will be recorded.

Important topics of our Quality Policy;

- Certification of design work by patents
- Increasing the customer satisfaction and reducing the customer complaints
- Compliance to relevant laws, regulations, legislation and standards
- Reducing the non-conforming products / semi products and waste
- Increasing the market share
- Reducing the circulation of human resources and increase the staff training
- Continue to expand the product range

We respect our brand and the values we produce. We respect the Industrial Property Rights and we fulfill our right for the production, use, sell or export with the patents we have.

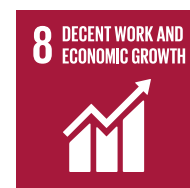
TARGETS

2021 Targets	Evaluation of Results	2022 Targets
Training at least three employees from each department on near miss incidents and reporting	Training has been postponed to 2022.	Training at least three employees from each department on near miss incidents and reporting
To reduce the amount of hazardous waste by 5%	In total, the amount of hazardous waste has increased by 2%. Contaminated packaging were reduced by 19%, however fluorescent lamps increased by 21% (corresponding to only 4 kg increase), contaminated wiping cloths and protective clothing increased by 5%.	To reduce the amount of hazardous waste by 5%
To reduce electricity consumption by 2%	Electricity consumption has increased by 11%. Electricity consumption per 1000 products has been reduced by 7%.	To reduce electricity consumption per 1000 products by 2%.
To reduce daily water consumption by 1% per capita	Daily water consumption per capita has increased by 7%.	To reduce daily water consumption by 1% per capita
To increase the total duration of the OHS and environmental training by 5%	Increased by 52%.	To increase the total duration of the OHS and environmental training by 5%
Sharing posts on important days regarding sustainability issues from the company's social media accounts	Completed as per the plan made at the beginning of the year.	Continue to promote sustainability issues by means of company's social media accounts.
To transfer QCDSM indicators to a digital system	QCDSM indicators have been transferred to a digital system.	-
To complete eight projects within the scope of R&D Center studies, to make related design registration and patent applications.	A total of nine projects, two of which were process R&D, were completed.	To complete nine projects within the scope of R&D Center studies.
To employ two mechanical engineers, one Electrical engineer and one Electronic engineer for laboratory and automation studies to increase our design ability.	Two mechanical engineers, one mechatronics engineer and one electrical-electronics engineer were employed.	To employ one additional mechanical engineer in order to increase our design and production process development capability.

In addition to the above, new targets for 2022 are:

- To develop one totally automated production line.
- To apply for registration of a patent, one utility model and two design registration.
- To execute two university-industry cooperation with academicians.
- To participate in a conference/symposium and issue two academic papers in appropriate platforms.

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT



We conduct an activity that is in compliance with laws and legislation related to Health and Safety in our organization. Occupational Health and Safety Committee meeting is continued to be held bi-monthly according to the regulation. Risk assessments are up to date. Emergency plan has been reviewed according to the regulation. Health of our employees and business continuity have been secured by meeting the health and safety requirements in our facility and work equipment. Supply and usage of personal protective equipment are audited. Periodical checks of equipment are done by authorized and accredited organizations. Conditions that contribute to efficiency, such as thermal comfort and ergonomics, are continuously observed. Periodical health checks of all our employees are tracked by the Joint Health and Safety Unit that provides us occupational health service.

Employees receive necessary Health and Safety training. In 2021, environment, health and safety trainings constituted 60% of total training hours; this ratio has been realized as 25% in 2020. As part of the measures regarding the COVID-19 pandemic, trainings were organized according to physical distance rule.

Occupational Health and Safety Activities:

- In the reporting period any “toxic” chemical has not been used as in the previous periods.
- Additional industrial hygiene measurements have been made in 2021, all results are under the limit values in the regulations.
- Risk Assessment forms, Emergency Plan and Explosion Protection Document are up to date.
- Periodic controls of work equipment are having been done and in case nonconformities are determined, they are corrected.
- There is adequate number of first aiders.

Occupational Health and Safety Indicators

	Training Hours (Health and Safety)	Accident Frequency Rate ⁽¹⁾	Accident Severity Rate ⁽²⁾	Lost Days due to Injuries	Number of First Aids
2017	341,0	0,00	0,000	0	28
2018	380,7	0,00	0,000	0	23
2019	171,5	0,00	0,000	0	28
2020	148,0	2,39	0,002	1	15
2021	225,5	14,17	0,040	19	30

(1) Accident Frequency Rate = Total Number of Accidents / Total Hours Worked x 1000000

(2) Accident Severity Rate = Number of Days Lost due to Injuries / Total Hours Worked x 1000

ENVIRONMENTAL MANAGEMENT

Our approach to environmental issues is focused on reducing and taking control of the environmental impacts of our activities and products. In case there is serious concern that a planned activity will have negative environmental consequences, preventive measures are taken. Raw materials and wastes are stored properly, chemicals are kept under control.



The use of less material, creating less waste, water and energy consumption reduction, prevention of chemicals and wastes from polluting the nature are among our environmental improvement activities and goals.

Waste management is carried out in accordance with the legislation.

- Wastes are collected separately according to their codes; hazardous and non-hazardous wastes are stored in designated temporary storage areas and are recycled or disposed of through licensed companies.
- Waste batteries are collected separately and waste batteries employees bring from their homes are also accepted.
- Packaging wastes are sent for recycling in scope of Pendik Municipality collection system.
- The amount of packaging put on the market is declared, corresponding recycling contribution fee payments are made.
- Industrial Waste Management Plan has been approved by Provincial Directorate of Environment, Urbanization and Climate Change.

Gatings from injection machines are grinded in plastic grinding machines to be reused in production process. These materials are used without disrupting the product properties and in acceptable proportions as specified by the raw material manufacturers.

Safety Data Sheets of all chemicals in use are examined and the necessary information about chemicals is given to employees. Any new chemical which will be supplied is started to be used after it is approved in terms of environmental and occupational safety. Chemicals are kept in containers which carry a label including the name and the hazard sign. Secondary containers have been provided for the chemicals.

In the result of the investigation made by Provincial Directorate of Environment and Urbanization, our facility has been evaluated as out of scope of Environmental Impact Assessment (EIA) Regulation, also it has been determined that our facility is not subject to environmental permit.

In scope of the regulation on "Control of Soil Pollution and Sites Contaminated by Point Sources" "Activity Preliminary Information Form" has been approved by Provincial Directorate of Environment and Urbanization.

We do not have an industrial wastewater discharge. Municipal (tap) water is purified by reverse osmosis system for obtaining drinking water.

"Spill Response Kits" that are necessary to respond to environmental emergencies were obtained.

Environmental impacts of our processes are evaluated in scope of ISO 14001 Environmental Management System studies.

OPERATION CLEAN SWEEP® CERTIFICATE

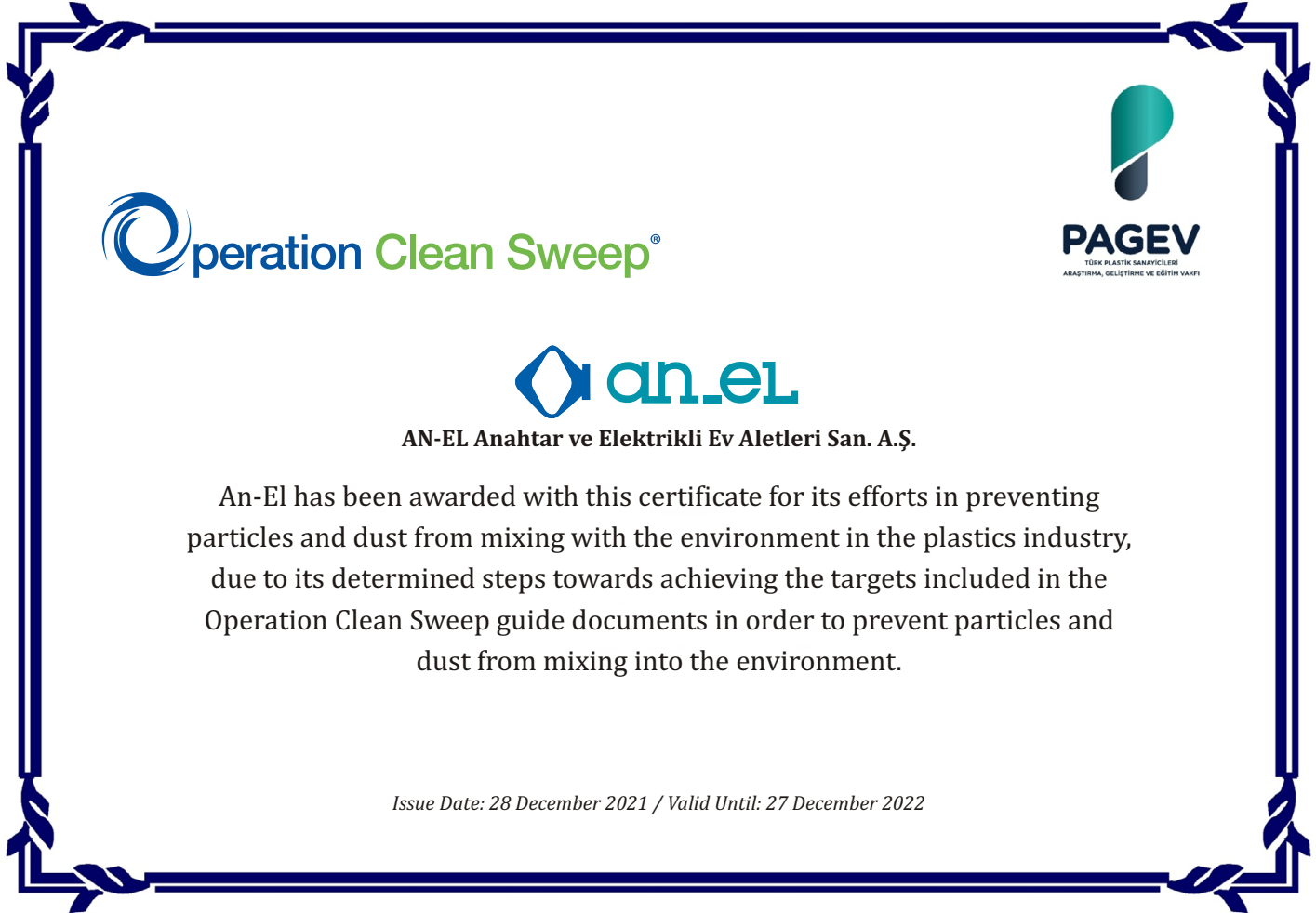
AN-EL has been certified by PAGEV with the Operation Clean Sweep® (OCS) Certificate due to its determined steps towards achieving the goals in the OCS guide documents in order to prevent plastic particles and dust from mixing with the environment.

There is a growing concern about the presence of plastics in the environment. Plastic litter could end up in soils, waterways and eventually the ocean, contributing to global pollution. The majority of plastics pollution is caused by mismanaged waste. There is also an increased interest in how microplastics contribute to this environmental issue. Marine scientists have reported more frequently that birds, turtles and fish ingest a wide variety of plastic objects which can be harmful to their health or even fatal. The vast majority of this waste (80%) originates from land. Most of these items are debris of used consumer goods, potentially carelessly thrown away or non-intentionally lost.

Part of plastic litter, however, consists of pellets meant to be manufactured into plastic products. While consumers are responsible for the proper disposal of used products, the plastics industry must, for its part, ensure containment of the products it handles, namely the plastic pellets, flakes and powders. Operation Clean Sweep® (OCS) is specifically aimed to prevent discharge into water flows and to the marine environment.

OCS is a set of rules and practices to prevent pellets from being released into the environment. Plastic pellets are not household waste. They are raw materials. They should be kept outside of natural habitats.

As AN-EL, while applying environmental, safety, and quality management principles in our activities, a management system has been established to prevent pellet loss that may occur at different stages throughout the workflow. Risks were identified and precautions were taken. We respect natural life and the right to life of all living creatures.



Compliance with the Relevant Legislation and Guides Related to Our Sector

RoHS

The rise in the production and use of electrical and electronic products, such as mobile phones, computers and kitchen appliances, has resulted in an increasing volume of electrical and electronic waste. During the use, collection, treatment and disposal of such waste, products may release harmful (hazardous) substances such as lead, mercury and cadmium, which can cause major environmental and health problems.

To address such challenges, EU laws restrict the use of certain hazardous substances in electrical and electronic equipment through the RoHS (Restriction of Hazardous Substances) Directive. In parallel, the WEEE (Waste Electrical & Electronic Equipment) Directive promotes the collection and recycling of such equipment. "Regulation on Control of Waste Electrical and Electronic Equipment" has been issued as a result of the harmonization studies for these directives in Turkey.

The RoHS Directive currently restricts the use of ten substances: lead, cadmium, mercury, hexavalent chromium, polybrominated biphenyls (PBB) and polybrominated diphenyl ethers (PBDE), bis(2-ethylhexyl) phthalate (DEHP), butyl benzyl phthalate (BBP), dibutyl phthalate (DBP) and diisobutyl phthalate (DIBP).

Our activities on restriction of lead, cadmium, mercury and bromine-containing flame retardants have started back in 2000, in line with customer demand. In 2004, informing all suppliers about this subject has been completed. With the tests carried out, the use of raw materials that do not contain these substances has been achieved. Production is made in accordance with RoHS and WEEE Directives, as well as local legislation.

REACH – Substances of Very High Concern (SVHC)

Substances of very high concern are the substances that are candidates to REACH Regulation's "Authorization List". These substances are cancer-causing (carcinogenic), mutagenic, toxic to reproduction, persistent organic pollutant and bio accumulative substances. This category also includes chemicals that have equivalent risk like "endocrine system disruptors". There is currently **223** substances in the list of SVHC. Latest update of SVHC List was done on January 17 2022 and four new substances were added.

Our products do not contain these substances. We are able to follow this by the declarations of conformity we receive from our suppliers.

In scope of the study for the harmonization of REACH Regulation, the Ministry of Environment and Urbanization issued Regulation on Registration, Evaluation, Authorization and Restriction of Chemicals on June 23, 2017. Within the scope of the regulation, AN-EL is defined as "downstream user" and follows the related obligations.

Conflict Minerals

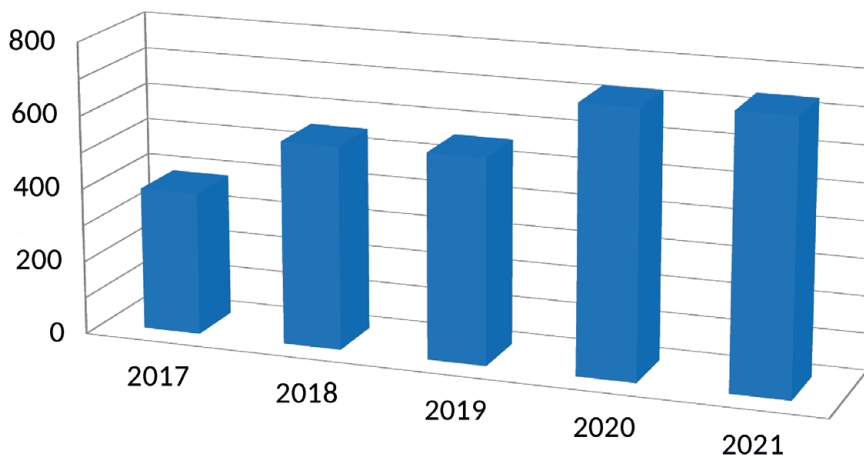
We do not purchase materials which we know contain minerals that may contribute to human rights abuses in conflict-affected and high-risk areas. AN-EL expects all of its suppliers to provide the origin of tungsten, tantalum, tin and gold (3TGs) and implement controls in their supply chain as well.

Persistent Organic Pollutants (POPs)

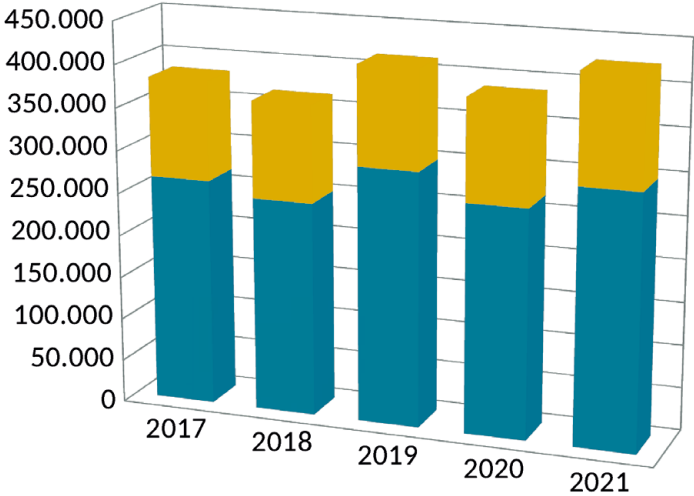
"Regulation on Persistent Organic Pollutants" has been issued on November 14, 2018. We do not use any chemicals listed on Annex-1 or Annex-2 of the regulation.

Environmental Indicators

Hazardous Wastes (kg)



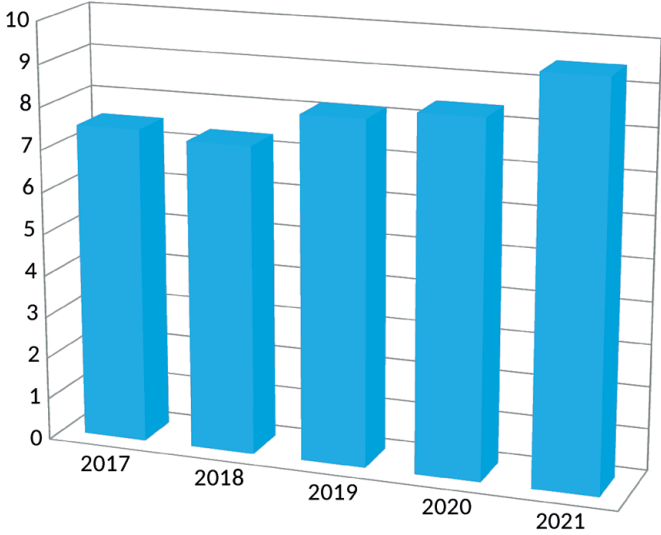
Energy Consumption (kWh/year)



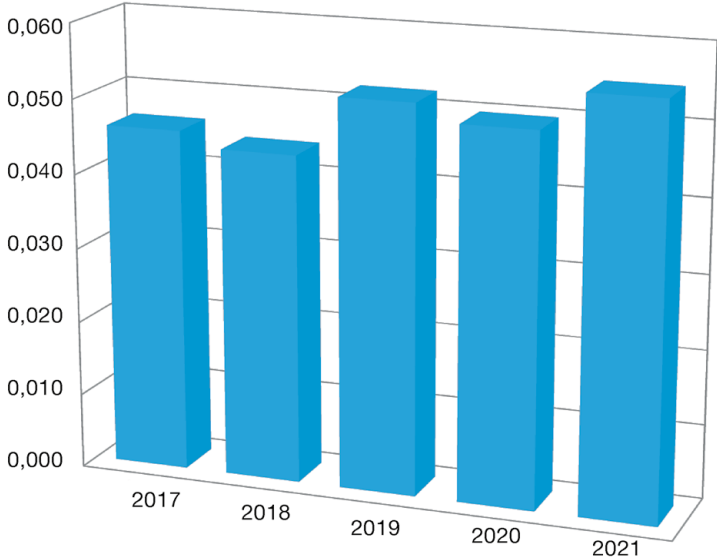
■ Natural Gas
■ Electricity



Daily Water Consumption (m³)



Daily per capita Water Consumption (m³/employee)



SUSTAINABLE DEVELOPMENT GOALS



10 Principles of UN Global Compact



United Nations
Global Compact



Human Rights

- 1 Businesses should support and respect the protection of internationally proclaimed human rights; and
- 2 Make sure that they are not complicit in human rights abuses.



Labor

- 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- 4 The elimination of all forms of forced and compulsory labour;
- 5 The effective abolition of child labour; and
- 6 The elimination of discrimination in respect of employment and occupation.



Environment

- 7 Businesses should support a precautionary approach to environmental challenges;
- 8 Undertake initiatives to promote greater environmental responsibility; and
- 9 Encourage the development and diffusion of environmentally friendly technologies.



Anti-Corruption

- 10 Businesses should work against corruption in all its forms, including extortion and bribery.

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries - developed and developing - in a global partnership. They recognize that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests.

The SDGs were built on decades of work by countries and the UN.

- In June 1992, at the Earth Summit in Rio de Janeiro, Brazil, more than 178 countries adopted Agenda 21, a comprehensive plan of action to build a global partnership for sustainable development to improve human lives and protect the environment.
- Member States unanimously adopted the Millennium Declaration at the Millennium Summit in September 2000 at UN Headquarters in New York. The Summit led to the elaboration of eight Millennium Development Goals (MDGs) to reduce extreme poverty by 2015.
- The Johannesburg Declaration on Sustainable Development and the Plan of Implementation, adopted at the World Summit on Sustainable Development in South Africa in 2002, reaffirmed the global community's commitments to poverty eradication and the environment, and built on Agenda 21 and the Millennium Declaration by including more emphasis on multilateral partnerships.
- At the United Nations Conference on Sustainable Development (Rio+20) in Rio de Janeiro, Brazil, in June 2012, Member States adopted the outcome document "The Future We Want" in which they decided, inter alia, to launch a process to develop a set of SDGs to build upon the MDGs and to establish the UN High-level Political Forum on Sustainable Development. The Rio +20 outcome also contained other measures for implementing sustainable development, including mandates for future programmes of work in development financing, small island developing states and more.
- In 2013, the General Assembly set up a 30-member Open Working Group to develop a proposal on the SDGs.
- In January 2015, the General Assembly began the negotiation process on the post-2015 development agenda. The process culminated in the subsequent adoption of the 2030 Agenda for Sustainable Development, with 17 SDGs at its core, at the UN Sustainable Development Summit in September 2015.
- 2015 was a landmark year for multilateralism and international policy shaping, with the adoption of several major agreements:
 - Sendai Framework for Disaster Risk Reduction (March 2015)
 - Addis Ababa Action Agenda on Financing for Development (July 2015)
 - Transforming our world: the 2030 Agenda for Sustainable Development with its 17 SDGs was adopted at the UN Sustainable Development Summit in New York in September 2015.
 - Paris Agreement on Climate Change (December 2015)
- Now, the annual High-level Political Forum on Sustainable Development serves as the central UN platform for the follow-up and review of the SDGs.



GRI Content Index

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	102-3 Location of headquarters	7
	102-4 Location of operations	7
	102-5 Ownership and legal form	15
	102-6 Markets served	6, 11
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	102-8 Information on employees and other workers	16 - 19
	102-9 Supply chain	10
	102-10 Significant changes to the organization and its supply chain	10
	102-11 Precautionary Principle or approach	4 - 5
	102-12 External initiatives	14
	102-13 Membership of associations	13 - 14
	102-14 Statement from senior decision-maker	2
	102-16 Values, principles, standards, and norms of behavior	4 - 5
	102-18 Governance structure	12
	102-40 List of stakeholder groups	13 - 14
	102-42 Identifying and selecting stakeholders	13 - 14
	102-45 Entities included in the consolidated financial statements	1
	102-50 Reporting period	1
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GRI 303: Water and Effluents 2018	303-3 Water withdrawal	29
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2022 Calendar

January

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November

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December

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OFFICIAL HOLIDAYS IN 2022

DATE	HOLIDAY
JANUARY 1	NEW YEAR'S DAY
APRIL 23	NATIONAL SOVEREIGNTY AND CHILDREN'S DAY
MAY 1	LABOR AND SOLIDARITY DAY
MAY 1-4	RAMADAN FEAST
MAY 19	COMMEMORATION OF ATATURK, YOUTH AND SPORTS DAY
JULY 8-12	FEAST OF SACRIFICE
JULY 15	DEMOCRACY AND NATIONAL UNITY DAY
AUGUST 30	VICTORY DAY
OCTOBER 28-29	REPUBLIC DAY

Contact Information

Please forward any questions, views or suggestions to us about 2021 Communication on Progress.



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