

SUSTAINABILITY REPORT 2023

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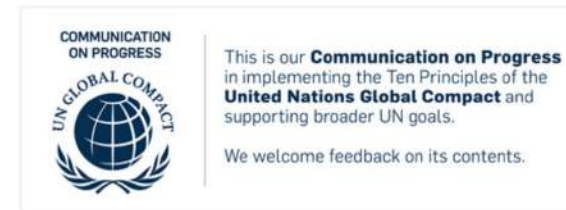
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About The Report

TORUN Metal A.Ş. (later referred as TORUN or TORUN Metal) believes sustainable business practices are essential for the company's long-term success and the well-being of the wider society. We are committed to creating a more sustainable future by reducing our environmental footprint, encouraging ethical sourcing, and investing in our employees and communities. We prioritize transparency and accountability in our stakeholder relationships.

The 2023 Sustainability Report marks TORUN Metal's sixth annual publication of its sustainability performance, encompassing its two manufacturing facilities in Gebze. This report covers the environmental, social, and economic activities and data in the field of sustainability from January 1, 2023, to December 31, 2023. Prepared following the Global Reporting Initiative (GRI) Standards, the report includes a "GRI Content Index" in the Appendix. Additionally, it documents our progress towards the Sustainable Development Goals (SDGs) and the principles of the United Nations Global Compact (UNGC), which we have supported since 2019.

TORUN Metal values the feedback and suggestions of all stakeholders. Stakeholders are encouraged to contact us at sustainability@torunmetal.com with any opinions, recommendations, or contributions regarding the report.



TORUN has been a signatory to the UN Global Compact since 2019. It also manages its sustainability activities in a way that will take as a basis and support the principles of this contract. Read more on unglobalcompact.org

CEO's Letter

Dear Stakeholders,

Our planet, which hosts billions of years of all living beings, is signaling that it is exhausted due to the irresponsible use of resources, climate change, natural disasters, and various economic factors. These signals remind us, both individually and corporately, that our resources are not unlimited. As TORUN Metal, we correctly analyze these signals and do our part, aligning all our processes with the environment and society.

Since the first day we set out, we have focused on people and the environment. We grow with all our stakeholders, care for nature, give meaning to our work, share all our activities transparently, and put everyone's happiness at the center of our processes.

As TORUN Metal, we know our responsibility to our planet. Since 2019, as a signatory of the United Nations Global Compact (UNGC), we have been incorporating sustainability into all our business processes more each year. In 2023, we established the Sustainability Management System to integrate sustainability in all our operations, focusing on monitoring related activities and raising awareness among all our stakeholders.

In 2023, as part of the planet, we aimed to minimize our environmental impact by calculating our emissions and water footprint from our production processes. In energy management, we began prioritizing renewable resources and plan to increase our use yearly.

As part of the people, we made it clear throughout 2023 that people are our most important resource. With our principle of diversity and inclusion, we focused on process improvements to sustain our human-centered approach more effectively. We improved our training processes, maintained transparent communication with our employees, and carried out activities that positively impacted people's lives to increase our social impact.

As part of the future, we focused on sustainable growth. We prioritized recycling, waste recovery, and zero waste in the metals we work with. To meet our customers' expectations quickly and effectively, we diversified our R&D and innovation efforts and made our already integrated robotic and automation processes more efficient.

Dear stakeholders, throughout 2023, we have shared all our processes transparently with you as we strive to protect the world with shared values. In doing so, we aimed to advance our goal of a better world with our employees, customers, and suppliers. I thank all our stakeholders who have contributed to our journey and believe that we will increase and diversify our efforts in the future.



Ahmet TORUN
CEO



COMPANY OVERVIEW

Company Profile

Brass, Aluminum, Magnesium and Stainless Steel solutions under one roof.

TORUN started its journey in 2000, built around one goal: to become the most preferred strategic partner of major industrial brands while having the leading expert staff and the latest technological abilities. Since the beginning, we are working passionately to provide the best quality and service for our partners all around the world. We process brass, aluminum, magnesium and stainless steel as per customer requirements in our strategically selected locations to provide the best quality and service, wherever you are.

Considering customer demands, we are investing in raw materials and processes that are promising, scalable, involving high technology and know-how, to produce solutions under the same roof for the different needs of our customers.

At TORUN, we believe in universal values and ethics without prioritizing any language, religion and nation, and we place human at the core of our organization. In line with our commitment to UN Global Compact, we regard human and nature in every step we take.

2000

established
in Turkey

900+

employees

€145m

revenue
in 2023



HVAC



INDUSTRIAL
GOODS



WATER
TREATMENT



AUTOMOTIVE
& MOBILITY



ENERGY



FLUID
HANDLING



FIRE &
SECURITY



HOUSEHOLD
APPLIANCES



AVIATION

Mission, Vision & Values

Our Mission

Our mission is to become the most preferred strategic partner of major industrial brands while having the leading expert staff and the latest technological abilities

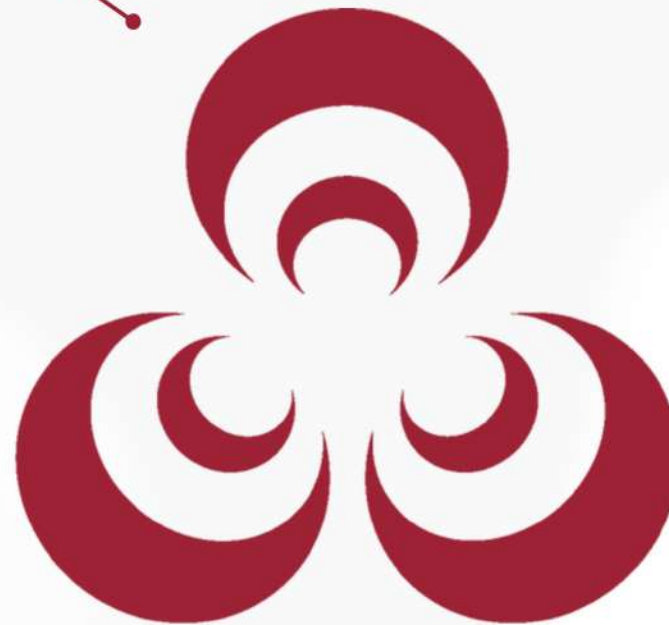
Our Vision

Our vision is to provide our customers with different raw materials and production processes, and offer them;

- optimum cost, quality and speed,
- service in global locations,
- simultaneous engineering and design skills.

Our Values

- We **share** and succeed together.
- We add **meaning** to whatever we do.
- We **care** about and **support** each other.
- We believe in **continuous growth**.
- **Happy** work environment comes first for us.



Global Presence

5

Production Facilities

6

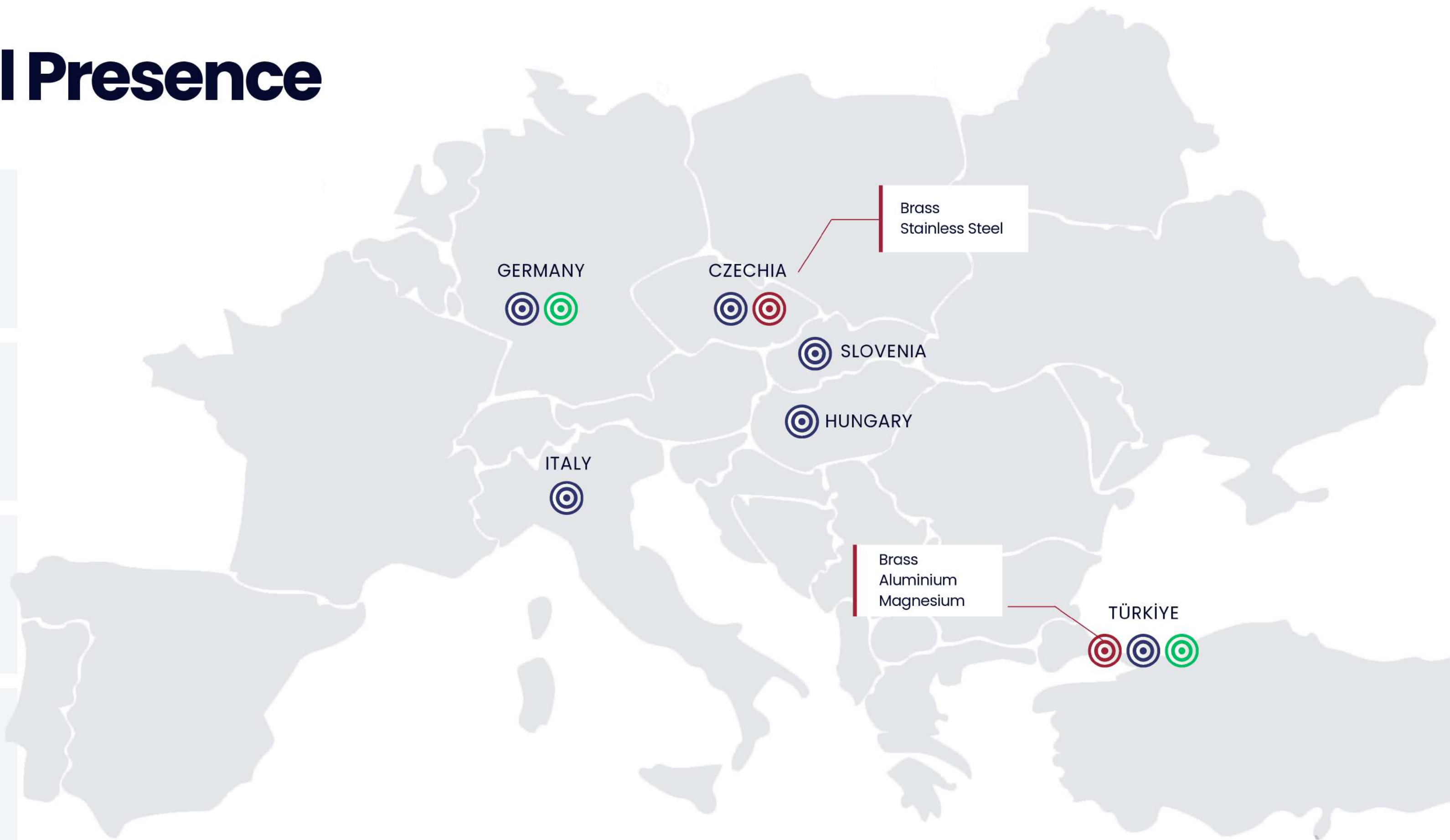
Warehouses

90%

Export Rate

60k

m2 total
production area



Production

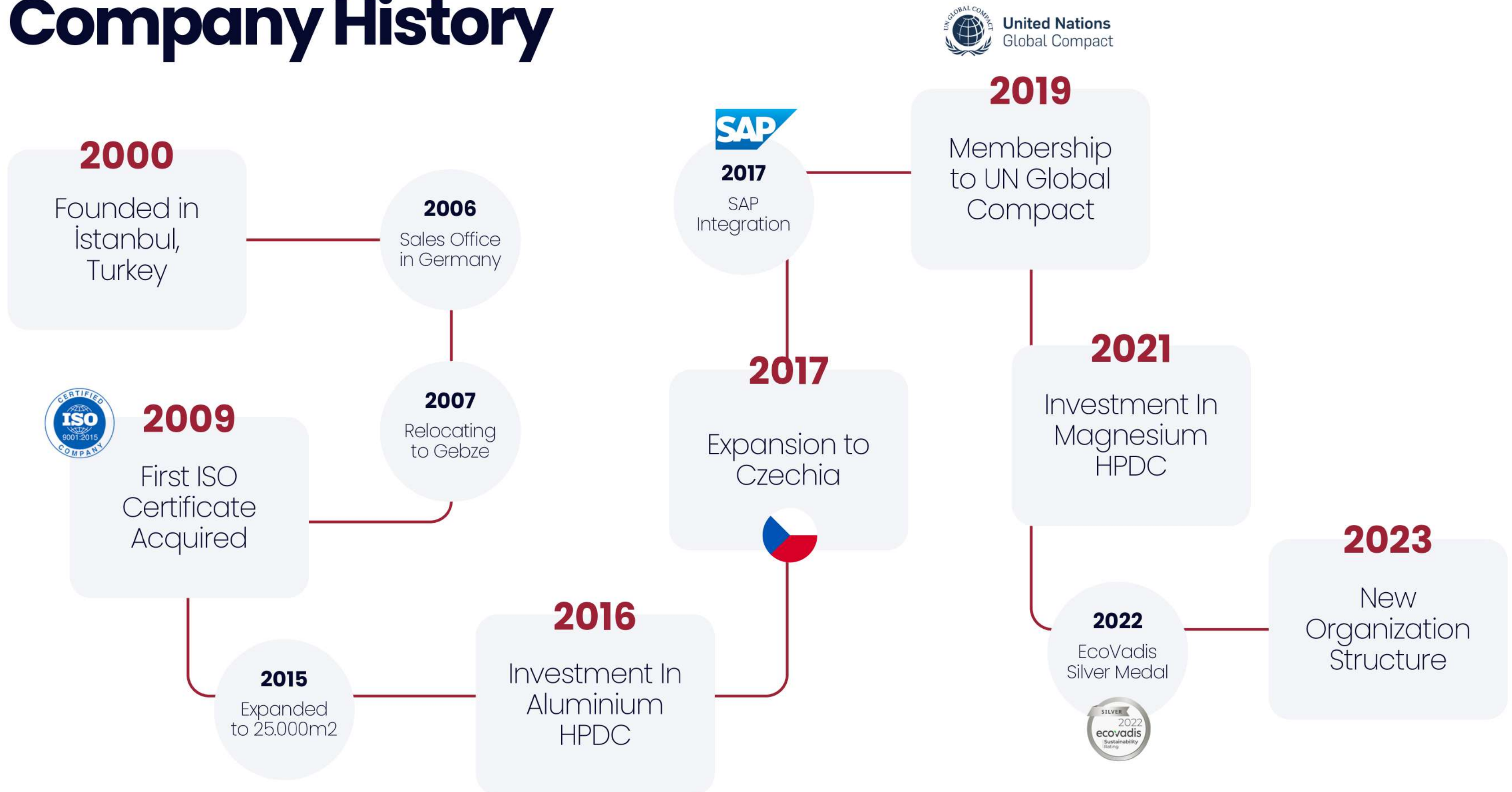


Warehouse



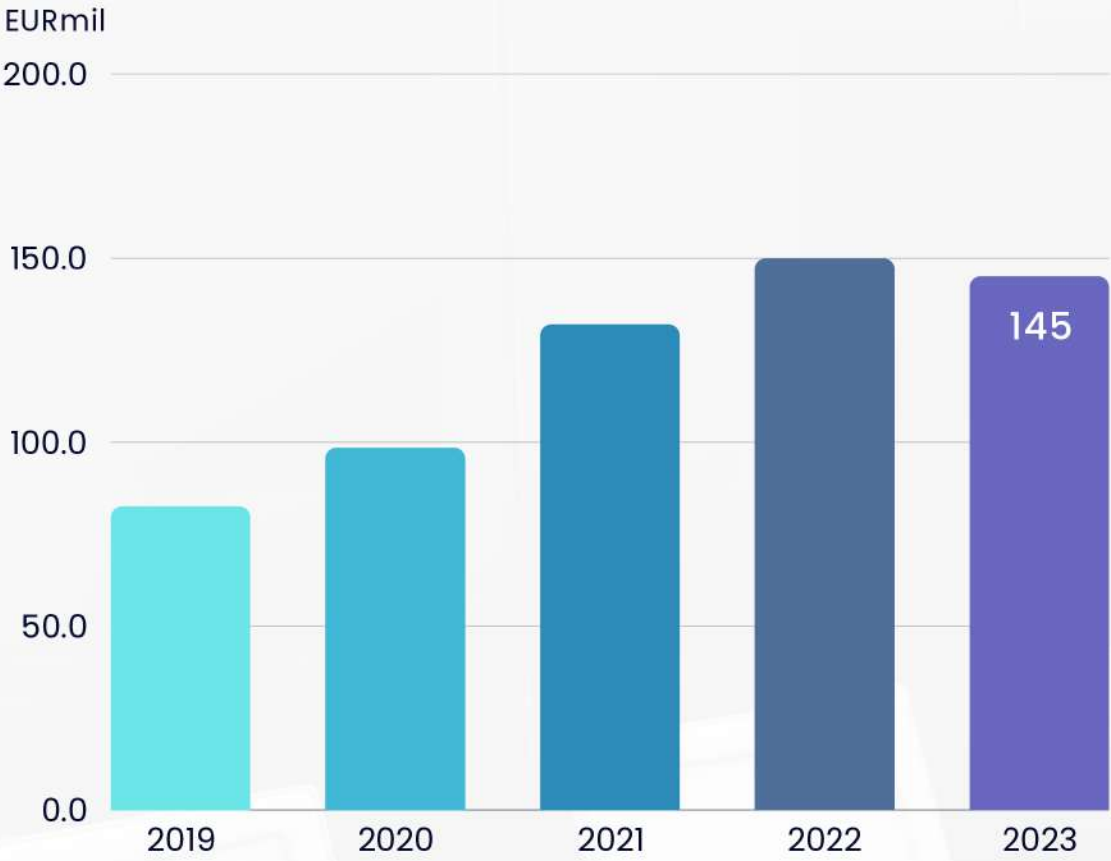
Sales Office

Company History

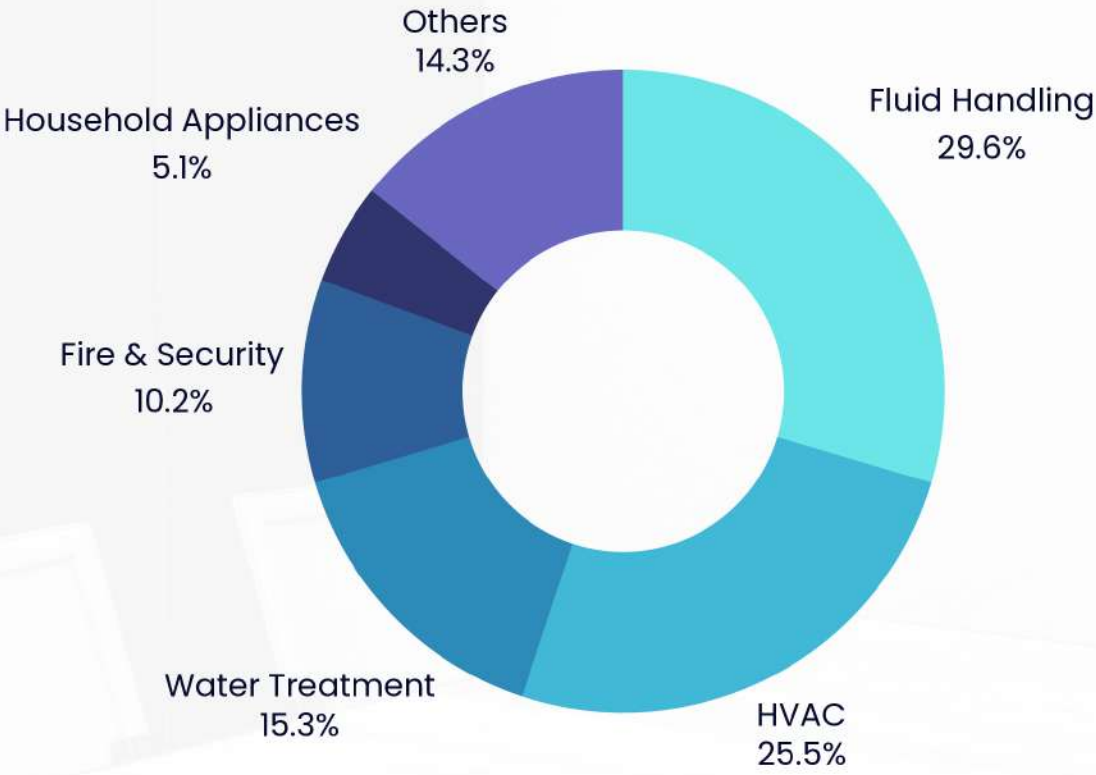


Financial Profile

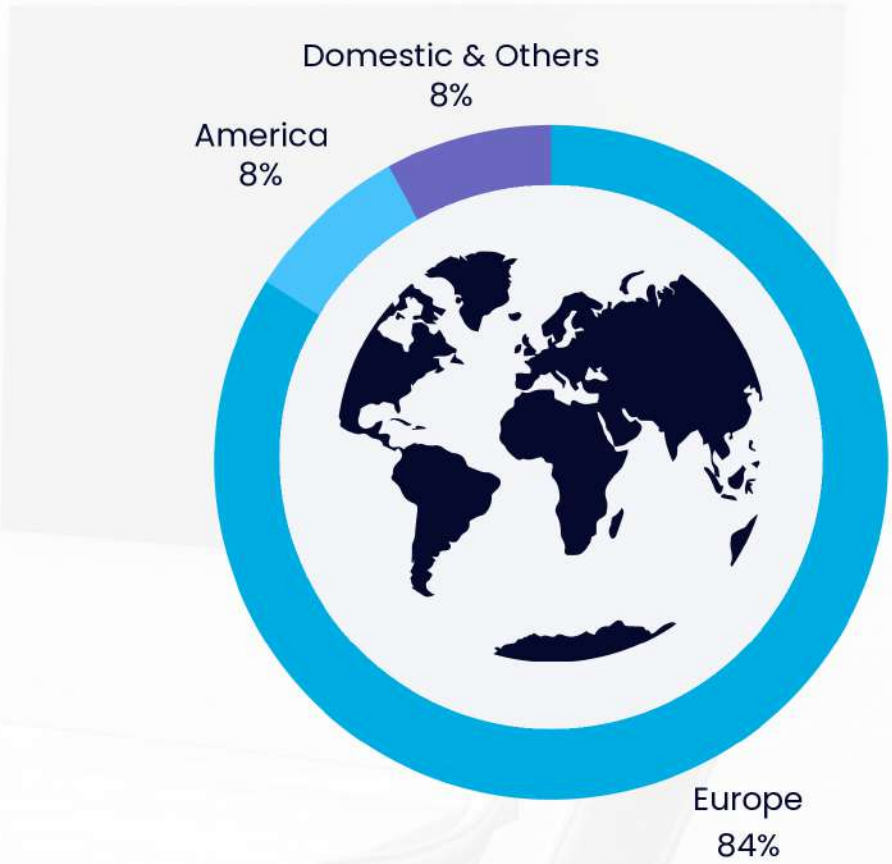
Total Sales



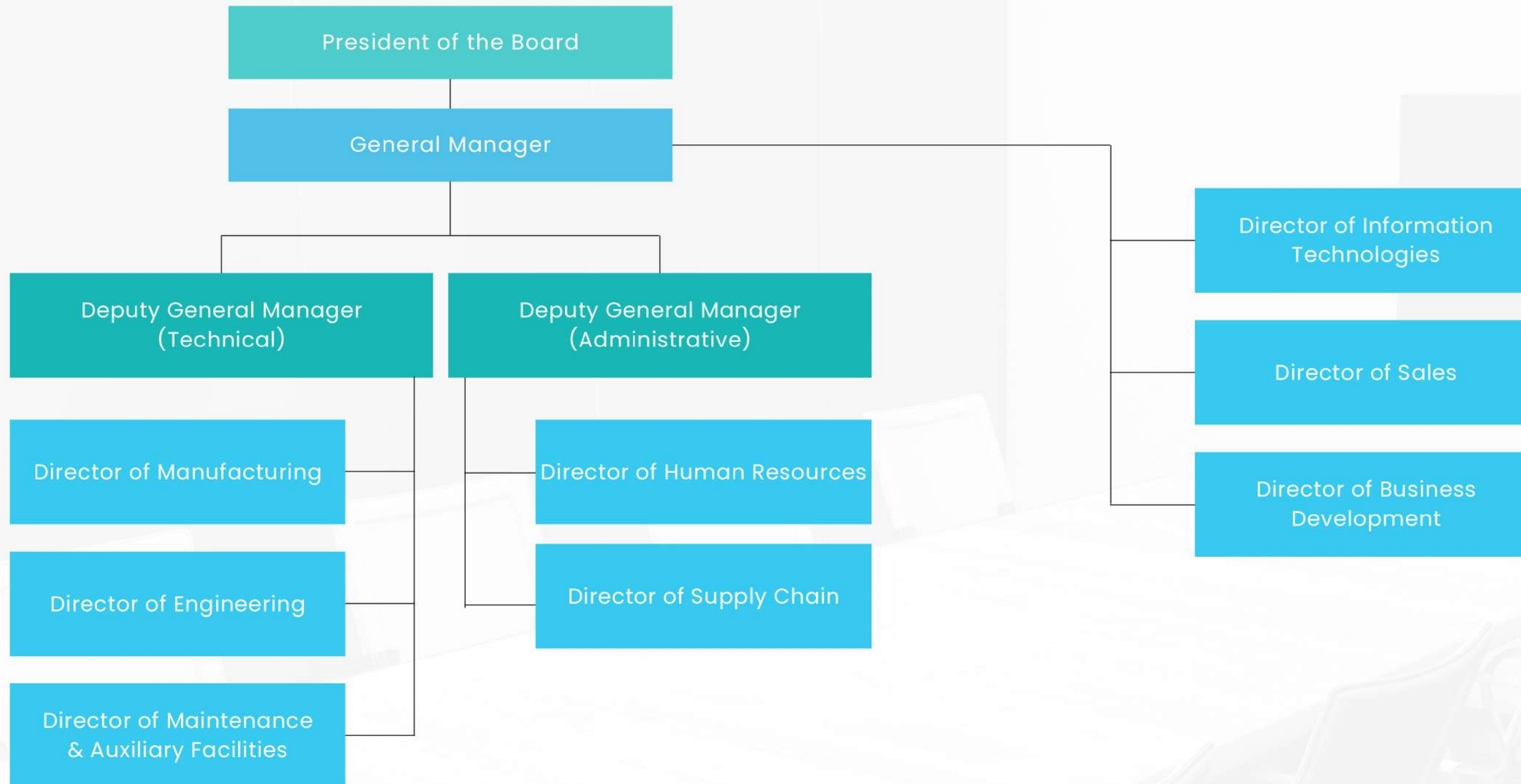
Sales % Per Sector



Sales % Per Region



Organization Structure



Certifications

At TORUN Metal, we prioritize quality and exclusivity in our production processes, delivering the most effective solutions to our customers in line with international standards. We ensure that our facilities adhere to the relevant management systems and production certifications on global levels.



ISO 9001

This certification demonstrates our commitment to maintaining quality management standards and processes, is a mark of credibility, and indicates customer satisfaction.



ISO 10002

High customer satisfaction by implementing standardized principles and procedures with an effective and efficient complaints management system.



ISO 14001

We manage our business operations with a high regard for our environmental responsibilities.



ISO 27001

We are dedicated to effectively managing and protecting the sensitive information of our stakeholders.



ISO 45001

We are committed to providing a safe and healthy work environment for our employees, customers and stakeholders.



ISO 50001

With our energy efficiency projects, we systematically manage and improve our energy performance.



IATF 16949

With our quality management system, we deliver high-quality products, meeting automotive industry standards and ensuring customer satisfaction.



CORPORATE GOVERNANCE

Ethics & Compliance

At TORUN Metal, we uphold ethical values and foster a transparent company culture. We prioritize our commitment to ethics and harmonious societal engagement. The **"TORUN Ethics Reporting Line"** encourages and supports reporting ethical violations. Concerns regarding ethical issues are reported directly to this line, enabling the detection of actions contrary to our **Ethics Policy** and mitigating potential risks. The Ethics Reporting Line addresses harassment, mobbing, discrimination, corruption, bribery, abuse of office, and conflicts of interest, ensuring confidentiality and anonymity to protect our employees from retaliation.

Our Ethics Policy aims to prevent conflicts of interest by ensuring employees do not abuse their authority for personal or familial gain. To further this aim, we plan to provide ethics training in 2024, focusing on bribery and corruption awareness. We are committed to protecting the rights of our employees and suppliers by adhering to business ethics, occupational health and safety standards, fair wages, equal opportunities, and respect for human rights.

In collaboration with our suppliers, we ensure the procurement of materials that meet ethical standards and conduct regular audits to uphold these standards. Our adherence to sustainability principles ensures transparency in managing our supply chain. Compliance with our Ethics Policy is crucial for maintaining TORUN's values and achieving our goals.

 [TORUN Metal Ethics Policy](#)



Risk Management & Internal Audit

At TORUN Metal, our Internal Audit and Enterprise Risk Management department oversees business process efficiency, legal compliance, and the risks associated with our strategies and targets. We adopt a holistic view, assessing risks from a value chain perspective. Anticipating potential risks and opportunities is central to our risk management culture. We proactively identify these risks and opportunities in line with our strategies and goals and take necessary actions to address them. This approach allows us to mitigate or eliminate risks effectively.

We aim to encourage departments to conduct risk assessments using internal information, thereby raising awareness. We create awareness and synergy by integrating internal audit and risk activities with the company's corporate strategy. This integration aims to assure stakeholders reasonably, protect TORUN Metal's tangible and intangible assets, resources, and environment, capitalize on value-added investments, minimize losses from uncertainties, and maximize potential opportunities.

Under the periodic audit plan approved by the board of directors, we conduct audit activities across all facilities, adding value by considering the corporate strategy and process-related risks. A "risk-based approach" is fundamental to developing the audit plan.



Data Security



As an ISO 14001-certified company, we commit to environmental management standards to minimize our impact on the environment.

With the rise of digitalization and advancing technology, information and data security have become our top priorities at TORUN Metal. We are committed to preventing cyber security risks such as operational disruptions, data breaches, financial losses, and reputational damage from cyber attacks. Our processes are aligned with risk analyses and precautionary measures.

We employ various security solutions to safeguard against unauthorized access, including SIEM, NAC, email filters, Sandbox, EDR, antivirus, honeypot, firewalls, MFA, and penetration testing. We conduct internal and external information security audits within the ISO 27001 Information Security Management System framework. As an ISO 27001-certified company, we ensure that information remains secure from unauthorized access and that data accuracy is maintained for stored and shared information.

We take a sustainable approach to protecting the confidentiality, integrity, and availability of information for all stakeholders. We provide regular training to all employees to cultivate a culture of information security and raise awareness. We also ensure the fair use of our stakeholders' data in compliance with relevant laws and our **Personal Data Protection Policy**.

At TORUN Metal, we conduct all operations with a focus on privacy and security to maintain business continuity and prevent information security violations. The security and privacy of our customers' information are our top priorities. Confidentiality agreements between TORUN Metal and its stakeholders further ensure information security. Notably, in 2023, there were no complaints regarding customer information privacy breaches or data loss.

 [Personal Data Protection Policy](#)



Customer Relations & Quality

At TORUN Metal, we prioritize quality and communication in our customer relationships. To provide optimal service in terms of cost, quality, and speed, we meet customer demands with integrated solutions and tailored designs. Our innovative approach, continuous improvement management systems, and lean production practices drive our sustainable success. We address our customers' needs, expectations, and feedback with objectivity, confidentiality, and reliability, offering effective solutions.

Customer feedback is seen as an opportunity for growth, and we review all suggestions, requests, and complaints through a "**Corrective Action Report**". We communicate improvements and corrections to our customers and monitor them closely. Alongside our monthly satisfaction criteria, we send an annual "Customer Satisfaction Evaluation Form" to determine our goals based on the feedback received. We utilize the **SAP S/4HANA ERP** system to reduce risks, manage processes from a single system, and automate manual tasks to enhance efficiency.

We use **SalesForce CRM** to manage customer processes accurately, ensuring we meet customer demands effectively from one platform. Our commitment to excellence extends to every facet of our operations, from production to customer service. We aim to build long-term partnerships with our customers, based on trust and mutual benefit, ensuring their satisfaction and loyalty in line with our **Quality Policy**.



Responsible Supply Chain

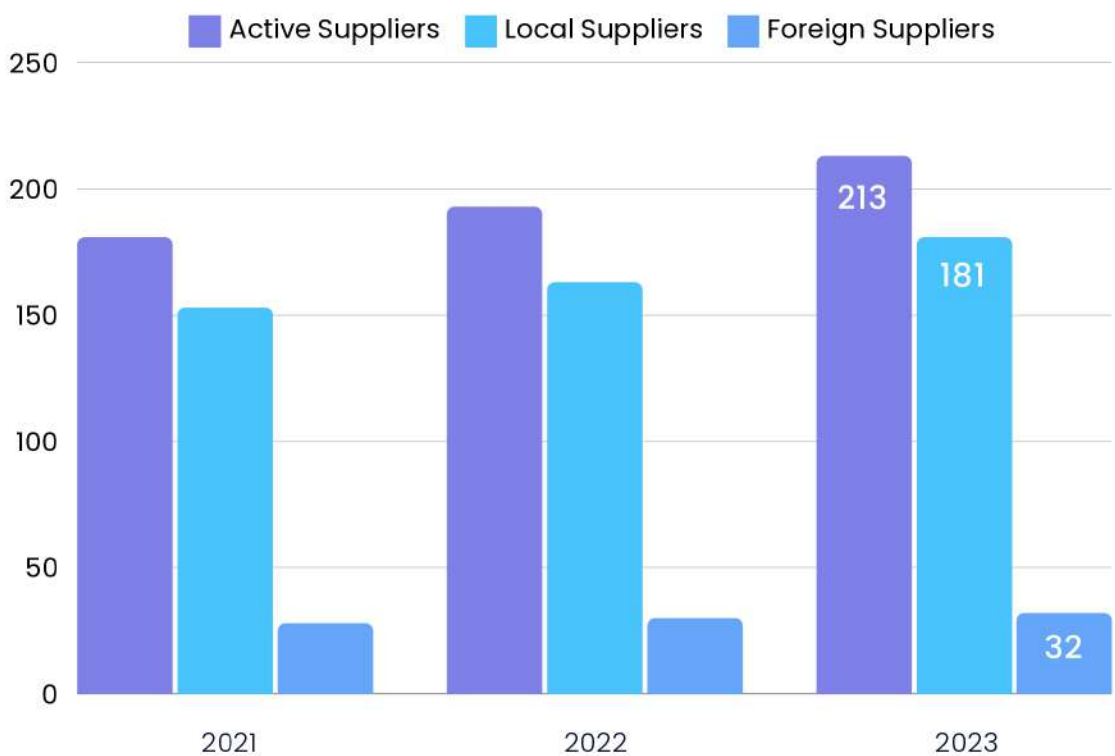
At TORUN Metal, we take all necessary steps to ensure the sustainability of the achieved successes in business processes through a steadfast commitment to human rights. We prioritize equality, diversity, and inclusion in our interactions with stakeholders and all communication channels. As TORUN Metal, we carry out all our supply chain and purchasing operations within the framework of the sustainability principles we have determined.

We have developed the **Responsible Supply Chain Policy** for implementation in our purchasing and supply processes. Regarding this policy, we do not tolerate any form of bribery or corruption in our supply chain processes. We are absolutely against forced or compulsory labor and child labor. We regularly audit our suppliers' occupational health and safety, as well as environmental and social performance.

Our goal for 2024 is to have our suppliers sign the **Supplier Code of Conduct**, created in 2023. At TORUN Metal, we know that the supply chain plays a crucial role in sustainability. In this context, we are committed to adhering to the principles of transparency, justice, accountability, and responsibility in supply chain management.

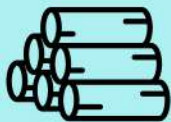
 [Responsible Supply Chain Policy](#)

SUPPLIER DEMOGRAPHICS



90.3%

Locally Sourced Raw Material
Ratio in 2023





SUSTAINABILITY APPROACH

Sustainability Approach

At TORUN Metal, we build our sustainability approach by considering our existing business processes and addressing sustainability strategically. We create our future strategy by including the protection of the ecosystem in our sustainability priorities and managing the environmental, social, and economic impacts of our activities from a holistic perspective considering our **Sustainability Policy**. While carrying out our operations, we attach importance to ensuring that everything we do is compatible with the sustainability vision. We guarantee that our sustainability approach spreads as a culture in all processes and stakeholder relations. By applying sustainability management at the highest level, we monitor our sustainability performance through the **Sustainability Committee** and report it to our Senior Management. We actively implement the decisions taken with the established working groups to carry out studies aligned with our sustainability goals and ensure coordination between different functions.

Our sustainability journey started in 2019. As a company, we have prioritized sustainability by signing the **United Nations Global Compact**. While we continue our activities in line with 17 global goals, we report our sustainability activities every year. We conducted a prioritization analysis with the participation of our employees and other stakeholders, and we plan to work on the issues we identified accordingly. As TORUN Metal, we constantly strive to continue our sustainable development in terms of environmental, social, and governance.

 [TORUN's Sustainability Policy](#)

TORUN'S SUSTAINABILITY JOURNEY

2019 UNGC Membership and first Sustainability Report

Since 2019, we have become a UN Global Compact signatory company and published our first Sustainability Report yearly to share our goals, commitments, and progress.



2022 First Ecovadis Medal

In 2022, we received a higher rating than 74% of EcoVadis member companies and were awarded a silver medal.



2022 CDP Disclosure

In 2022, we started disclosing our emissions on the CDP platform, a non-profit charity that runs the global disclosure system. We currently have a 'D' rating for disclosure.



2023 Switch To Renewable Energy

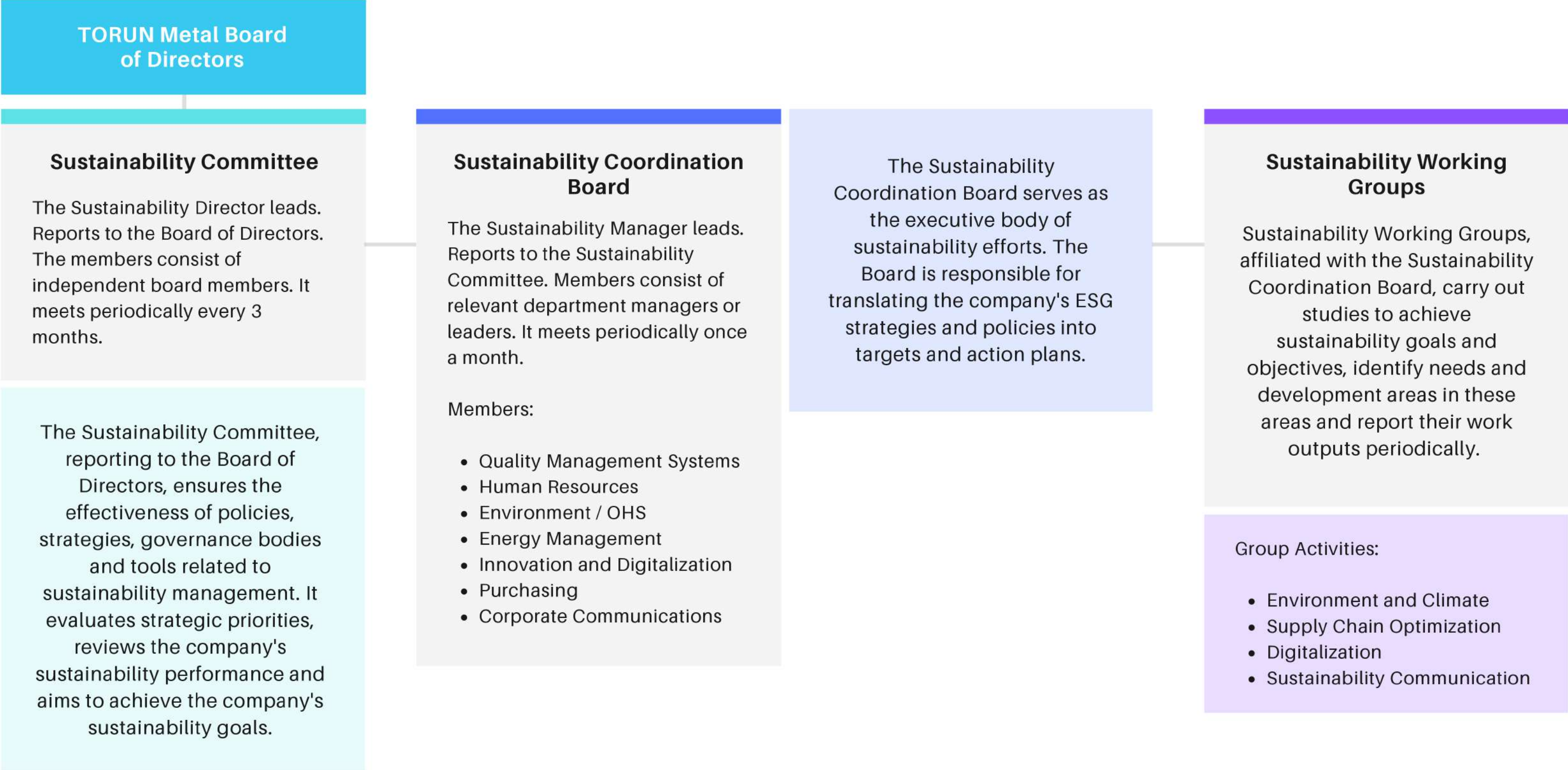
We have invested in renewable energy and got our i-REC certifications for the next 3 years.



2023 Sustainability Management System

We established a management system to integrate sustainable practices into our operations.

Sustainability Governance



Sustainability Framework

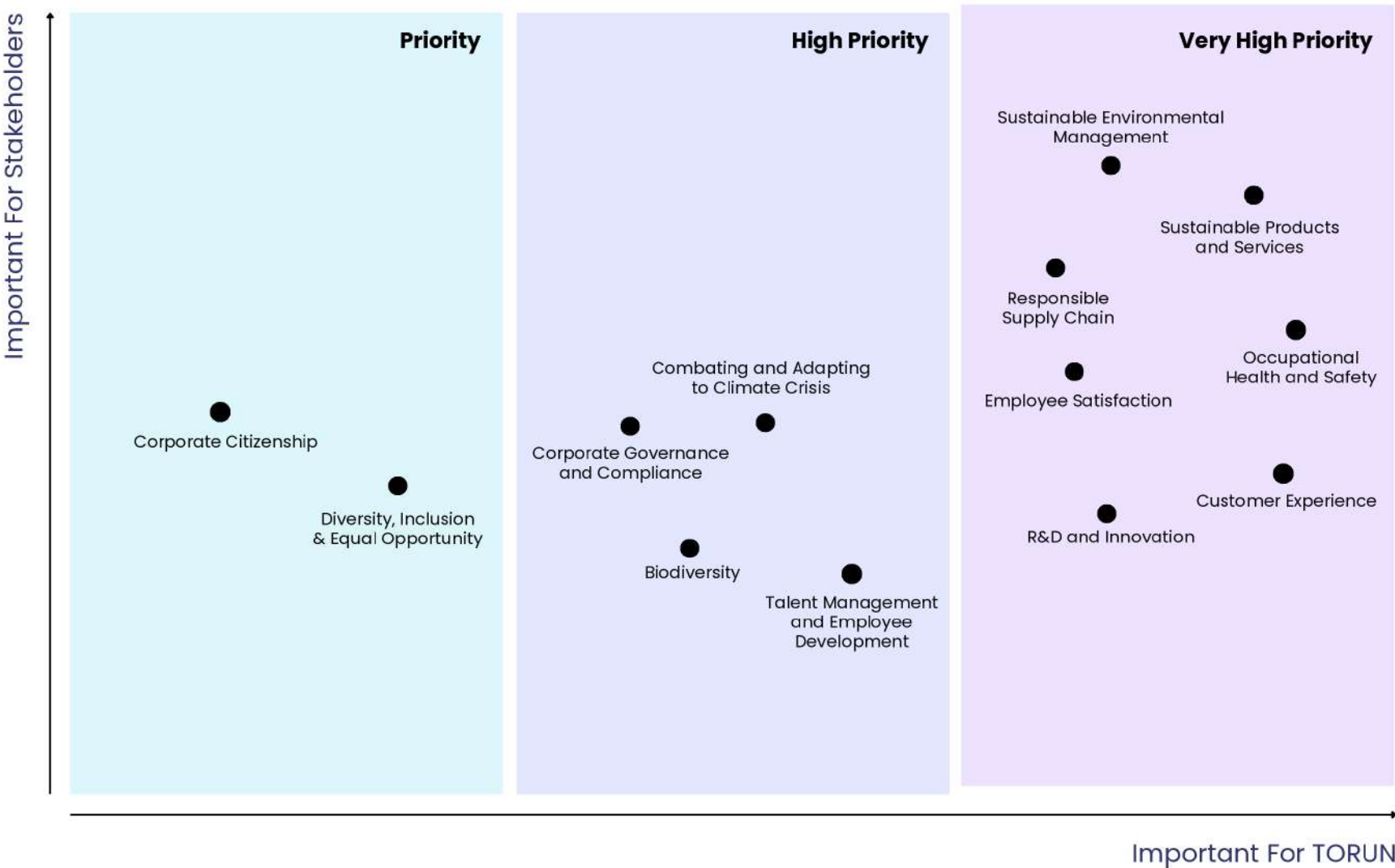


Materiality Analysis








At TORUN Metal, we conducted a comprehensive prioritization analysis with stakeholder participation, forming the foundation of our sustainability approach in 2023. This process helped us understand stakeholder expectations and identify areas for improvement in environmental, social, and economic dimensions. The analysis enabled us to proactively manage risks by identifying them early, enhancing the resilience and sustainability of our business processes. By focusing on long-term value creation, our sustainability strategy supports both short-term success and long-term growth. The insights gained guided us in developing innovative projects that positively impact our stakeholders. Moreover, the analysis strengthened our communication and collaboration with stakeholders, leading to increased satisfaction and stronger relationships. In conclusion, the 2023 prioritization analysis has been crucial in shaping our strategic decisions, helping TORUN Metal achieve its sustainability goals and create greater value for its stakeholders.

In 2023, we engaged with 136 internal stakeholders from Torun Metal and 22 external stakeholders, totaling 158 participants. Our main aim was to gain insights and recalibrate our priorities for all our activities. Hence, we evaluated the megatrends shaping the future, analyzed our impact on the 17 UN Sustainable Development Goals (SDGs), and concluded our study with input from our employees and management.

TORUN'S STRATEGIC PRIORITIZATION MATRIX



Materiality Analysis

VERY HIGH PRIORITY	RELATED SUSTAINABLE DEVELOPMENT GOALS	
SUSTAINABLE ENVIRONMENTAL MANAGEMENT	We aim to minimize our environmental impact through sustainable improvements in our production processes.	<div>13 CLIMATE ACTION</div> 
SUSTAINABLE PRODUCTS AND SERVICES	We ensure product quality and safety at international standards with an integrated management approach in all processes from the production stage to the delivery of products to the customer.	<div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> 
RESPONSIBLE SUPPLY CHAIN	We strive for sustainable cooperation with all our suppliers and partners, built on mutual trust, development, and improvement.	<div>8 DECENT WORK AND ECONOMIC GROWTH</div> 
EMPLOYEE SATISFACTION	We regularly receive suggestions from our employees to increase their satisfaction and provide a well-being working environment.	<div>1 NO POVERTY</div> 
OCCUPATIONAL HEALTH & SAFETY	We create a safe working environment for our employees by taking precautions beyond legal obligations with the goal of "Zero Work Accident" in our production processes.	<div>3 GOOD HEALTH AND WELL-BEING</div> 
R&D AND INNOVATION	We incorporate technological innovations into our processes to enhance product and service quality and increase customer satisfaction by meeting their expectations.	<div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div> 
CUSTOMER EXPERIENCE	We monitor customer expectations and demands to maintain high satisfaction, a core aspect of our business culture. We receive feedback through various contact channels.	<div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> 

Stakeholder Relations

Communications with all TORUN stakeholders are carried out via various methods and mediums, from monthly board meetings to regularly updated website news and social media to yearly reports like sustainability reports and project presentations. As TORUN, we care about identifying and meeting the expectations and needs of our stakeholders in order to reach the most accurate methods and mediums to include and inform our stakeholders in the process and take their feedback.

Employees

PLATFORM	PURPOSE	FREQUENCY
EMPLOYEE SATISFACTION SURVEY	SETTING PRIORITIES AND IMPROVEMENT	ONCE A YEAR
BRAND PERCEPTION SURVEY	ACTIONS TO DETECT AND INTERNAL COMMUNICATION	ONCE IN TWO YEARS
SUSTAINABILITY REPORT	SUSTAINABILITY AWARENESS AND PERFORMANCE	ONCE A YEAR
TORUN BULLETIN	ANNOUNCEMENT OF IMPORTANT DEVELOPMENTS ABOUT THE COMPANY	EVERY TWO MONTHS
IN HOUSE TVs	INFORMATION SHARING	CONTINUOUS
TORUN IDEA FACTORY	INNOVATION NEWS	CONTINUOUS
SOCIAL MEDIA	COMPANY ANNOUNCEMENTS	CONTINUOUS
YEARLY VISION MEETING	EVALUATION OF THE PREVIOUS YEAR AND THE VISION OF THE NEXT YEAR	ONCE A YEAR

Customers

PLATFORM	PURPOSE	FREQUENCY
CUSTOMER SATISFACTION SURVEY	SETTING PRIORITIES AND IMPROVEMENT	ONCE A YEAR
SUSTAINABILITY REPORT	SUSTAINABILITY AWARENESS AND PERFORMANCE	ONCE A YEAR
WEBSITE	COMPANY NEWS	CONTINUOUS
SOCIAL MEDIA	COMPANY ANNOUNCEMENTS	CONTINUOUS
E-MAIL NEWSLETTERS	RECENT NEWS AND DEVELOPMENTS	FOUR TIMES A YEAR
TRADE FAIRS & EXHIBITIONS	COMMUNICATION WITH EXISTING AND NEW CUSTOMERS	EVERY TWO YEARS

Suppliers

PLATFORM	PURPOSE	FREQUENCY
SUSTAINABILITY REPORT	SUSTAINABILITY AWARENESS AND PERFORMANCE	ONCE A YEAR
WEBSITE	COMPANY NEWS	CONTINUOUS
SOCIAL MEDIA	COMPANY ANNOUNCEMENTS	CONTINUOUS
E-MAIL NEWSLETTERS	RECENT NEWS AND DEVELOPMENTS	FOUR TIMES A YEAR
TRADE FAIRS & EXHIBITIONS	COMMUNICATION WITH EXISTING AND NEW CUSTOMERS	EVERY TWO YEARS

Shareholders

PLATFORM	PURPOSE	FREQUENCY
GENERAL ASSEMBLY & BOARD OF INVESTORS	EVALUATION OF ANNUAL RESULTS, DETERMINATION OF STRATEGIES	ONCE A YEAR
INTERNAL AUDIT AND CORPORATE RISK MEETINGS	INTERNAL AUDIT AND CORPORATE RISK PROCESS REPORT	FOUR TIMES A YEAR
EXECUTIVE BOARD MEETINGS	ACTIONS OF THE PREVIOUS MONTH AND RECEIVING SUGGESTIONS	MONTHLY
MANAGERIAL BOARD MEETINGS	ANNOUNCEMENT OF MONTHLY RESULTS	MONTHLY
E-MAILS / PHONE CALLS	INFORMATION SHARING	UPON REQUEST

Public

PLATFORM	PURPOSE	FREQUENCY
SUSTAINABILITY REPORT	SUSTAINABILITY AWARENESS AND PERFORMANCE	ONCE A YEAR
WEBSITE	COMPANY NEWS	CONTINUOUS
SOCIAL MEDIA	COMPANY ANNOUNCEMENTS	CONTINUOUS
JOINT PROJECTS WITH FOUNDATIONS AND ASSOCIATIONS	SOCIAL IMPACT	PROJECT BASED
UNIVERSITY - INDUSTRY COLLABORATIONS	JOINT R&D and INNOVATION	PROJECT BASED

PART OF THE PLANET



Environmental Approach

As TORUN Metal, our commitment to the environment is our top priority. We understand the impact of unconscious consumption of natural and water resources on the ecosystem. We observe the dangers posed by extreme weather events, droughts, floods, and forest fires of the climate crisis. Therefore, we aim to ensure that all stakeholders in our value chain use natural resources efficiently and sustainably, take necessary actions against climate change, minimize our environmental impacts, and support environmental sustainability in all our activities.

We manage water usage effectively and strive to prevent environmental pollution caused by our activities. We focus on minimizing waste generation at source, reuse, recycle, and environmentally friendly disposal methods. We carry out projects such as waste reduction and reuse of waste oil on site. Also, we use recycled raw materials in the production process. We minimize the environmental impact of emissions resulting from our production processes. We calculate our carbon and water footprint and aim to minimize it.

We organize regular training to increase our employees' environmental awareness. We routinely carry out our field checks and take necessary actions. As an ISO 14001-certified company, we carry out all our activities within the scope of our standards and **Environment, Climate and Energy Policy**.



As an ISO 14001-certified company, we commit to environmental management standards to minimize our impact on the environment.



Energy

We understand the significance of the rapid depletion of energy resources for the continuance of life and sustainability. At TORUN Metal, we take care to use energy resources efficiently. As an institution with ISO 50001 standards, we carry out activities that will contribute to the saving potential and efficiency studies of energy usage throughout our business processes. We monitor the energy consumption instantly and periodically. In this context, we aim to reduce the energy per unit production. By using the Online Energy Monitoring System, we can monitor energy regionally. Online Energy Monitoring System informs units about a power outage and receives notifications via SMS. We constantly plan and execute projects to efficiently use our energy and find energy-saving solutions in all facilities. We report energy news at our monthly sustainability committee meeting. At TORUN Metal, projects are implemented to increase energy efficiency. Training emphasizing the importance of energy saving has been provided to employees and society. Within the scope of our “Leak Hunt” project, we prevented unnecessary energy consumption caused by gas leaks.

As TORUN Metal, 15% of our electrical energy consumption was obtained from green energy in 2023. As a company with IREC standards, we will provide 30% of our electricity consumption from green electricity in 2024 and 50% in 2025.

%15



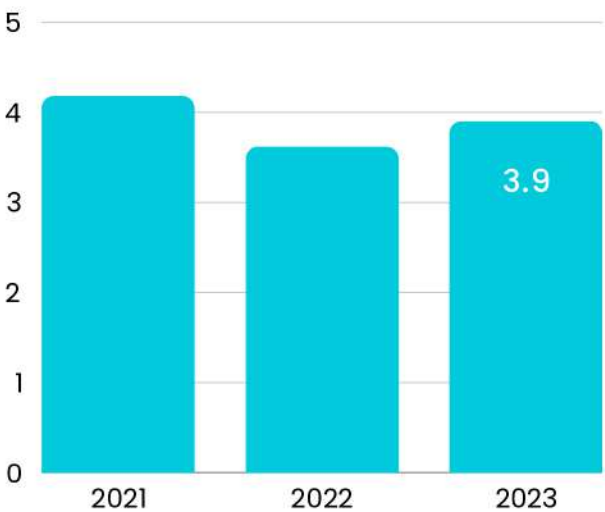
Ratio of Renewable Energy in 2023

 THE INTERNATIONAL
REC STANDARD

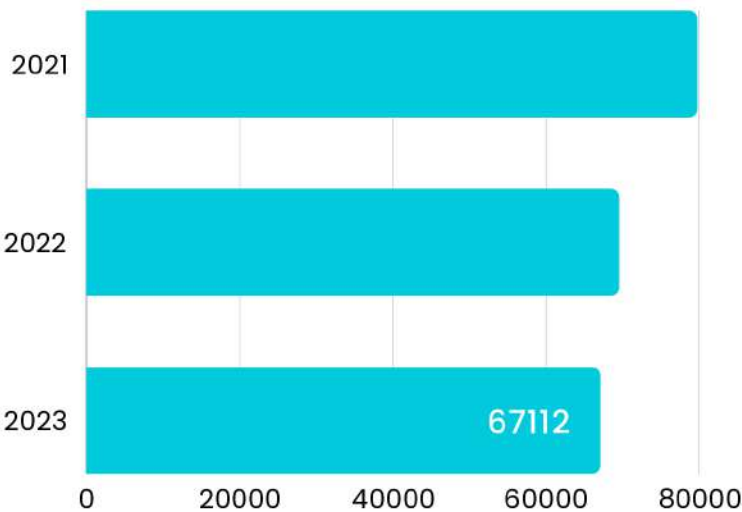


As an ISO 50001 certified company, we are committed to addressing our impact and conserving resources through efficient energy management.

Energy Intensity (GJ/ton raw material)



Energy Consumption (GJ)



ENERGY EFFICIENCY TRIVIA

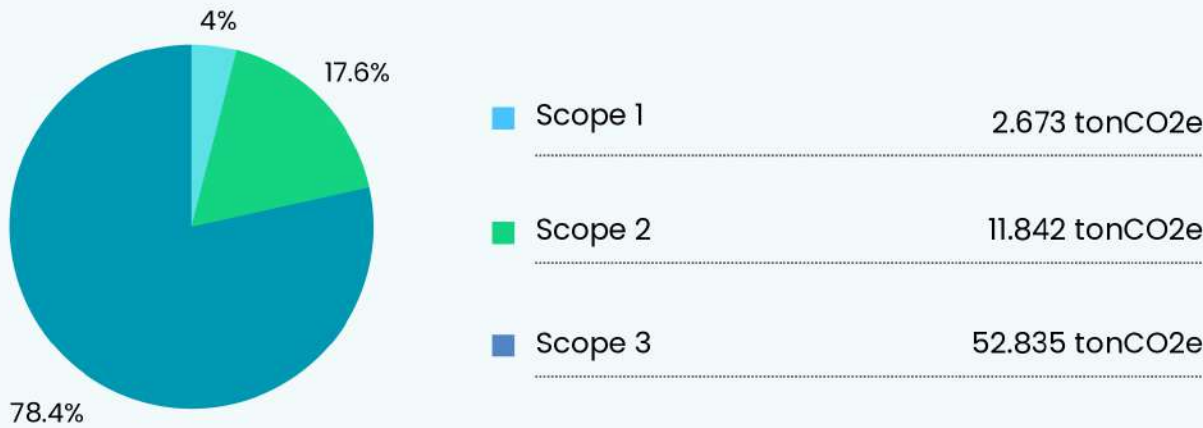
We organized an Energy Efficiency Trivia at TORUN factories for two days to highlight the importance of energy efficiency. Our competition winners received surprise awards. Through the competition, we spotlighted energy consumption areas, efficiency certificates, and optimization zones in our factories, emphasizing efficiency and savings.



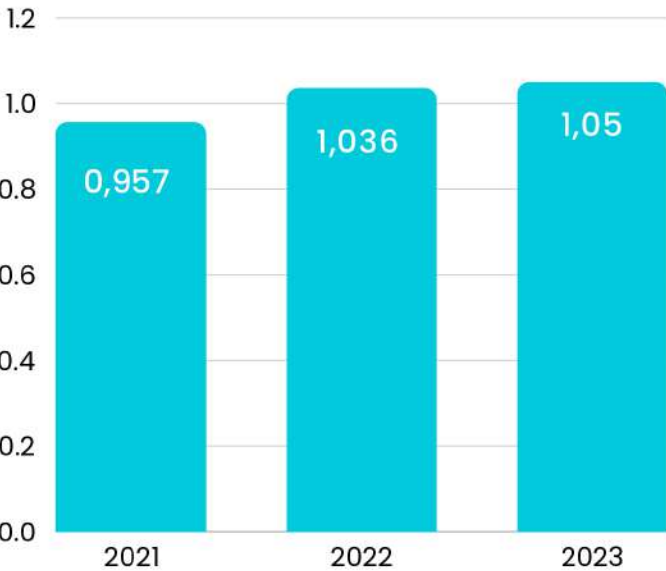
Emissions

As TORUN Metal, we have 19 emission sources that implemented different control mechanisms for dust, combustion gases, and VOC management in these sources. Our primary emission-reduction methods are flue gas filter systems. Our emission levels are kept below the limit by using electrostatic, active carbon, and dust trap filters. Continuous monitoring prevents fugitive emissions, while frequent filter cleaning ensures smooth system functioning. We understand our duties under the Green Deal. We have been calculating and reporting our greenhouse gas emissions in Scope 1, Scope 2, and Scope 3 since 2021. The carbon footprint report compliance with the ISO 14064 standard allows us, as TORUN Metal, to determine our emission management strategy. We understand the need to minimize our carbon footprint in our activities. At TORUN Metal, we will continue energy investments by considering environmental challenges.

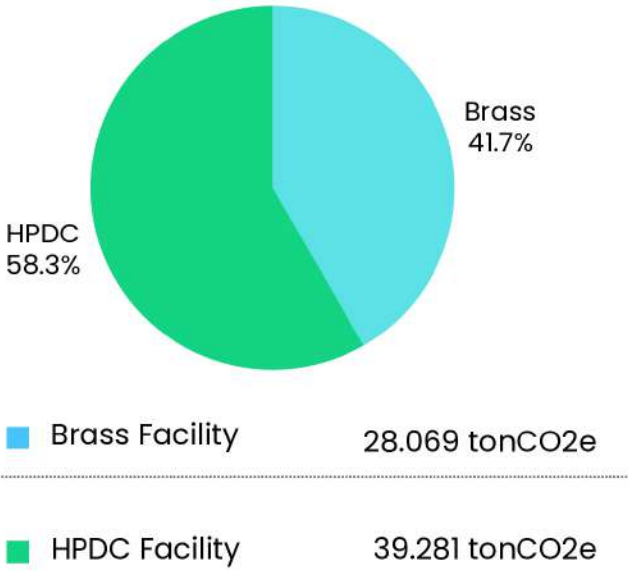
Emissions Distribution By Scope



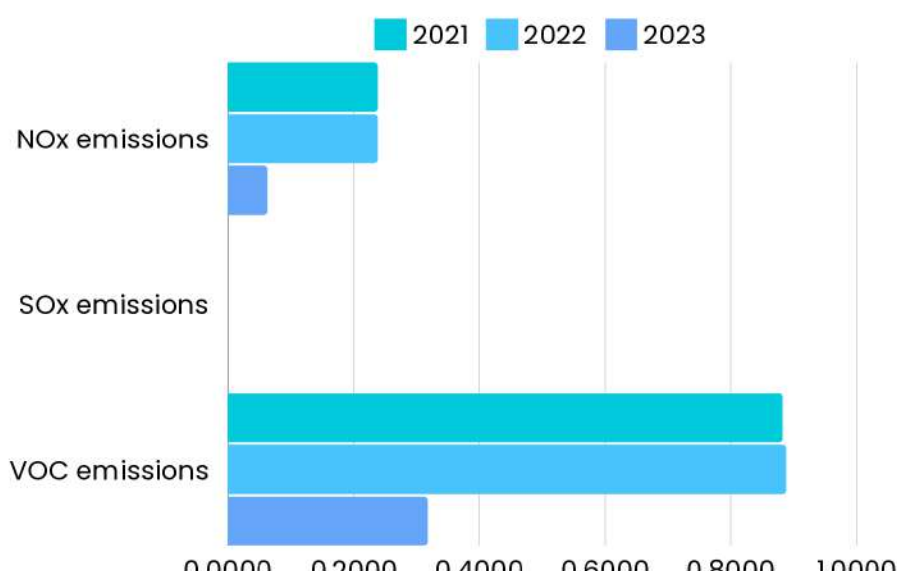
Emission Intensity (ton CO2e/ton production)



Emissions Distribution By Location




Other Emissions



Waste Management

At TORUN Metal, we monitor and aim to reduce the amount of waste generated in our business processes. As a company with a zero waste certificate, we separate and recycle our waste at the source. We organize training to ensure that employees are informed about zero waste. We ensure that our non-recyclable waste is disposed of appropriately. Large amounts of boron oil are used in our production processes. In line with our waste reduction principle, we significantly reduce the amount of waste oil by reusing boron oil.



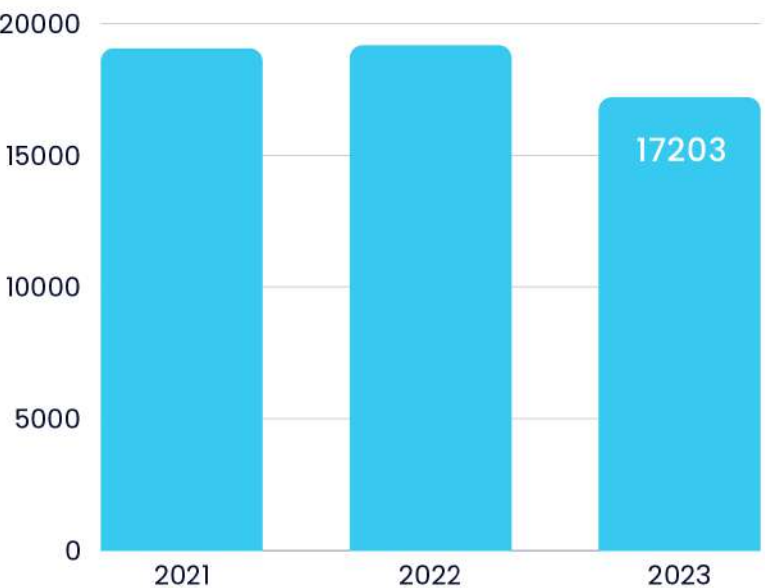
Our brass facility is awarded the "Zero Waste" certificate for adopting a zero-waste approach in accordance with our sustainability policies.

98%

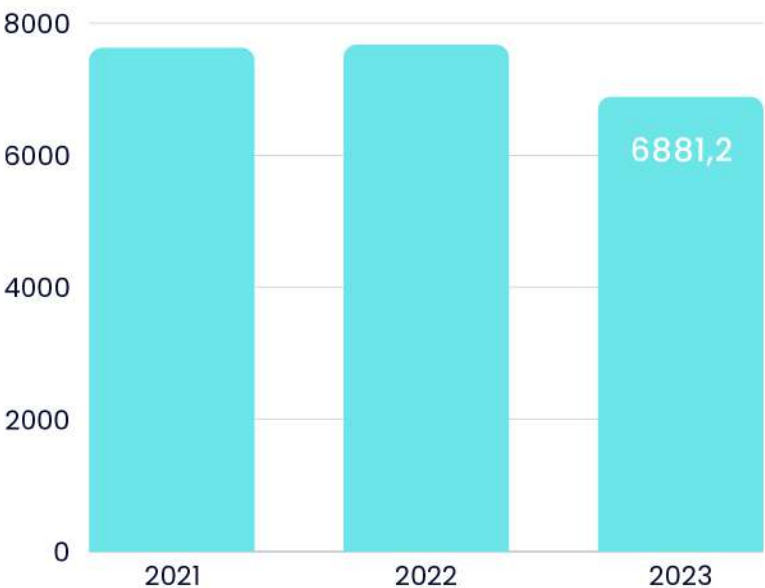


In 2023, we recovered 98% of our total waste

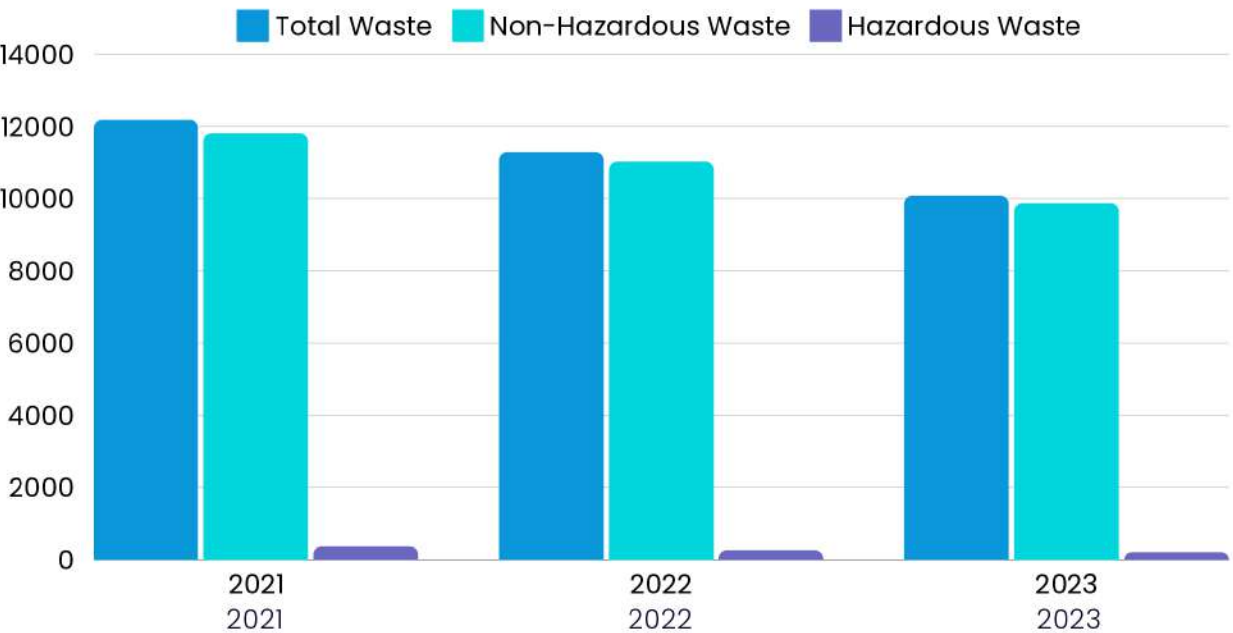
Amount of Raw Material Consumed (tons)



Amount of Recycled Raw Materials Consumed (tons)



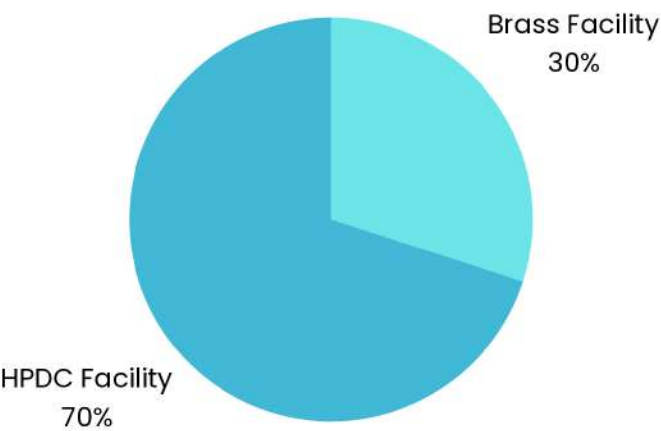
Total Waste vs Hazardous and Non-Hazardous Waste (tons)



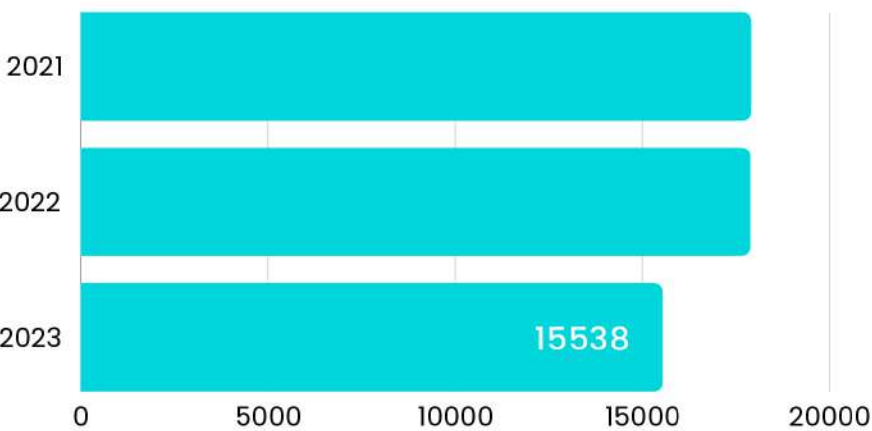
Water & Wastewater Management

At TORUN Metal, we recognize the impact of climate change on water resources and prioritize their sustainable use and management. We encourage our employees to use water responsibly and raise awareness about water conservation. In our production processes, we use water primarily for cooling and washing, resulting in a significant portion of our wastewater coming from these activities. Being located within the Gebze Industrial Zone, we conduct wastewater analyses following the zone's guidelines. We take wastewater samples every four months and measure parameters such as COD, VSS, pH, nitrogen, and phosphorus. Additionally, since 2022, we have been calculating our water footprint in compliance with ISO 14046 standards.

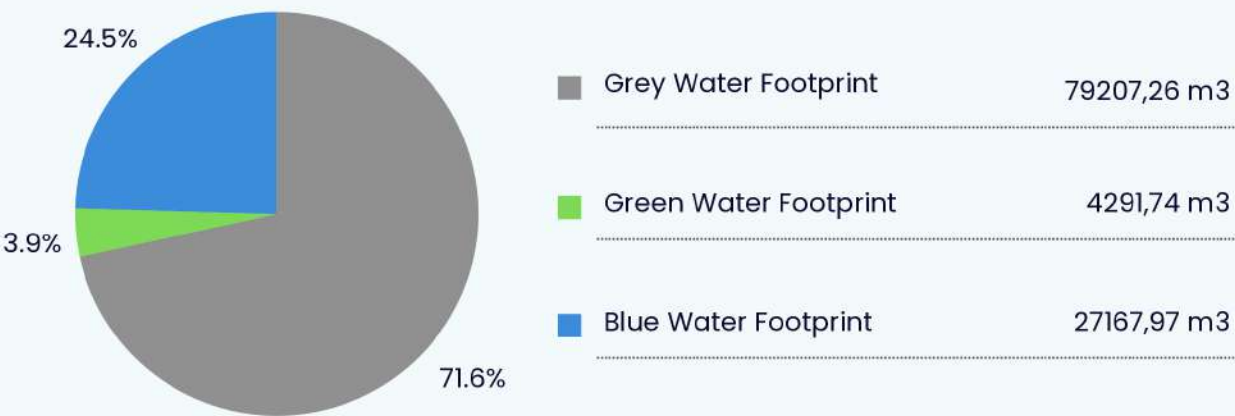
Distribution By Location

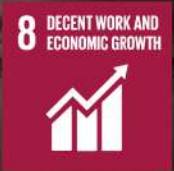


Amount of Wastewater (m3)



2023 Water Footprint (m3)





PART OF THE PEOPLE

Human Approach

At TORUN Metal, we recognize that our employees are the cornerstone of our business. We prioritize their well-being at every stage of our operations. Upholding our responsibility towards our employees, we ensure a safe and healthy work environment by carefully implementing necessary precautions. Our commitment extends to complying with both local laws and international standards, unequivocally rejecting forced and child labor within our workforce. Discrimination of any form, be it based on race, color, gender, age, religion, language, disability, political opinion, or ethnicity, is strictly prohibited. We foster an environment of equality, continually reviewing our policies to uphold this principle. Embracing the ethos of equal opportunity, we apply it rigorously across recruitment, promotion, training, and remuneration processes.

At TORUN Metal, we maintain a zero-tolerance stance against corruption, bribery, and unethical behavior. Transparency and honesty underpin all our business relationships. Our commitment to equal opportunity extends to access to training, where development opportunities are distributed equitably. We actively encourage employee participation in our training programs, facilitating professional and personal growth.

Beyond our internal operations, TORUN Metal is dedicated to creating societal value. We engage in social responsibility initiatives and prioritize environmental sustainability. We aim to contribute positively to our society and future generations. Continual development and improvement drive our activities, ensuring alignment with our values and goals.

At the heart of our company's success lies the satisfaction and safety of our employees. Maintaining our people-centric approach, we prioritize their needs and expectations in all our business processes and policies.



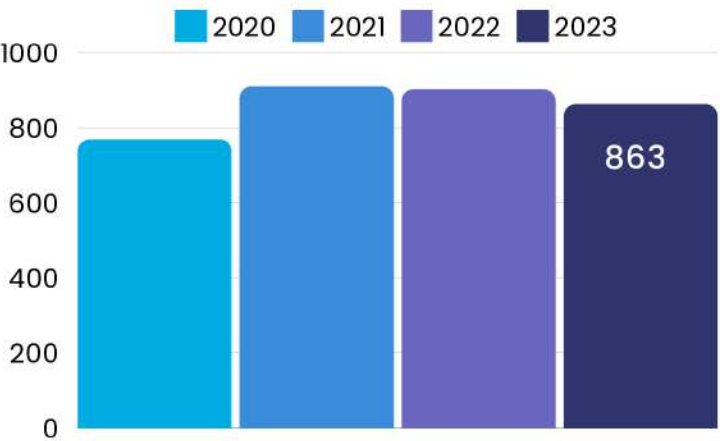
Employee & Employee Rights

At TORUN Metal, we prioritize fundamental rights and the welfare of our stakeholders through our people-oriented business approach. We determine our human resources management within the United Nations Global Compact framework that we have been a signatory to since 2019, the ILO, laws, and policies. We ensure that our employees work in an environment that promotes open communication and protects human rights, essential for sustaining our business success.

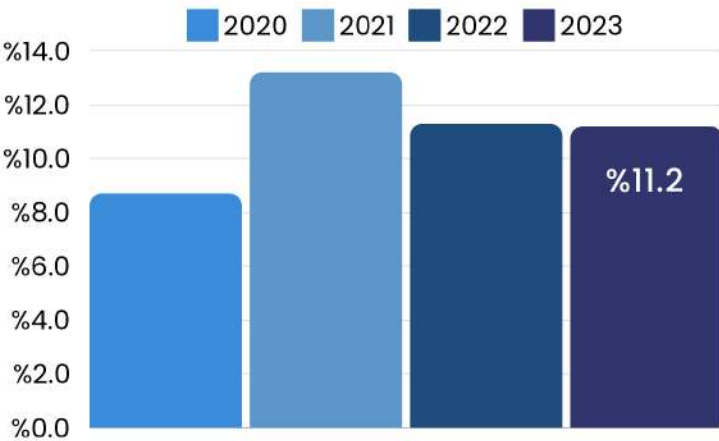
We do not tolerate discrimination among our employees, such on language, religion, sect, race, ethnicity, age, gender, or sexual orientation. We also emphasize equal opportunities in our recruitment processes. We ensure that our understanding of putting people first is implemented throughout the value chain.

We expect the suppliers we cooperate with to be equally important to these topics. Consequently, we do not work with suppliers that fail to provide a safe environment for their employees, do not oppose discrimination, or employ child labor. We ensure that our human-oriented approach spreads throughout our entire value chain by observing the fundamental human rights and fundamental employee rights of all stakeholders.

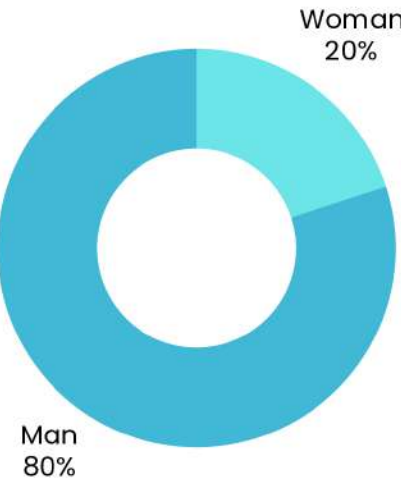
Total Number of Employees



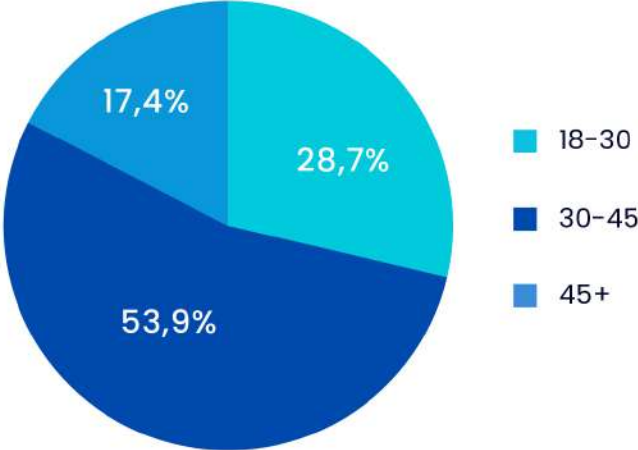
Female Staff Ratio



Women In Board Of Directors



Total Workforce By Age Group



Equality, Diversity & Inclusion

As TORUN Metal, we offer equal opportunity to all employees without any discrimination in line with our policies. We propose approaches that use equality, diversity, and inclusion to build sustainable growth. All employees have equal opportunities in the training sections and career development. At TORUN Metal, we respect all the rights of our employees, protect their freedom of expression, and ensure the establishment of an effective and transparent communication network. While we act in line with our principles and values, we ensure that our stakeholders are on the same page as we are on these topics. The stakeholders have been chosen accordingly. At TORUN Metal, we care about and consider employee feedback. The fact that there were no discrimination cases in 2023 shows that the policies we implemented have been embraced.

Remuneration and Rewarding

At TORUN Metal, we adhere to the principle of "equal pay for equal work" in our business processes. We ensure that our remuneration and reward processes follow a specific procedure. Remuneration is determined based on the seniority of the position, its role within the company, the employee's expertise, and performance. Our reward process recognizes and encourages high performance and loyalty to the company.

At TORUN Metal, we apply our remuneration and reward processes fairly, without regard to gender, language, religion, or race. This commitment ensures a fair and equitable workplace for all employees.



Talent Management & Employee Development

At TORUN Metal, we adopt an approach that encourages employee development and supports company success. We aim to gain and keep qualified employees by our company vision. The "Orientation Program" is organized for our new employees to help them better understand our corporate culture and increase their sense of belonging. We regularly plan and provide training opportunities that cater to our employees' professional and personal development. Our "Innovation Academy" offers training to enhance career management, while training and academies focus on adapting to evolving digital technologies in our products.

Additionally, our 'Innovation Leadership School' identifies and improves the leadership potential of our white-collar staff, guiding their career paths within the company. For specialized roles like CNC operators, we launched the "Master" project to deliver comprehensive professional training. In 2023, the number of training hours per person is 25.3. At TORUN Metal, we implement a standardized approach to career management, assessing factors such as adaptation to roles and suitability for positions. Based on these evaluations, we develop strategies or consider position changes. Throughout these processes, we uphold a commitment to fairness and equal opportunity for all employees.

Performance Indicators	2021	2022	2023
Duration of Training (person*hour)	23.099	20.832	19.156
Number of Employees Trained	1.149	1.128	1.077
Woman	169	162	138
Male	980	966	939
Number of Employees Trained by Category	1.097	967	905
Blue Collar	871	753	679
White collar	226	214	226

25.3 Hours

Of Training Per Person in 2023



Occupational Health & Safety

At TORUN Metal, our top priority is ensuring a safe and healthy workplace environment for all employees. We adhere strictly to the ISO 45001 Occupational Health and Safety standards across all business processes. Our goal is to achieve zero work accidents by providing optimal working conditions. We strongly emphasize conducting thorough risk assessments to continually enhance our occupational health and safety performance. Kinney Risk Assessment Method is applied to the risk analysis process to identify risks and minimize hazards. All processes are included in the risk analyses. We carry out a risk analysis of all routine and non-routine activities. By evaluating work accidents, near misses, measurements, and changes in risk analysis, we implement necessary preventive measures and monitor ongoing improvements in our business practices. We evaluate risk assessments and job hazard analyses.

At TORUN Metal, we provide a healthy and safe work environment for employees by reviewing near-miss records and taking preventive actions after accidents. We encourage active employee participation through our Near Miss and Suggestion System initiatives. Recently, we integrated near-miss/hazard notifications into our 'TORUN Idea Factory' application, making it easier for employees to report incidents and contribute to safety enhancements. This transition has significantly increased the reporting of near-miss incidents compared to previous years. Employees and subcontractors are trained regularly to improve occupational health and safety culture. We set targets and conduct internal audits to evaluate compliance with these targets regularly to implement an effective occupational health and safety management system.

Furthermore, we have established a health unit onsite staffed with a doctor and three nurses, ensuring health services are readily available across all shifts. As TORUN Metal continues to grow, our unwavering commitment to regulatory compliance underscores our leadership in safety, innovation, and overall business success.



Occupational Health and Safety Activities

At TORUN Metal, we prioritize Occupational Health and Safety (OHS) by organizing various activities to highlight the importance of personal protective equipment. Activities such as 5 senses, crossword puzzles, word games, and hazard analysis increased our employees' awareness and engagement. Our employees left the event with enhanced understanding and rewards.

Within the scope of our Occupational Health and Safety (OHS) practices, we conducted Risk Analysis studies in the field with our OHS team and employees in 2023. By visiting the field and analyzing risks on-site, we identified risky areas and situations for our employees in advance, carrying out preventive measures and raising awareness.

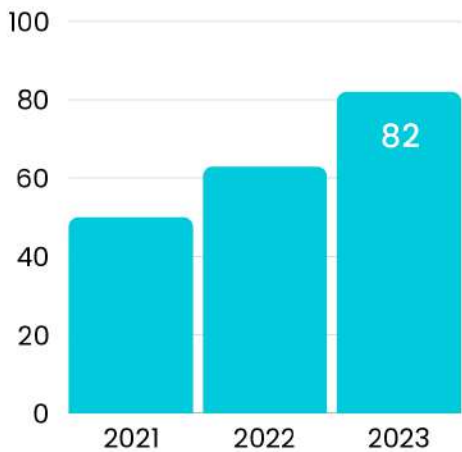


Risk Analysis Studies In The Field

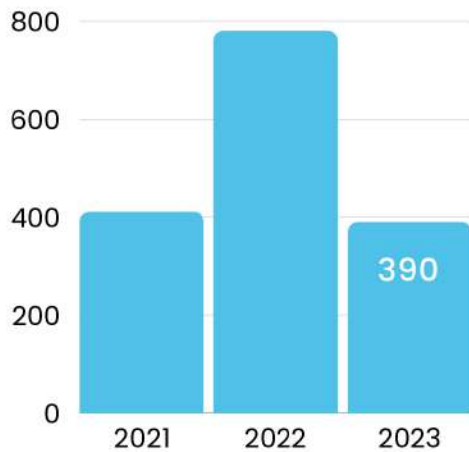


OHS Day Activities

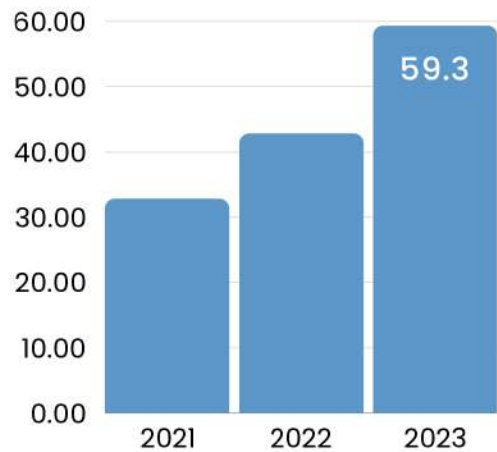
Total Accidents



Total Lost Days



Accident Frequency Rate



Occupational Health & Safety Performance Indicators	2021	2022	2023
Duration of Training on OHS-Environment (person*hour)	576	1,402	614
Blue Collar	576	1,374	532
White collar	-	28	82
Time Given to Subcontractors (person*hour)	107	228	282
Number of Work Accidents	50	62	88
Number of Lost Days	411	780	390
Total Number of Members in Established OSH Committees	20	21	23
Number of Employee Representatives in OHS Committees	5	5	5

Earthquake Relief Efforts

In alignment with our commitment to sustainability and corporate social responsibility, TORUN Metal has undertaken significant initiatives to support communities affected by the recent earthquake in Turkey. Our efforts aim to address immediate needs and contribute to long-term recovery and resilience. Below are the detailed actions and projects initiated by TORUN Metal in response to the earthquake. Our commitment to sustainability and social responsibility drives us to continue supporting those in need and contributing to the rebuilding efforts.

Water Supply to Hatay/Kırıkhan

To address the urgent need for clean water in the earthquake-affected region of Hatay/Kırıkhan, TORUN Metal took prompt action by dispatching a truck filled with potable water. This initiative aimed to ensure the availability of clean drinking water for the victims, supporting their basic survival needs during the critical initial days following the disaster. Our efforts directly contributed to the well-being of numerous individuals in the area, providing essential relief.

Aid Campaign with TORUN Children

We organized a large-scale aid project to support those affected by the earthquake with the help of our employees' children. The aid package included a wide range of essential items such as food, water, camping supplies, and hygiene products. The distribution of these supplies was managed under the guidance of AFAD (Disaster and Emergency Management Authority) to ensure effective delivery to those in need. This effort underscored our commitment to support affected communities irrespective of age, emphasizing unity and collective recovery.



Social Responsibility

At TORUN Metal, we are committed to creating value for all stakeholders: customers, employees, suppliers, society, and the environment. We integrate these considerations into every step we take. Known for our focus on education, we prioritize and diversify our corporate social responsibility activities accordingly.

Sustainability guides us in increasing our social impact through a sustainable growth strategy. We undertake projects that benefit society in our key areas. By emphasizing "education," we aim to contribute to social development, raise awareness about efficiency and savings, and support projects that positively impact people's futures.

Energy of the Future - High School Visits

In 2023, as TORUN Metal, we emphasized social impact and sustainability by conducting an efficiency awareness study in local high schools. We aimed this initiative to prepare future workforce members for the industry and enhance their understanding of energy efficiency.

We delivered three weeks of training on energy efficiency and savings at Tadım Jale Yücel Technical High School, Final Technical College, and PAGEV Anatolian Vocational and Technical High School. Engaging 230 students, this project raised awareness of environmental issues and energy efficiency, reinforcing our commitment to vocational high schools as a vital part of our industrial efforts.



Wooden Toy Workshop with TORUN Children

TORUN Metal, together with the children of its employees, held a "Wooden Toy Workshop" to hand out handmade toys to their friends in the earthquake zone.

With the workshop and aid, cooperation between employees, their families, and their children was realized as an exemplary project of solidarity among children, focusing on society, the disaster area, and children's awareness.

Women's Hand in The Industry

To support women's roles in industry and their participation in a sustainable economy, TORUN Metal introduced the 'Women's Hand in Industry' project in collaboration with the Kocaeli Chamber of Industry and the Women Entrepreneurs Board. We launched a communication campaign featuring both blue-collar and white-collar female employees to showcase their contributions across our production lines, laboratories, and technical teams. This campaign highlighted the benefits of women's involvement in the industry, promoting economic development and workforce equality. The project was featured on the 'Women's Hand in Industry' portal and TORUN Metal's official channels.

TORUN Metal Football Tournament

At TORUN Metal, we integrate sustainability into not only environmental and economic processes but also social ones. In 2023, the TORUN Metal Football Tournament exemplified this by bringing colleagues together in a spirited competition. The dedication and teamwork displayed reflected our commitment to a culture of sports and healthy living. We believe in the power of sports to enhance teamwork and motivation, and we congratulate all participating teams for their contribution to the tournament's success.



International Women's Day at TORUN

At TORUN Metal, we celebrated International Women's Day with a special event to honor our female employees, who are essential to our sustainable success. This occasion allowed us to reaffirm that their unique talents, productivity, and hard work strengthen our company. We expressed our appreciation for their contributions to innovation and sustainability in our processes. We take pride in recognizing the vital role of women in our workforce and their impact on our sustainability efforts.

Library Week Activities

During Library Week from 27 March to 2 April, we encouraged our employees to share their ideas at the TORUN Idea Factory without time and space constraints. We presented books to those who shared their ideas, supporting continuous development and innovation through creative contributions.



PART OF THE FUTURE



Sustainable Materials

Lead-Free Brass

Regarding our sustainability targets and regulations in the European Union and the USA, TORUN has been working on Lead-free brass components for more than eight years and has made continuous improvements in this subject. We are a pioneer for lead-free brass, especially with our research and development studies in the forging and machinability of the material, and far ahead of international requirements and standards. We are making the world more healthy with our components driven by sustainable targets.

Why Prefer Lead-Free Brass?

Worldwide sales of Lead-Free Brass have increased rapidly with the tightening of U.S. lead regulations AB1953(2010.1) and S3874(2014.1). As a result, conventional copper alloys used in fixtures or components for drinking water are being smoothly replaced with lead-free brass to get high benefits on material properties. Lead-free brass contains less than 0,09% lead and has high-stress crack corrosion and high dezincification resistance. It is 100% recyclable and complies with the RoHS (Restriction of Hazardous Substances), ELV, and tap water quality standards. In general, brass alloys already have a high antibacterial effect, which could destroy bacteria in a few hours.

Aluminium and Magnesium

We are dedicated to collaborating with our suppliers and customers to utilize sustainable resources. Aluminum, known as green metal, is exceptionally eco-friendly due to its infinite recyclability and the 95% energy savings from recycling compared to raw production. This recycling process significantly reduces environmental impact and allows aluminum to replace more harmful materials.

Magnesium, the most sustainable and eco-friendly metal, is 100% recyclable and dissolves naturally without a trace. Its lightweight properties—about one-fourth the density of steel and two-thirds of aluminum—make it ideal for applications in the transportation industry.



350+
Number of Low-Lead
Brass Products

8.9%
Low-Lead Brass
accounts for 8,95% of
Total Manufactured
Products



R&D and Innovation

At TORUN Metal, we strive to drive innovations that add value to our business, stakeholders, and communities in every location where we operate. Guided by our values and strategy, we maintain a sustainable innovation management system. Our mission is to create value by focusing on product, process, and organizational innovations while supporting and implementing innovative ideas from our stakeholders.

Meeting customer expectations for new products quickly and effectively is a priority for us. We continuously improve through new technology and process developments, aiming to be a solutions-oriented partner by collaborating with customers on joint projects. Our projects are initiated based on needs and goals and are managed by our R&D Engineering process and department guidelines.

At TORUN Metal R&D Center, we launch projects with a focus on environmental sustainability, aiming for continual advancement. While our primary goal is to meet customer demands, we also work on adding new materials and enhancing our designs and processes. Our efforts consistently aim to reduce energy and material waste.

We address manufacturing process issues using finite element methods, focus on robotics and automation projects, and develop smart systems for online quality control processes. Additionally, we actively pursue additive manufacturing technology and strive to enhance our capability in this area.

We collect and evaluate project ideas during our meetings and store them in our database. To date, we have collected 45 project ideas and implemented 41. As of 2023, work continues on 8 projects in our R&D center, and we have published 8 scientific articles in international journals.

In our state-supported project **"Federated Learning Platform for Industrial and IT Applications (F4iTECH)"** we aim to create a collaborative platform based on Federated Learning (FLO) for various fields such as smart production and aviation while respecting user data privacy. The impact of COVID-19 has intensified the focus on efficiency and digitalization in production systems and the aviation industry. F4iTECH outputs will be applied in different smart factory environments and the aerospace industry.

In recent years, organizations such as the EPA, NSF, WHO, and SDWA have imposed limits on lead in materials due to its carcinogenic and harmful effects on human health. In our internally supported project **"Investigation of Malleability and Machinability of Alternative Materials to New Generation Brass Alloys"** we are examining the material and mechanical properties of GloBrass, a lead-free brass alloy, and its performance in forging and machining processes, in response to these limitations. Through our commitment to innovation and sustainability, TORUN is dedicated to advancing industry standards and contributing positively to the global community.

Innovation at TORUN

With our innovation-oriented solid staff, we extend innovation efforts to the entire value chain by integrating with our project management system, supporting with continuous investment, education, and national and international cooperation; studies on intellectual property rights should be included to transform them into projects that are first in their field and that make a difference.

This ecosystem includes Engineering, R&D Center, Design Center, Process Development and Project Management activities.

Our Innovation Strategy

- Establishing and implementing a sustainable, systematic and corporate innovation system that will enable all our stakeholders to share and implement their innovative ideas.
- Encouraging internal and external participants, making innovation a corporate culture and creating an innovation climate.
- Increasing the innovation and technology adaptation competence of human resources.
- To implement digitized and lean applications to make processes faster, more agile, efficient and highly quality.
- To keep up with the global change by ensuring the adaptation of the technologies determined in the technology roadmap.
- To increase TORUN's competitiveness and profitability by providing cost advantage with innovation projects.
- To meet the demands and needs of our customers in a fast, effective and innovative way by improving our customer integration skills.

Innovation Focus Areas

To better concentrate our efforts on Innovation, we are focused on three main fields and actively in contact with startups and the academy to develop and offer technologies which will benefit TORUN and the industry.

MATERIAL TECHNOLOGIES	CORPORATE INTELLIGENCE	INDUSTRY 4.0 & SMART FACTORIES
<ul style="list-style-type: none">• Additive Manufacturing• Advanced Materials• Coating Technologies• Material Recycling and Upcycling	<ul style="list-style-type: none">• Big Data & Data Science• AI and Machine Learning• ERP Systems• PLC Systems• Process Mining	<ul style="list-style-type: none">• Industrial IoT• Digital Twin• Image Processing• Robotic Automation• Software and System Integration

TORUN Idea Factory

At TORUN, we are working to drive innovations that will add value to our business, stakeholders, and community in every location we operate, with a sustainable innovation management system that is guided by our values and strategy. Our mission is to create value by focusing on product, process and organizational innovations and supporting and implementing innovative ideas from our stakeholders.



Innovation Talks

TORUN Metal Innovation Talk, featuring experienced trainer Mustafa Aydın, focused on 'Being a Facilitator and Mobiliser'. Our managers discussed how to develop their teams and generate solutions from different perspectives. We shared experiences on facilitation and mobilization strategies to improve work quality and inspire teams.

Turkey Innovation Week Awards

During Turkey Innovation Week, we participated in the MasterClass sessions with our Senior Leader of Training and Innovation, Hasret Keleş Telseren, as a speaker on 'Competency Management and Network'. We shared how we manage competency processes with innovation and the insights we've gained over the years. We received a success plaque from the InoSuit program at the event, recognizing our corporate innovation system. This award validates our innovation and continuous development efforts.

Targeted Innovation Calls - Energy Efficiency

As part of Energy Efficiency Week, TORUN Metal hosted an idea competition at the TORUN Idea Factory. This competition encouraged employees to share their creative and valuable suggestions for improving energy efficiency. The competition produced many impactful ideas, and we appreciate all our colleagues for their contributions. TORUN Metal remains committed to boosting sustainability and energy efficiency through the support and innovation of our employees.



Best Machine Utilization Idea

In domestic circular saws, the design of the saw cover and the upper-pressure jaw were changed, enabling products cut with 1.2 mm to be cut with 1 mm. With the work done, **6125 kg of raw material was saved** for the product and the **machine utilization rate was improved by 83% in total** by starting to be implemented on 11 machines.

Best Autonomous Maintenance Idea

Before the application, Fanuc machines had to stop for up to 2-3 hours with the maintenance technician to change the hydraulics. With the implementation of the hydraulic jack apparatus, the operator can adjust the hydraulic connections at any time without the need for a maintenance technician. A **92% improvement** was realized in fault response time.

Best Efficiency Idea

The path of the loading system of the MC2501 Transfer machine was redesigned with linear motion parts. This resulted in a **50% increase in production capacity** and a **29% improvement in the runner waiting/robot downtime rate**.

Best Visual Management Idea

The cables needed for boron oil cleaning on Kitamura benches were removed from separate benches, which created a mess and made intervention difficult. With the visual management work, all cables were made socketed and colored, eliminating confusion. This made it possible to intervene faster with less labor force.

Best Cost Reduction Idea

Deformed core slides in the customer's mold were causing production inefficiency. With the kaizen study, the cores were removed, and an air pocket was added to the machined area instead. Implementing the idea **improved OEE by 33.33%**, while the **waste rate improved by 73.24%**.

Best Recycling Idea

The polish waste used in the sanding/polishing robot, which is normally classified as contaminated waste, was reused with the design of polish melting, polish casting and runner tubes. With this recycling, both consumables were saved and new consumable costs were reduced.

Best Digitalization Idea

The calibration status, history and department information of the measurement control equipment were not on the equipment. With this study, a QR code was defined by laser marking on the equipment and tracking of all equipment started to be done from a single place. With the application, time was saved and access to the right information was accelerated.



APPENDIX

Performance Indicators

* Consolidated Data from TORUN Metal's Gebze Plants

Waste	2021	2022	2023
Amount of Waste (ton)	12182	11292	10074
Amount of Hazardous Waste (ton)	371	260	206
Amount of Disposed Waste (ton)	362	250	199
Amount of Recovered Waste (ton)	11820	11042	9875
Amount of Non-Hazardous Waste (ton)	11811	11032	9868

Water & Wastewater	2021	2022	2023
Amount of Wastewater (m^3)	17906	17844	15538
Amount of Water Withdrawal (m^3)	17906	17844	15538
Water Footprint (m^3/year)	-	-	110667,97
Green Water Footprint (m^3/year)	-	-	4291,74
Blue Water Footprint (m^3/year)	-	-	27167,97
Grey Water Footprint (m^3/year)	-	-	79207,26

Raw Material	2021	2022	2023
Amount of Raw Material Consumed (ton)	19071	19191	17203
Amount of Recycled Raw Materials Consumed (ton)	7628,4	7676,4	6881,2

Emissions	2021	2022	2023
Greenhouse Gas Emissions (ton CO2e)	77.476,30	75.453,40	67.588,37
Scope 1 GHG Emissions (ton CO2e)	2.404,60	3.013,90	2.910,83
Scope 2 GHG Emissions (ton CO2e)	11.961,60	11.131,20	11.842,33
Scope 3 GHG Emissions (ton CO2e)	63.110,10	61.308,30	52.835,21
NOx Emissions (kg)	0,2383	0	0,063
SOx Emissions (kg)	0	0	0
VOC Emissions (kg)	0,8825	0,8888	0,3173

Energy	2021	2022	2023
Amount of Energy Consumption (GJ)	79759	69559,09	67112,7
Renewable Resources (GJ)	0	0	0
Non-Renewable Resources (GJ)	79759	69559,09	67112,7
Amount of Energy Savings (GJ)	0	594	930

Environmental Intensity	2021	2022	2023
Wastewater Intensity (m^3/ton raw material)	0,64	0,93	0,90
Greenhouse Gas Emission Intensity (ton CO2e/ton production)	0,957	1,036	1,05
Energy Intensity (GJ/ton raw material)	4,18	3,62	3,90

Performance Indicators

Total Workforce (Number)	2021	2022	2023
Full-time	723	684	863
Woman	92	86	97
Man	631	598	766

Workforce by Age Groups (Number)	2021	2022	2023
Woman			
18-30	26	27	30
30-45	41	37	38
45+	25	22	29
Man			
18-30	151	172	209
30-45	384	331	441
45+	96	95	116

Workforce by Education Level (Number)	2021	2022	2023
Primary education	224	193	219
High school	276	260	358
University and Above	223	231	286

Structure of Board of Directors (Number)	2021	2022	2023
Total	3	4	5
Woman	0		1
Man	3	4	4

New Employees (Number)	2021	2022	2023
Total	303	205	183
Woman	64	29	11
Man	239	176	172

Leavers (Number)	2021	2022	2023
Total	194	241	224
Woman	18	30	15
Man	176	211	209

Performance Indicators

Employee Circulation by Resignation (Number)	2021	2022	2023
Total	121	110	103
Woman	8	7	10
Man	113	103	93

Parental Leave (Number)	2021	2022	2023
Employees Who Took Parental Leave (Number)	1	1	1
Woman	1	1	1
Man	0	0	0
Employees Returning From Parental Leave (Number)	1	1	1
Woman	1	1	1
Man	0	0	0

Disabled Employees (Number)	2021	2022	2023
Total	22	31	32
Woman	2	1	3
Man	20	30	29

Discrimination Cases Occurred During the Year (Number)	2021	2022	2023
Total	0	0	0

Duration of Training (person*hour)	2021	2022	2023
Total	23.099	20.832	19.156

Employees Trained by Category (Number)	2021	2022	2023
Total	1.097	967	905
Blue Collar	871	753	679
White collar	226	214	226

Employees Trained by Gender (Number)	2021	2022	2023
Total	1.149	1.128	1.077
Woman	169	162	138
Man	980	966	939

Duration of Training on OHS-Environment (person*hour)	2021	2022	2023
Total	576	1.402	614
Blue Collar	576	1.374	532
White collar	-	28	82

Performance Indicators

Duration of Training on OHS-Environment Given to Subcontractors (person*hour)	2021	2022	2023
Total	107	228	282

Occupational Health & Safety Committees (Number)	2021	2022	2023
Members in Established OSH Committees	20	21	23
Employee Representatives in OHS Committees	5	5	5

Work Accidents (Number)	2021	2022	2023
Total	50	62	88

Lost Days	2021	2022	2023
Total	411	780	390

Turnover (million EUR)	2021	2022	2023
Total	132	150	142

Supply Chain (Number)	2021	2022	2023
Active Suppliers	181	193	213
Local Suppliers	153	163	181
Foreign Suppliers	28	30	32
Audits Carried Out During the Year	10	19	13

GRI Content Index

Statement of use	TORUN Metal has reported the information cited in this GRI content index for the period 01.01.2023 to 31.12.2023 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	Company Profile p. 6
	2-2 Entities included in the organization’s sustainability reporting	About the Report p. 3
	2-3 Reporting period, frequency and contact point	About the Report p. 3
	2-4 Restatements of information	This report does not include restatement information.
	2-5 External assurance	There is no external audit activity specific to this report.
	2-6 Activities, value chain and other business relationships	Company Profile p. 6
	2-7 Employees	Performance Indicators p. 52-53
	2-8 Workers who are not employees	TORUN Metal can receive external service support for production, auxiliary works and support services such as cleaning and security.
	2-9 Governance structure and composition	Organization Structure p. 11
	2-10 Nomination and selection of the highest governance body	It is not disclosed due to confidentiality reasons.
	2-11 Chair of the highest governance body	Organization Structure p. 11
	2-12 Role of the highest governance body in overseeing the management of impacts	Organization Structure p. 11
	2-13 Delegation of responsibility for managing impacts	Organization Structure p. 11
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance p. 21
	2-15 Conflicts of interest	Ethics & Compliance p. 14

GRI Content Index

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	Ethics & Compliance p. 14
	2-17 Collective knowledge of the highest governance body	Organization Structure p. 11
	2-18 Evaluation of the performance of the highest governance body	Organization Structure p. 11
	2-19 Remuneration policies	Remuneration and Rewarding p. 36
	2-20 Process to determine remuneration	Remuneration and Rewarding p. 36
	2-21 Annual total compensation ratio	It is not disclosed due to confidentiality reasons.
	2-22 Statement on sustainable development strategy	Sustainability Approach p. 20, Sustainability Framework p. 22
	2-23 Policy commitments	https://torunmetal.com/sustainability/policies/
	2-24 Embedding policy commitments	https://torunmetal.com/sustainability/policies/
	2-25 Processes to remediate negative impacts	Ethics & Compliance p. 14
	2-26 Mechanisms for seeking advice and raising concerns	Ethics & Compliance p. 14
	2-27 Compliance with laws and regulations	Risk Management & Internal Audit p. 15
	2-28 Membership associations	Sustainability Approach p. 20
	2-29 Approach to stakeholder engagement	Stakeholder Relations p. 25-26
	2-30 Collective bargaining agreements	There is no collective labor agreement.
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Analysis p. 23
	3-2 List of material topics	Materiality Analysis p. 23-24
	3-3 Management of material topics	Ethics & Compliance p. 14, Data Security p. 16, Responsible Supply Chain p. 18, Customer Relations & Quality p. 17, Sustainability Approach p. 20, Materiality Analysis p. 24, Environmental Approach p. 28, Employee & Employee Rights p. 35, Occupational Health & Safety p. 38, R&D and Innovation p. 46

GRI Content Index

GRI STANDARD	DISCLOSURE	LOCATION
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Performance Indicators p. 54
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	R&D and Innovation p. 46
	203-2 Significant indirect economic impacts	R&D and Innovation p. 46
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Responsible Supply Chain p. 18
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Ethics & Compliance p. 14
	205-2 Communication and training about anti-corruption policies and procedures	Ethics & Compliance p. 14
	205-3 Confirmed incidents of corruption and actions taken	Ethics & Compliance p. 14
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Ethics & Compliance p. 14
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Performance Indicators p. 51
	301-2 Recycled input materials used	Performance Indicators p. 51
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy p. 29, Performance Indicators p. 51
	302-3 Energy intensity	Energy p. 29, Performance Indicators p. 51
	302-4 Reduction of energy consumption	Energy p. 29, Performance Indicators p. 51
	302-5 Reductions in energy requirements of products and services	Energy p. 29, Performance Indicators p. 51

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GRI STANDARD	DISCLOSURE	LOCATION
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water & Wastewater Management p. 32, Performance Indicators p. 51
	303-2 Management of water discharge-related impacts	Water & Wastewater Management p. 32
	303-3 Water withdrawal	Performance Indicators p. 51
	303-4 Water discharge	Performance Indicators p. 51
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Emissions p. 30, Performance Indicators p. 51
	305-2 Energy indirect (Scope 2) GHG emissions	Emissions p. 30, Performance Indicators p. 51
	305-3 Other indirect (Scope 3) GHG emissions	Emissions p. 30, Performance Indicators p. 51
	305-4 GHG emissions intensity	Emissions p. 30, Performance Indicators p. 51
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Emissions p. 30, Performance Indicators p. 51
GRI 306: Waste 2020	306-3 Waste generated	Waste Management p. 31, Performance Indicators p. 51
	306-4 Waste diverted from disposal	Waste Management p. 31, Performance Indicators p. 51
	306-5 Waste directed to disposal	Waste Management p. 31, Performance Indicators p. 51
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Responsible Supply Chain p. 18
	308-2 Negative environmental impacts in the supply chain and actions taken	Responsible Supply Chain p. 18
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Talent Management & Employee Development p. 37, Performance Indicators p. 53
	401-3 Parental leave	Performance Indicators p. 53

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GRI STANDARD	DISCLOSURE	LOCATION
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health & Safety p. 38
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health & Safety p. 38
	403-3 Occupational health services	Occupational Health & Safety p. 38
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health & Safety p. 38, Performance Indicators p. 53–54
	403-5 Worker training on occupational health and safety	Occupational Health & Safety p. 38, Performance Indicators p. 53–54
	403-6 Promotion of worker health	Occupational Health & Safety p. 38
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health & Safety p. 38
	403-8 Workers covered by an occupational health and safety management system	Occupational Health & Safety p. 38
	403-9 Work-related injuries	Occupational Health & Safety p. 38, Performance Indicators p. 54
	403-10 Work-related ill health	Occupational Health & Safety p. 38, Performance Indicators p. 54
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Talent Management & Employee Development p. 37, Performance Indicators p. 53
	404-2 Programs for upgrading employee skills and transition assistance programs	Talent Management & Employee Development p. 37
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Equality, Diversity & Inclusion p. 36, Performance Indicators p. 53
	405-2 Ratio of basic salary and remuneration of women to men	It is not disclosed due to confidentiality reasons.
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Ethics & Compliance p. 14, Equality, Diversity & Inclusion p. 36
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Ethics & Compliance p. 14, Responsible Supply Chain p. 18, Equality, Diversity & Inclusion p. 36

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GRI STANDARD	DISCLOSURE	LOCATION
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Ethics & Compliance p. 14, Responsible Supply Chain p. 18, Equality, Diversity & Inclusion p. 36
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Responsible Supply Chain p. 18
	414-2 Negative social impacts in the supply chain and actions taken	Responsible Supply Chain p. 18
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Security p. 16, Customer Relations & Quality p. 17

UN GLOBAL COMPACT REFERENCES

UN GLOBAL COMPACT PRINCIPLES	REFERENCES
1. HUMAN RIGHTS	
1.1 Businesses should support and respect the protection of internationally proclaimed human rights	Ethic & Compliance p. 14, Human Approach p. 34
1.2 Make sure that they are not complicit in human rights abuses	Ethic & Compliance p. 14, Human Approach p. 34
2. LABOUR	
2.1 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Human Approach p. 34, Employee & Employee Rights p. 35
2.2 The elimination of all forms of forced and compulsory labour	Human Approach p. 34, Employee & Employee Rights p. 35
2.3 The effective abolition of child labour	Human Approach p. 34, Employee & Employee Rights p. 35
2.4 The elimination of discrimination in respect of employment and occupation	Human Approach p. 34, Employee & Employee Rights p. 35
3. ENVIRONMENT	
3.1 Businesses should support a precautionary approach to environmental challenges	Sustainability Approach p. 20, Environmental Approach p. 28
3.2 Undertake initiatives to promote greater environmental responsibility	Sustainability Approach p. 20, Environmental Approach p. 28
3.3 Encourage the development and diffusion of environmentally friendly technologies	Sustainability Approach p. 20, Environmental Approach p. 28
4. ANTI-CORRUPTION	
4.1 Businesses should work against corruption in all its forms, including extortion and bribery	Ethic & Compliance p. 14

Legal Warning

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You can write to sustainability@torunmetal.com to express your opinions and suggestions about the TORUN Metal 2023 Sustainability Report.

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