



## OUR CORPORATE CULTURE

---

MN.SMD.PUB.001

<b>Prepared by</b> Murad Keleşođlu	<b>Checked by</b> Murad Keleşođlu	<b>Approved by</b> Alpar Öztoprak
---------------------------------------	--------------------------------------	--------------------------------------

Publication Date: 29.11.2016

## TABLE OF CONTENTS

Our Mission.....	2
Our Vision.....	2
Our Core Values .....	2
High Quality .....	2
Excellence .....	2
High Ethical Standards .....	2
Our Policies.....	3
Compliance with legal requirements.....	3
Ethics .....	3
Corporate Social Responsibility.....	3
Compliance with product and customer requirements.....	3
Continual Improvement.....	3
Quality .....	3
Occupational Health and Safety .....	4
Environment.....	4
Energy .....	4
Information Security .....	4

Our mission, vision, core values and policies as a whole constitute our Corporate Culture and any of these components can not be used independent of the others.

## Our Mission

*is to manufacture reliable, efficient and high quality cable systems.*

## Our Vision

*is to be a globally pioneering cable systems company in terms of quality, technology and innovation.*

## Our Core Values

### High Quality

Compliance of products, services and processes with well defined high standards

### Excellence

Completeness and flawlessness of products and services

### High Ethical Standards

Unconditional honesty, fairness and moderation

Furthermore, Demirer Kablo also adopts the following values:

#### **Responsibility**

Social, environmental and ethical responsibility

#### **Respect**

Respect for people, nature and work environment

#### **Use of High Technology**

Use of high technology production means and methods

#### **Specialization**

Focus on cable systems and know-how in this area

#### **Innovation**

Openness to new ideas

#### **Reliability**

Certainty of the customer that due diligence is always exercised and commitments are always fulfilled

#### **Flexibility**

Ability to adapt to changing conditions and needs

## Our Policies

### Compliance with legal requirements

We comply with all international and local legal requirements in all our activities; particularly with the ones related to the products we manufacture, human rights, labor, occupational health and safety, environment, energy and information security.

### Ethics

We never compromise on honesty, obtain unjustified benefit, violate the rules we are obliged to abide by and we also do not let those to take place within our supply chain.

### Corporate Social Responsibility

We are aware of our responsibility towards people, communities, institutions and environment that we interact with, and towards next generations. We endeavour to do our best in order to meet the requirements arising from that responsibility.

### Compliance with product and customer requirements

Unless otherwise requested by our customers; we always and completely comply with product standards and specifications and other customer requirements.

### Continual Improvement

We endeavour to continually improve our performance and effectiveness of our integrated management systems.

The term “performance” comprises also quality, occupational health and safety, environmental, energy and information security performances.

### Quality

We comply with internationally accepted norms, customer specifications and our own procedures relevant to production, installation and testing of cable systems.

We meet our customers’ expectations, and exceed them if possible in all our processes, particularly in manufacturing, installation and testing.

We follow technological developments in products, means and methods of production, and raw materials; and we adapt ourselves accordingly.

### **Occupational Health and Safety**

In accordance with the value we attach to human, we consider occupational health and safety as our primary priority in all our activities.

We keep all our working environments, particularly our production facilities and construction sites, safe and sanitary.

We endeavour to prevent injuries and ill health, identifying risks and taking appropriate measures on time.

### **Environment**

Due to our environmental responsibility, we endeavour to prevent environmental pollution and environmental damage because of our activities.

We use natural resources effectively and efficiently.

We minimize waste generation and we dispose the wastes generated.

### **Energy**

Due to our responsibility towards the nature and people, we endeavour to reduce energy consumption.

We strive to prefer using more energy efficient products and applications in all our processes.

We obtain up-to-date information and provide resources regarding our energy goals.

### **Information Security**

Due to our responsibility towards our customers, employees and other stakeholders, we endeavour to provide confidentiality, integrity and availability of our information assets, to identify information security risks on time and to prevent their occurrence.

In order to fulfill this commitment, we use appropriate information technologies.