

25

2018-2019

UN GLOBAL COMPACT REPORT
COMMUNICATION ON PROGRESS

TAYBURN[®]
25 YEARS

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ABOUT THIS REPORT

This is the sixth COP to be published by Tayburn (“the Company”).

This COP

- summarizes the performance which the Company achieved during the reporting period (1 January 2018 to 31 December 2019) with respect to the Ten Principles, and
- presents the Company's goals and plans for the future.



ABOUT US

THE POWER OF KNOWLEDGE

Our 25th year in service

Marking its 25th year in business in 2019, Tayburn's service approach is rooted in its belief that the constructive power of information can help its clients make good decisions, leverage their value-creation strengths, and communicate effectively, correctly, and quickly with their own stakeholders.

Tayburn is a brand with a global service reach

Tayburn is a strategic partner of Tayburn UK, which celebrated its own 50th year in service in 2019. In addition to serving its home market in Turkey, Tayburn has supplied products and services to clients in many other countries that include the USA, the UK, Germany, Albania, France, Holland, Kosovo, Luxembourg, and Romania.

The strengths of diverse competencies and cutting-edge know-how

Combining both competencies and cutting-edge know-how in a wide range of disciplines in order to deliver the very best to its clients, Tayburn's synergistic and flexible approaches to work strengthen and increase mutually-shared value.

Our Products and Services

- Annual reporting
- Integrated reporting
- Sustainability consultancy and reporting
- Investor relations
- Marketing
- Branding
- Digital
- Editorial services



For more details please visit our web site at www.tayburnkurumsal.com

LETTER FROM THE DIRECTORS

To our Stakeholders,

With great pride, we present our sixth COP. This report is produced also in accordance with the Global Reporting Initiative and aligned with the UN Global Compact's Sustainable Development Goals.

This report, covering the 2018-2019 activity period demonstrates Tayburn's continued commitment and ability to working as a corporate sustainability and governance consultancy while partnering with clients from a number of different sectors to make a positive impact and create sustained value for all its stakeholders.

Milestones Achieved During the Reporting Period

Tayburn passed several milestones during the reporting period;

- Welcomed numerous new top-brand clients and partners from different key sectors.
- Has taken its activities in the field of integrated reporting -where it is leading the sector- to a new dimension by providing services in the preparation of integrated reports to Çimsa, TSKB, İş Bank and Borsa İstanbul.
- Further enhanced its service offerings and improved its effectiveness and efficiency by implementing policies, procedures and tools to help it better serve clients.
- Won numerous awards in internationally-acclaimed professional corporate communication competitions such as LACP Vision Awards, ARC and IADA.
- Celebrated its 25th year of service in October 2019, with great pride.



Alignment of our Corporate Strategy with SDG 5, 8, 12, 13 and 17

At the UN summit in September 2015, the United Nations officially announced the UN Sustainable Development Goals (SDGs), which build on and succeed the UN Millennium Development Goals (MDGs).

Tayburn contributes to a sustainable future with its innovations. We support the United Nations in the implementation of the UN Sustainable Development Goals, which create the framework for sustainable business practices at the economic, social and environmental levels.

The standard-bearer of sustainability and the author of many trailblazing firsts in its sector, Tayburn has prioritized the 5th, 8th, 12th, 13th and 17th SDG in the context of its service-provision activities and has identified those goals as the primary areas in which it will demonstrate its contributions to global sustainability.

Tayburn has successfully accomplished its duties in the UN Global Compact Türkiye Network's Board of Directors.

In 2016 Tayburn was elected a member of the Board of Directors of the UN Global Compact Türkiye Network.

During this three-year membership (2016-2019) which was terminated while we prepare our report for publication, our Company has been in an even better position to engage in its committed efforts to promote the Ten Principles that make up the United Nations Global Compact and the SDG and to further heighten perceptions of them in Turkey while also supporting the UN Global Compact Türkiye Network.

Tayburn is determined to continue its multi-dimensional support for the UN Global Compact Türkiye Network from now on. Our Company has prepared the annual report needed by the Network in 2019 as well.

Our activities in Integrated Reporting Services keep on diversifying.

Another important milestone that Tayburn passed in 2016 was the introduction of integrated sustainability reporting, a service line that has become an issue of increasingly greater importance for clients all over the world in recent years.

Our Company provided integrated reporting consultancy services last year to one of Turkey's leading cement-makers Çimsa, a regional financial powerhouse Borsa İstanbul, the leading private bank İşbank and TSKB.

LETTER FROM THE DIRECTORS

As a supplier of corporate reporting and communication products and services to the Turkish market since 1994, Tayburn's knowledge and experience in this specialized business line is unrivalled. With the introduction of integrated reporting services beginning in 2016, Tayburn has added a new dimension to its ability to help its clients to communicate effectively with their stakeholders.

Sustaining Business, Sustaining Value

Tayburn remains steadfast in its mission to create sustainable value by engaging with clients and continually evolving its service offering in order to meet their changing needs.

We will continue tracking the latest trends to help our clients mitigate risks and capitalize on opportunities while also seeking new ways in which to demonstrate our expertise and to set ambitious new goals in the corporate communication, sustainability and governance fields.

We extend special thanks to our team, valued clients, colleagues and friends for their support as we continue striving to achieve our vision of creating a world in which all corporate citizens operate in a manner that enables current and future generations to thrive.

With Tayburn brand's 50 years of global experience in sustainability, we work one-on-one with companies to inform, shape, and help implement their objectives and strategies for the long term.

Our service offerings are designed to meet the immediate demands of a single project as well as to integrate sustainability into a company's ongoing operations.

Tayburn's commitment to the UNGC Ten Principles

We are pleased to confirm that Tayburn reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption. In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Istanbul, December 2019

Ronaldo Manosa
Director

Ediz Usman
Director

OUR MISSION

We consider it a privilege to serve our clients. This conviction is the justification for Tayburn's existence and defines its mission as a company.

To enable our clients to engage in transparent, sustainable and productive dialogue with their stakeholders by means of the high added

value products and services that we offer. This mission is realized through Tayburn's professionalism, national and international market acumen, and worldwide experience in corporate communication. The result of that realization is workable, high added value solutions.

OUR SUSTAINABILITY STRATEGY

Ethical Business Practices

Tayburn's business practices must be consistent with the ethical business practices in the markets in which it operates. Tayburn's activities are to be based on honesty, integrity, transparency and respect.

People

Tayburn is committed to providing a workplace free of discrimination where all employees can fulfill their potential based on ability and merit. Tayburn strives to deal with everyone in a fair and open manner.

Sector-Community

Tayburn is committed to being a contributor of positive change within its sector and community. The Company encourages its employees' efforts to support the communities in which they live through social investment, business relationships, and participation in charitable endeavors.

Environment

Tayburn is committed to protecting the environment and health and safety of its employees. The Company is conscious of its responsibility to conserve resources and continuously look for ways to more efficiently use resources to reduce the environmental burden of waste generation.

Data Protection

Unauthorized disclosure of sensitive information can result in Tayburn and its customers failing to comply with industry best practices, compliance or legislative requirements. These events impact customer retention and result in financial or reputation damage. Tayburn takes great care and responsibility with customer data.

TAYBURN'S PRODUCTS AND SERVICES

The story of the Tayburn brand's presence in Turkey began with corporate annual reporting products and services in 1994.



Corporate Annual Reporting



Sustainability Consultancy and Reporting



Integrated Reporting



Investor Relations Products

When, in the early 2000s, sustainability became an issue of priority concern for businesses and other organizations around the world, Tayburn expanded and diversified its solutions portfolio so as to include sustainability consulting and reporting.

More recently Tayburn opened a new avenue of leadership for itself with the introduction of integrated reporting services that make companies' non-financial (social, environmental, corporate governance) performance an integral part of the fulfillment of their statutory financial reporting requirements.

Tayburn also makes extensive use of the know-how that it built up in the course of 25 years in order to respond to its clients' non-reporting corporate communication requirements.



Branding



Marketing



**Specialist Editorial
Services**



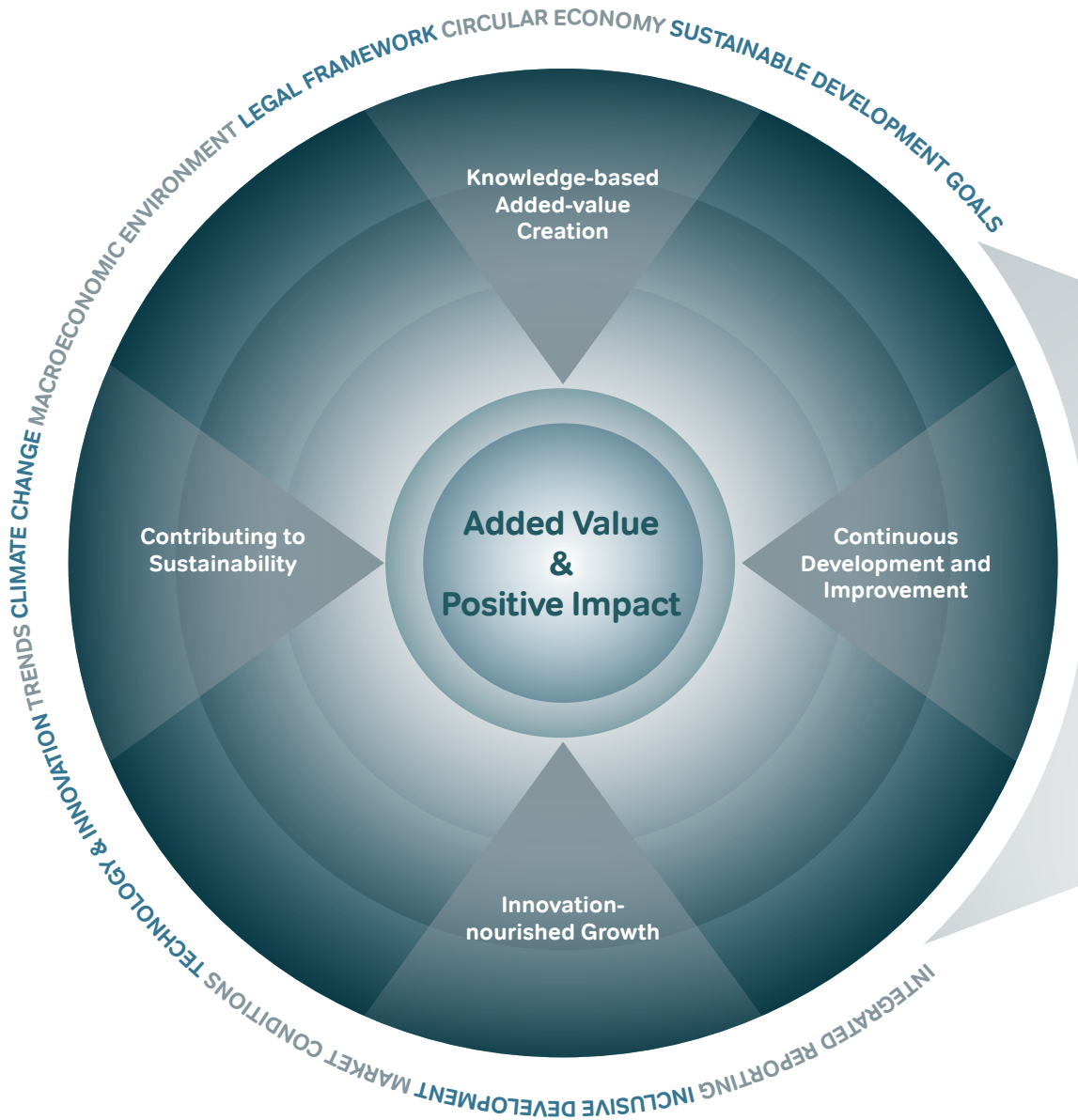
**Digital Media
and Products**

Tayburn takes a client-bespoke approach when addressing a client's particular needs for solutions ranging from corporate identity to below-the-line advertising campaigns and digital media design and content.

Specialist editorial services make up another area in which Tayburn has a strong track record. An ability to create corporate communication content through an approach that is grounded in research and analysis together with competencies in Turkish as well as in a wide range of other languages enhances the added value that Tayburn creates for its customers.

TAYBURN'S VALUE-CREATION CYCLE, STRATEGY, COMMITMENT, AND SERVICE APPROACH

OUR VALUE-CREATION CYCLE



OUR STRATEGY

Tayburn's strategy is to work together with its stakeholders in order to create added value and to simultaneously have a beneficial impact throughout the entire value-creation chain.

OUR COMMITMENT

As a corporate communication consultant that embraces sustainability, Tayburn has committed itself to working together with its stakeholders in order to extend and diversify the beneficial impact that it creates in every aspect of its business operations and throughout its entire value-creation chain.



OUR APPROACH

In every project that it undertakes, Tayburn is mindful of innovativeness, quality, and originality. In addition to knowing its client in-depth and all-round, Tayburn's service approach is also rooted in the principle of developing and maintaining long-term solution-partner relationships.

THE ELEMENTS OF TAYBURN'S VALUE CREATION CYCLE

OUR STAKEHOLDERS



OUR CLIENTS

TAYBURN SERVES A BROAD AND DIVERSE GROUP OF CLIENTS.



OUR HUMAN RESOURCES

QUALIFIED AND COMPETENT HUMAN RESOURCES ARE THE SOURCE OF TAYBURN'S COMPETITIVE EDGE AND SERVICE STRENGTHS.



OUR SUPPLIERS

THE ESSENTIAL LINKS OF TAYBURN'S SUPPLY CHAIN ARE PRINTERS, DIGITAL SOLUTION PROVIDERS, PHOTOGRAPHERS, ILLUSTRATORS, CONSULTANTS, AND OTHER SERVICE-PROVIDING BUSINESS PARTNERS.

HAVING IDENTIFIED ITEMS 5, 8, 12, 13, AND 17 AS BEING PERTINENT TO ITS OWN OPERATIONS, TAYBURN HAS INCORPORATED THESE UNGC SUSTAINABLE DEVELOPMENT GOALS INTO ITS OWN BUSINESS AND OPERATIONAL STRATEGIES.

OUR PRIORITIES

- To provide our products and services at a variety of levels and scales to a broadly-based portfolio of clients who are engaged in different business and activity lines,
- To take a boutique approach when responding to any client's needs and wishes,
- To complete any project that we undertake on time and within budget,
- To maintain and improve customer satisfaction,
- To contribute to sustainability and to the realization of UN SDG's,
- To support global and national initiatives in which we take part.

OUR CONTRIBUTION TO THE UN SDG'S



- To distinguish ourselves in our sector and market by improving the specialist knowledge and skills of our human resources,
- To recognize and deploy individual employees' competencies effectively so as to deliver superior service.



- To take a long-term business-partner approach when developing supplier relationships,
- To cultivate sustainability awareness and perceptiveness throughout our entire supplier chain.

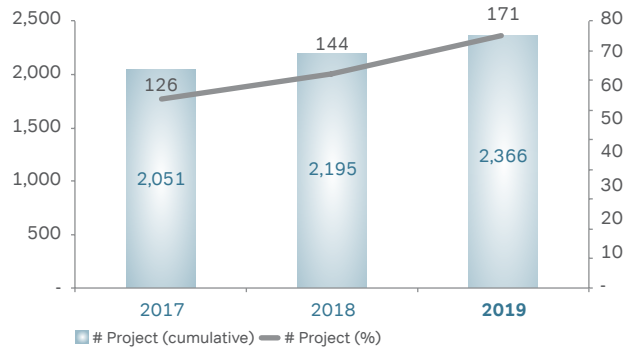


THE VALUE WE PRODUCE: 2018 – 2019 HIGHLIGHTS

Reporting Projects

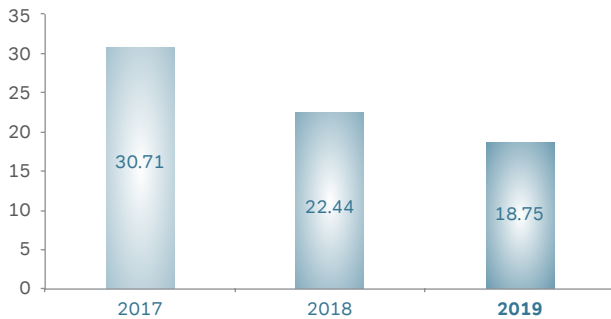


Reporting Products



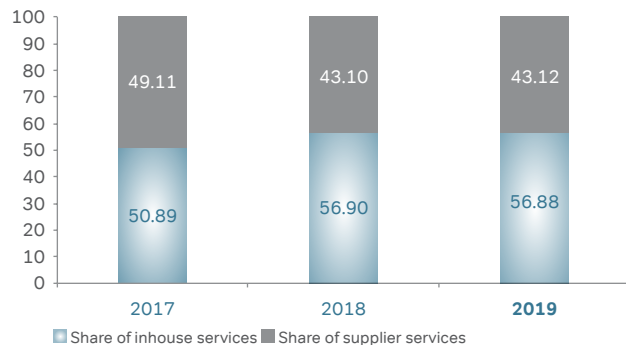
The main field of activity in which Tayburn produces and shares value is reporting. With its reporting projects, the company contributes to the sustainability cycles of its customers, and facilitates more effective stakeholder communication throughout their value chain. As of the end of 2019, Tayburn provided 2,366 reporting products to its customers.

Share of Printing in Total Turnover %



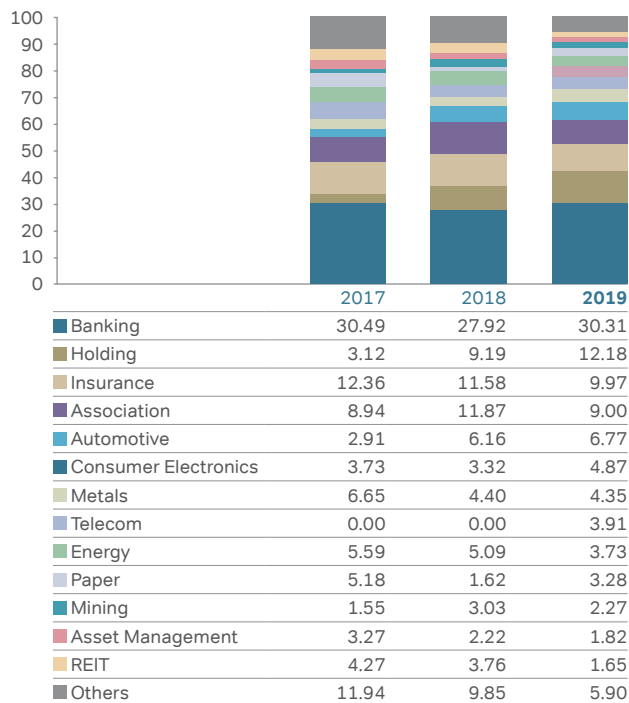
Within the scope of the combat against global warming and climate change, Tayburn recommends and encourages the use of its solutions in digital channels. The result of the efforts in this field is clearly observed in the share of printing turnover, which decreased to 18.75% in 2019.

Share of Supplier Services in Total Turnover %



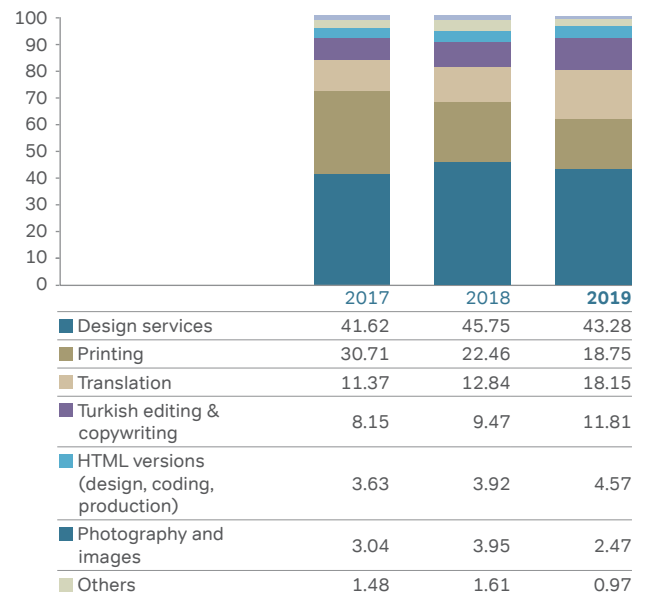
Its suppliers point to another main channel in which Tayburn shares value. In 2019, Tayburn produced 43.12% of its value in the supply chain.

Sectoral Breakdown % (aggregate)



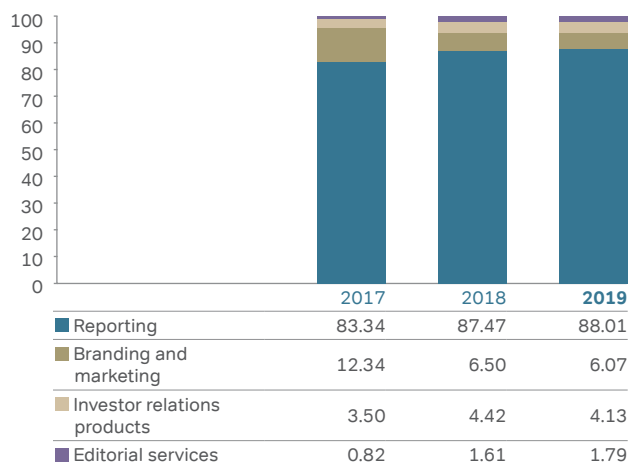
Tayburn works with a range of customers from a wide range of sectors. Financial services (banking, insurance, asset management, REIT, leasing, factoring, etc.) account for a total share of 46.7%

Breakdown of Turnover by Services in All Segments %



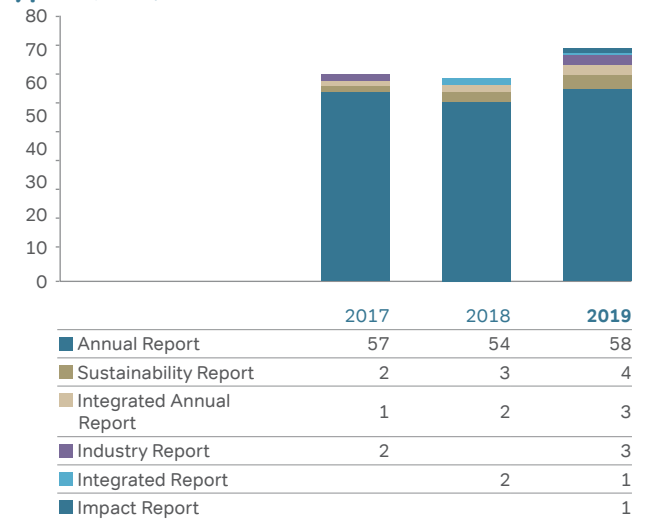
In parallel with the increasing demand for digital products, the upward trend in the HTML-based solutions that Tayburn produces for its customers continues.

Breakdown of Turnover by Segment %



Reporting is the core service area of Tayburn with its share of 88.01% in the company's total turnover.

Breakdown of Reporting Projects by Report Types (unit)



The new generation reporting products that have come to the forefront in the reporting universe are reflected in Tayburn's portfolio.

INITIATIVES THAT TAYBURN SUPPORTS



Global Compact Network
Türkiye

The first advertising agency in Turkey to announce its commitment to the United Nations Global Compact

Tayburn sent its pledge to abide by the United Nations Global Compact on 29 July 2009 and received UNGC's acknowledgement five days later on 3 August 2009.

Tayburn served as a member of Global Compact Türkiye's board of directors.

Between 2016 and 2019, Tayburn served as a member of Global Compact Türkiye's board of governors. In that capacity Tayburn played an active role in efforts to promote UNGC Sustainable Development Goals among Turkey's business concerns, NGOs, and other organizations and generally to strengthen overall perceptions of what UNGC is and does.

Tayburn has been a UNGC subscriber since 2009. The company's Global Compact progress communications may be found at www.tayburnkurumsal.com.



One of the first Turkish firms to join Business for Peace

Tayburn joined the Business for Peace initiative while attending the Global Compact Leaders Summit that was held in New York on 19-20 September 2013. The goal of this platform is to provide a way for companies to contribute to world peace by complying with UNGC's ten principles in the production of goods and services as well as through cross-border collaborations.



The first advertising agency in Turkey to become a GRI corporate stakeholder

As a corporate stakeholder in the Global Reporting Initiative, Tayburn engages in a global and multi-party process in pursuit of GRI's mission of developing internationally-recognized sustainability reporting principles and standards.

Caring for Climate

One of only a very few Turkish companies to join Caring for Climate

Tayburn took its support for UNGC principles another step forward by joining the UN's Caring for Climate business initiative in the first quarter of 2013.

TAYBURN WAS THE FIRST COMPANY IN ITS SECTOR TO JOIN BOTH THE UN GLOBAL COMPACT AND GRI.

BETWEEN 2016 AND 2019, TAYBURN SERVED AS A MEMBER OF GLOBAL COMPACT TÜRKİYE'S BOARD OF GOVERNORS.



A member of TÜYİD

Tayburn is a member of TÜYİD, the Turkish Investor Relations Society.

TÜYİD brings different target groups associated with investor relations together on corporate and individual platforms with a view to develop professional know-how and to bring Turkish investor relations practices into compliance with global standards.

TÜYİD's website, which plays a key role in the society's interactive communication with its stakeholders, was developed by Tayburn, which continues to update it at regular intervals.

Because it also prepares TÜYİD's annual reports, Tayburn also plays an active role in the society's workshops.

INTEGRATED REPORTING TÜRKİYE

Tayburn joined ERTA in 2017.

In 2011 the Corporate Governance Association of Turkey (TKYD) and the Business World and Sustainable Development Association (SKD Turkey) joined forces and set up a workshop to explore and develop ways in which to create and foster integrated reporting awareness in Turkey. In the ensuing processes, TKYD served as the Turkish contact point for the International Integrated Reporting Council (IIRC).

In the wake of undertakings that took place in 2013-2015, the Turkish Industrialists' and Businessmen's Association (TUSİAD) published a guide setting out integrated reporting principles and standards for its members. In conjunction with this, the Integrated Reporting Turkey Network (ERTA) was set up in the wake of a conference that was held to introduce the guide to the public.

Headed by Professor Güler Aras, an independent founding member and chair of the association's executive committee, ERTA's membership consists of TUSİAD, TKYD, Borsa İstanbul, IIRC Türkiye Ambassador, Global Compact Türkiye, SKD Turkey, and representatives from a variety of sectors. ERTA is intended to serve as a platform whose aims are to ensure that businesses integrate non-financial information into their financial reporting and to promote integrated thinking in general. Tayburn became a member of ERTA on 24 April 2017.

OUR TEAM AND GOVERNANCE

Team

Tayburn comprises highly talented team members with experience in corporate communication, sustainability, strategy development, stakeholder engagement, finance, design, and marketing communications. Ronaldo Manosa, Ediz Usman, Nilgün Yılmazcan, and Gürdal Gök, our directors, provide leadership to the team and offer strategic counsel and direction to clients.

Suppliers

Recognizing no two clients are alike, we strive to match client needs with the most creative, effective and efficient resources. We have established relationships with a variety of experts -from printers to native speaker editors, and multimedia producers- that allow Tayburn to leverage its expertise while delivering on specific client needs.

Governance

Tayburn's directors oversee day-to-day operations in the various divisions of the Company.

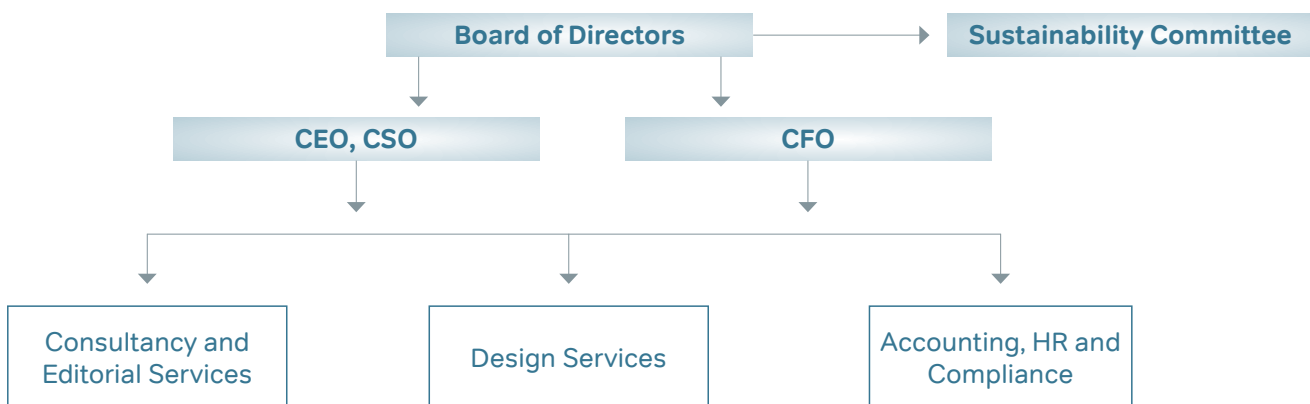
In 2011, Tayburn formed a Sustainability Committee to provide counsel and specific expertise to the Company in the field of sustainability. Ronaldo Manosa and Ediz Usman are the current members of the Sustainability Committee.

The committee is responsible for the coordination of all sustainability-related strategies and activities at Tayburn.

The Committee convened 7 times during the reporting period and discussed the issues included in the sustainability agenda of the Company.

At an executive level the Managing Director has overall accountability for the management of sustainability issues.

Tayburn's Organization Structure



TEN PRINCIPLES - OUR PERFORMANCE

Tayburn contributes to a sustainable future with its innovations, products and services.

We support the United Nations in the implementation of the UN Sustainable Development Goals, which create the framework for sustainable business practices at the economic, social and environmental levels.

HUMAN RIGHTS

Principle 1

Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2

Businesses should make sure that they are not complicit in human rights abuses.

Tayburn supports the UN Global Compact's Ten Principles. We also support and respect internationally proclaimed human rights. Tayburn also expects all its corporate stakeholders to continuously improve their work with human rights.

Actions in 2018-2019

Tayburn has a published Statement on Human Rights which is aligned with the Universal Declaration of Human Rights, and has been a member of the United Nations Global Compact since 2009. The Company has systems applied internally to manage its approach to human rights.



Tayburn aims to implement respect for human rights as a part of the agreements with all suppliers,

To help us evaluate and mitigate risk that may impact upon human rights, we have updated our Code of Ethics and Social and Environmental Standards.

Our employees are the backbone of our business. Their dedication, productivity and experience make it possible for us to remain innovative and competitive. Our continued success is dependent upon our ability to meet the needs of our workforce.

On the other hand for Tayburn it is important to have focus on the respect of human rights in all parts of the business. Therefore, we aim to implement respect for human rights as a part of the agreements with all suppliers, where the suppliers will confirm their compliance with the human rights principles.

LABOR

Principle 3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4

Businesses should uphold the elimination of all forms of forced and compulsory labor.

Principle 5

Businesses should uphold the effective abolition of child labor.

Principle 6

Businesses should uphold the elimination of discrimination in respect of employment and occupation.



Tayburn shall ensure compliance with labor and employment laws, including wages and working hours. Furthermore, no colleague is discriminated against because of age, gender, national origin, disability, religion, sexual orientation, marital or maternity status or political opinion.

Actions in 2018-2019

Tayburn believes that the only way to take advantage of the growth opportunities in the market is through employing competent human resources. We continuously aim to be one of the most desired places to work for by sustaining a secure work environment that awards success and promotes individual initiative taking. As of December 2019, Tayburn employs 17 full and part time individuals

It is strength and a competitive advantage that we are different. We value our colleagues' differences and different advantages, their inequality in background, gender, ethnicity, sexual orientation, age and not least different skills and competencies.

LABOR

Forced or involuntary labor is not tolerated by Tayburn. This includes work on a forced contract, slavery and other forms of work against one's will. Tayburn respects children's rights. Therefore, the Company does not support child labor and does not use children as part of its work force. Tayburn contributes education systems, where it can, in providing work placements or internships as part of university or vocational courses of study. Tayburn will not discriminate (or tolerate discrimination by its employees) against any applicant or employee based on age, gender, national origin, disability, religion, sexual orientation, marital or maternity status or political opinion.

At Tayburn employment decisions related to new hires, transfers, promotions and compensation are based on experience, skills, qualifications and responsibilities. The key to providing high quality corporate communication services for Tayburn is having professional human resources.

Training and Education

With the rapid evolution of the corporate communication and sustainability field in Turkey and abroad, we recognize the importance of continuous learning. The Company set aside professional development funds for education and training opportunities, including conferences, webinars, and external training and education opportunities.

During the reporting period, average training time per employee was twenty-four hours.



35%

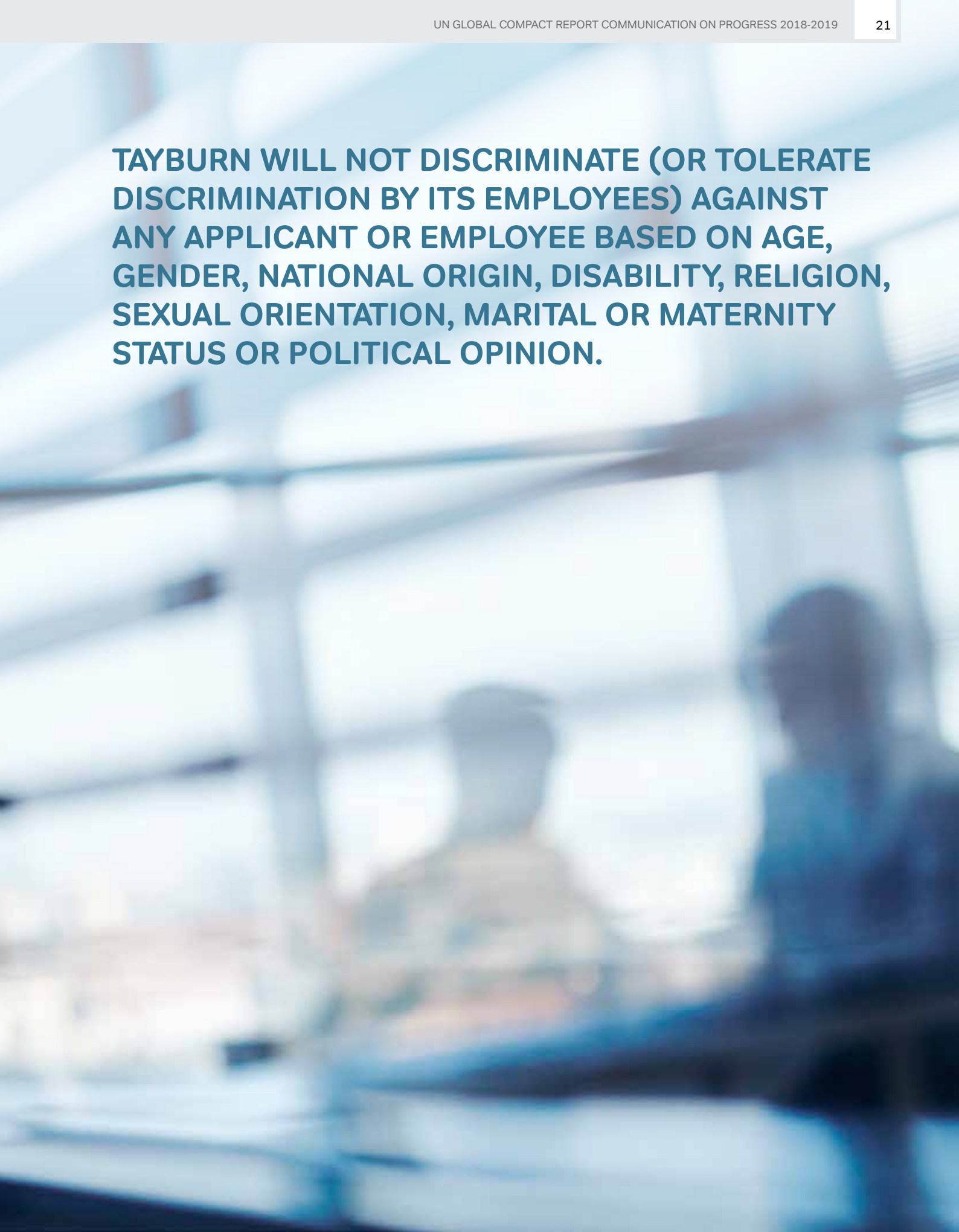
Women ratio in payroll



24 hours

average training time per employee

TAYBURN WILL NOT DISCRIMINATE (OR TOLERATE DISCRIMINATION BY ITS EMPLOYEES) AGAINST ANY APPLICANT OR EMPLOYEE BASED ON AGE, GENDER, NATIONAL ORIGIN, DISABILITY, RELIGION, SEXUAL ORIENTATION, MARITAL OR MATERNITY STATUS OR POLITICAL OPINION.

A blurred background image showing several people in an office environment. The image is out of focus, with a blue and white color palette. The people appear to be engaged in work or conversation, but their features are indistinct due to the blur.

ENVIRONMENT



Caring for Climate



ENVIRONMENT

Principle 7

Businesses should support precautionary approach to environmental challenges.

Principle 8

Businesses should undertake initiatives to promote greater environmental responsibility.

Principle 9

Businesses should encourage the development and diffusion of environmental friendly technologies.

As an office-based company, Tayburn's direct environmental impact is limited. Tayburn strives to make a difference through its internal operations and through its influence as leading practitioner of sustainability.

Tayburn is committed to comply with all applicable legal environmental requirements and uses best practices to guide its operations.

Tayburn expects all its corporate clients and business partners to continually improve their environmental impact and to encourage their stakeholders such as suppliers and trading partners to meet the same expectations.



Actions in 2018-2019

Tayburn aims at continuous improvement in its environmental management and performance. Although corporate communication agencies are not clearly identified with environmental management in Turkey, we have a history of promoting environmental responsibility. It represents an important part of our culture and identity as an organization.

Our Sustainability Committee is responsible for refining and monitoring the implementation of environmental policies and ensuring that these are integrated into Tayburn's philosophy and daily business practice.

Tayburn conducts its operations in a manner that is committed to recycling, conservation of resources, prevention of pollution, and promotion of environmental responsibility among its employees, its customers and the supply chain. The Company provides products and services to its customers that promote sustainability, CSR and environmental issues. Tayburn believes that by supporting actively such projects it contributes to an environmentally sound economy and world.

OUR CARBON FOOTPRINT IS DERIVED PRIMARILY FROM GREENHOUSE GAS EMISSIONS FROM THE ELECTRICITY AND NATURAL GAS HEAT USED AT OUR OFFICES AND FROM THE CONSUMPTION OF TRANSPORT FUEL.

Energy and GHG Emissions

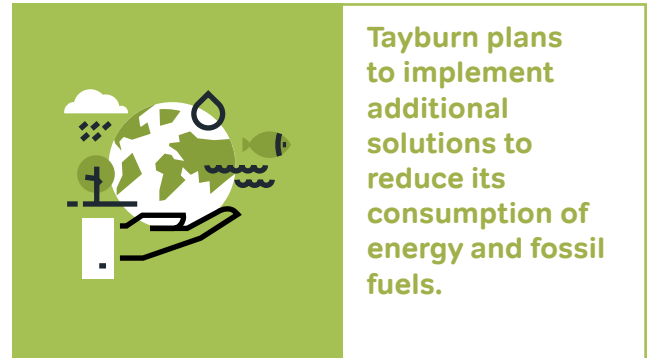
The global energy and climate change crisis presents opportunities to reduce costs and risks associated with dependence on fossil fuels. Although our energy footprint is relatively small (given the size of the offices we occupy and limited use of major energy consuming devices) Tayburn aspires to lessen our energy-related impacts at our offices.

Our carbon footprint is derived primarily from greenhouse gas emissions from the electricity and natural gas heat used at our offices and from the consumption of transport fuel.

We practice small energy conservation steps daily by shutting down all computers and power sources at the end of the work day, lowering the thermostat in the winter, turning off lights every time we leave a room, and making use of natural light whenever possible. We also exchanged office lighting and computer hardware for more efficient units.

In the past year, we made important steps to encourage telecommuting and have reduced travel through communications technology upgrades.

Tayburn plans to implement additional solutions to reduce its consumption of energy and fossil fuels.



Sustainable Purchasing and Supply Chain

While we are currently in the process of creating a formal Sustainable Purchasing Policy, we have informally given preference to sustainable purchasing options for office supplies in recent years. For example, Tayburn's printed marketing materials are printed on Forest Stewardship Council (FSC)-certified paper, and we prefer to purchase cleaning and landscaping materials with minimal environmental impacts.

Going forward, we recognize that a formal policy with a clear system for evaluating and selecting products will be more effective for tracking and improving our environmental impact.

Tayburn believes that part of bringing the highest value possible to clients includes choosing local suppliers who understand and respond to environmental and social concerns. The Company currently selects its vendors based on location, cost, and environmental and social performance.

ENVIRONMENT



Waste and Recycling

Minimizing office waste represents an opportunity to make positive environmental impacts. Raising awareness with our employees has encouraged all of us to be more conscious recycling.

Paper, represents the larger portion of our waste. We do cooperate with local organizations to send paper to recycle on a regular basis.

We are currently in the process of creating a formal Waste and Recycling Policy which will raise awareness with our team members and will help encourage all of us to be more conscious about what gets thrown away.

For 2020, we will keep focus on reducing waste. There will also be a continued focus on reducing print and travel in an environmental way, if possible.

Our Carbon and Water Footprint

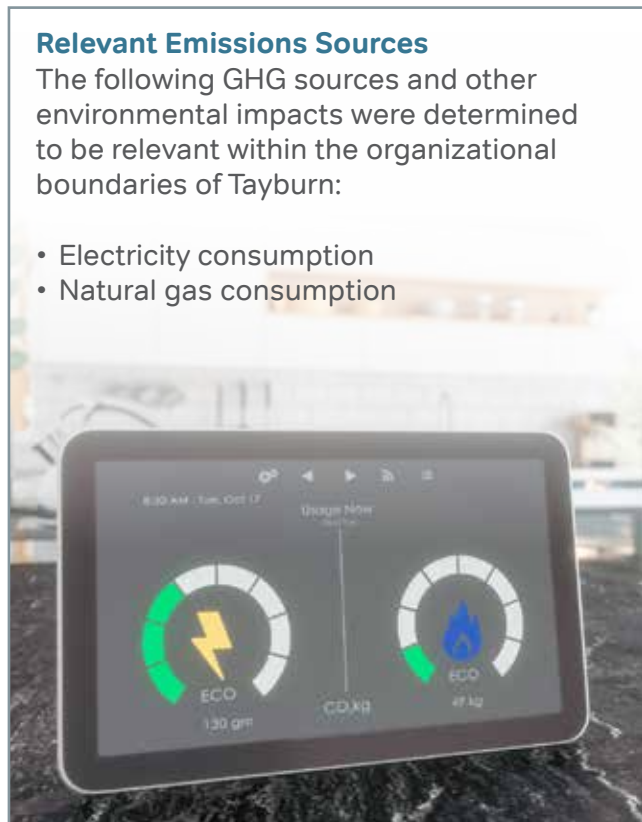
A comprehensive Carbon Footprint for Tayburn's Istanbul Offices is outlined on page 28-29, and the methodology for this footprint provided in the section which follow.

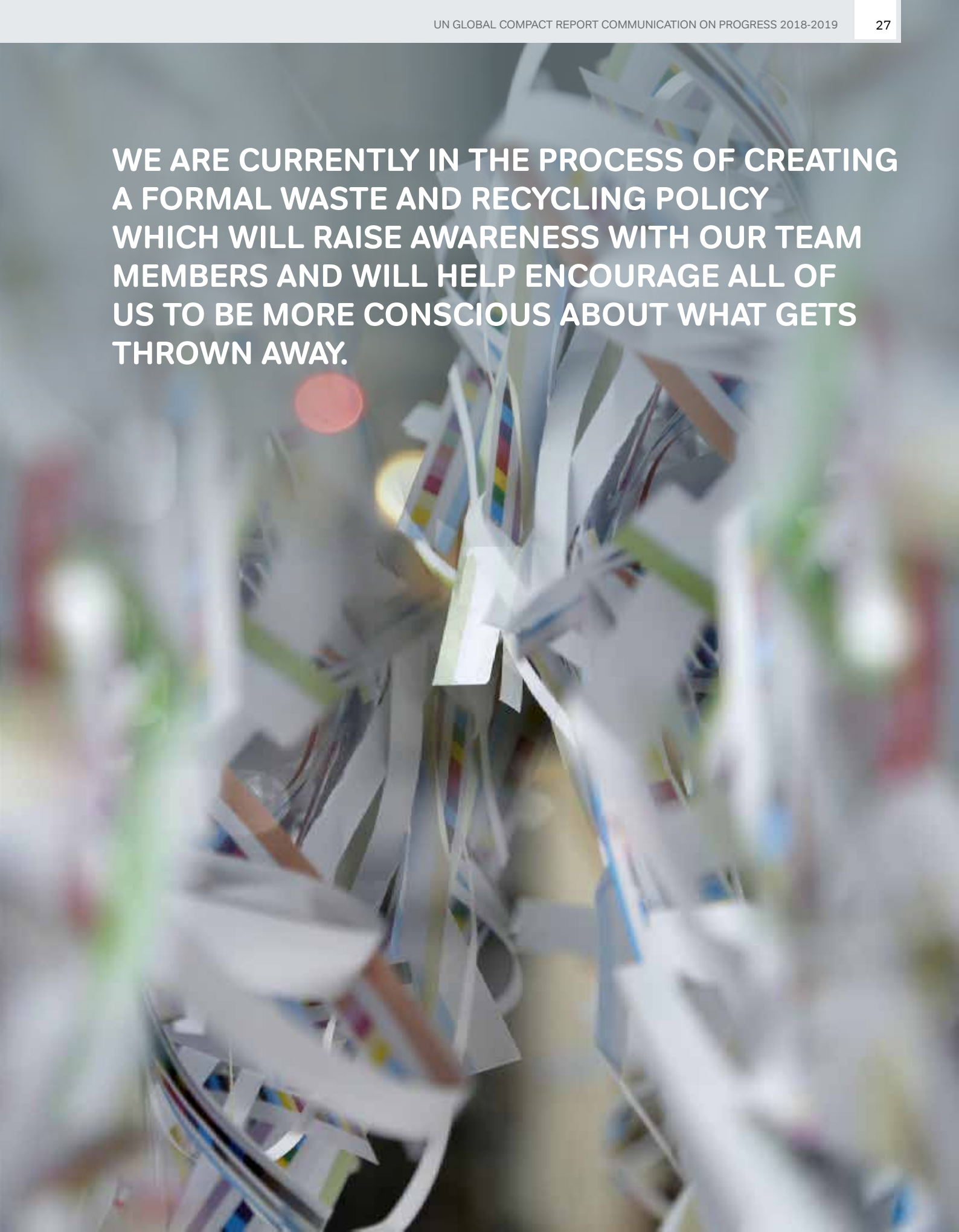
This report quantifies the GHG emissions across Tayburn's operation between January 1st 2018 and December 31st 2019. Figures are expressed in terms of tons of carbon dioxide equivalent (tCO₂e). A water footprint is also provided on page 29. The data has not been in any way checked or verified independently as part of this footprinting exercise.

Relevant Emissions Sources

The following GHG sources and other environmental impacts were determined to be relevant within the organizational boundaries of Tayburn:

- Electricity consumption
- Natural gas consumption

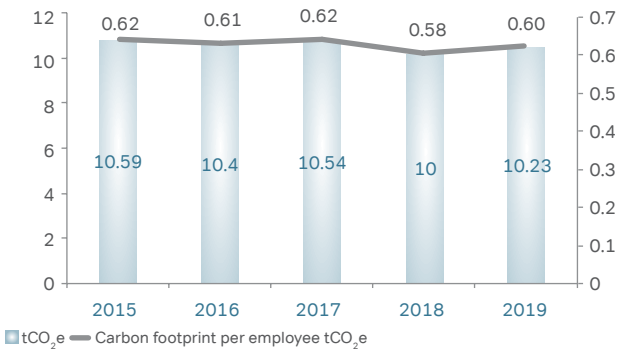




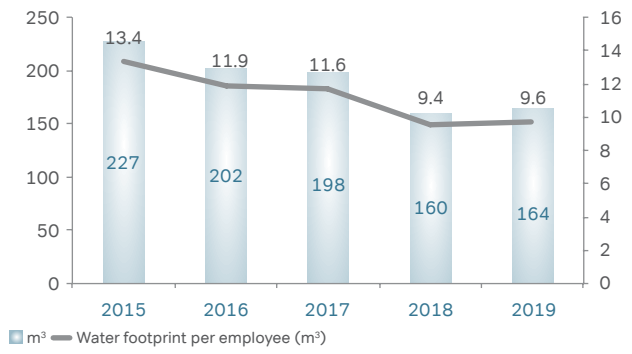
WE ARE CURRENTLY IN THE PROCESS OF CREATING A FORMAL WASTE AND RECYCLING POLICY WHICH WILL RAISE AWARENESS WITH OUR TEAM MEMBERS AND WILL HELP ENCOURAGE ALL OF US TO BE MORE CONSCIOUS ABOUT WHAT GETS THROWN AWAY.

ENVIRONMENT

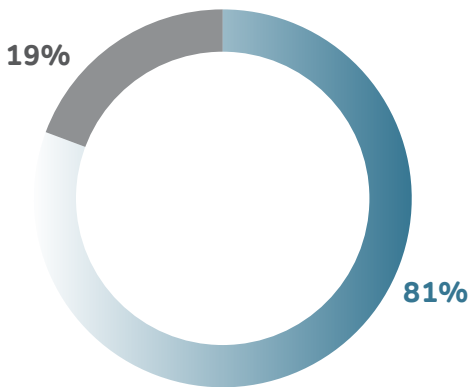
Total Carbon Footprint



Total Water Footprint

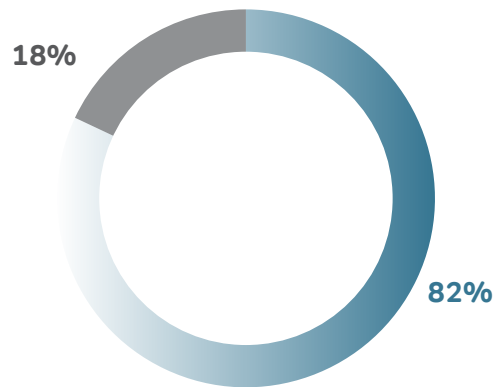


Breakdown of Tayburn's Carbon Emission in 2018



■ Scope 1 (1.93) ■ Scope 2 (8.07)

Breakdown of Tayburn's Carbon Emission in 2019



■ Scope 1 (1.84) ■ Scope 2 (8.39)

Tayburn's 2018 Water Footprint

Total Water Footprint	160 m ³
Water Footprint Per Employee	9.4 m ³

Tayburn's 2019 Water Footprint

Total Water Footprint	164 m ³
Water Footprint Per Employee	9.6 m ³

Tayburn's 2018 Carbon Footprint (Carbon Emission)

Emission Source	2018 Consumption	2018 tCO ₂ e
Scope I		
Natural Gas - Istanbul Offices (m ³)	940 m ³	1.93 tCO ₂ e
Scope II		
Electricity - Istanbul Offices (kwh)	14,843 kwh	8.07 tCO ₂ e
Total		10.00 tCO₂e
Carbon Emission Per Employee		0,58 tCO₂e

Tayburn's 2019 Carbon Footprint (Carbon Emission)

Emission Source	2019 Consumption	2019 tCO ₂ e
Scope I		
Natural Gas - Istanbul Offices (m ³)	890 m ³	1.84 tCO ₂ e
Scope II		
Electricity - Istanbul Offices (kwh)	15,430 kwh	8.39 tCO ₂ e
Total		10.23 tCO₂e
Carbon Emission Per Employee		0.60 tCO₂e

ANTI-CORRUPTION

Principle 10

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

Tayburn's activities are to be based on honesty, integrity and respect.

Tayburn is committed to upholding high moral and ethical principles and specifies the basic norms of behavior for its employees.

While Tayburn's business practices must be consistent with the ethical business practices in the markets in which it operates, the Company believes that honesty is the essential standard of integrity throughout the globe.



Actions 2018-2019

Ethical business lies at the heart of the Tayburn's CSR pillars. We aspire to play a positive part in society, grow value, attract and develop the best kind of people.

The Company's reputation and its future success are critically dependent on compliance, not just with the law, but with the highest ethical standards.

Fees, commissions, or any form of payment intended to induce or reward favorable decisions and actions are unacceptable and prohibited. Employees of Tayburn may not, in violation of any law, pay or offer to pay or give anything of value to induce or reward favorable action in any business transaction. These provisions are not intended to apply to routine, reasonable business entertainment or gifts of minor value, customary in business relationships.

Tayburn strictly followed all applicable laws and regulations relative to anti-corruption in the reporting period.

FOR MORE DETAILS ON OUR PRODUCTS AND SERVICES

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