

# 30

2022-2024

UN GLOBAL COMPACT REPORT  
COMMUNICATION ON PROGRESS

**TAYBURN®**  
30 YEARS

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ABOUT THIS REPORT

This is the eight COP published by Tayburn (“the Company”).

This COP

- summarizes the performance, which the Company achieved during the reporting period (1 January 2022 - 31 December 2024) with respect to the Ten Principles, and
- presents the Company’s goals and plans for the future.

ABOUT US

THE POWER OF KNOWLEDGE

**Our 30<sup>th</sup> year in services a significant milestone and testament to our dedication and hard work.**

Marking its 30<sup>th</sup> year in business in 2024, 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 global service reach**

Tayburn is a strategic partner of Tayburn UK, which celebrated its own 50<sup>th</sup> year in service. 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**
- Corporate reporting
    - » Annual reports
    - » Integrated reports
    - » Sustainability reports
    - » Impact reports
    - » Industry reports
  - Sustainability consultancy
  - Investor relations
  - Marketing and branding solutions
  - Digital
  - Editorial services

LETTER FROM THE DIRECTORS

To our stakeholders,

We present our eighth COP with great pride. This report is produced also in accordance with the Global Reporting Initiative and aligned with the UN Global Compact’s Sustainable Development Goals.

The report covering the 2022-2024 activity period demonstrates Tayburn’s continued commitment and ability to working as a corporate sustainability and governance consultancy while partnering with clients from several 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;
  - » the first integrated reports of Karsan, Kartonsan, Takas İstanbul, Tofaş and Tüpraş,
  - » the first integrated annual reports of Aydem Renewables, Çalık Enerji, Çalık Holding, İş Yatırım, Oyak Çimento, Migros, Tüpraş, YEDAŞ and YEPAŞ,

- » integrated reports of Borsa İstanbul, Çimsa, Kartonsan, MKK, Oyak Mining Metallurgy Group, Takas İstanbul, Vestel Elektronik, Vestel Beyaz Eşya and Ziraat Bank,
- » the first sustainability reports of Ziraat Participation, KMO (Kuzey Marmara Otoyolu A.Ş.) and Tatlıpınar Enerji,
- » sustainability reports of AgeSA, Aksigorta, Alarko Holding, Anadolu Isuzu, Borusan Boru, Çimko, DenizBank, Enerjisa, Entek, Kardemir, Karsan, Nurol Holding, Rönesans Holding, Tayeks and Türk Eximbank,



- » the first annual reports of Birleşim Mühendislik, Katılım Finans Kefalet, Tatlıpınar Enerji, Türkiye Katılım Hayat, Türkiye Katılım Sigorta and Ziraat Dinamik Banka,
- » annual reports of A&T Leasing, AÇEV, Adel, AG Anadolu Grubu Holding, Alarko Carrier, Alarko Holding, Alternatif Bank, Anadolu Efes, Anadolu Hayat Emeklilik, Anadolu Isuzu, Anadolu Sigorta, Arçelik, Birleşim Mühendislik, BNP Paribas Cardif Sigorta, Borusan Boru, Burgan Bank, Çalık Denim, Çelebi Hava Servisi, Demisaş, DenizBank, DESA, Doğa Sigorta, Enerjisa, Emlak Katılım, Eureka Sigorta, FKB, Fuzulev, Gap İnşaat, ICBC Bank Turkey, İGDAŞ, İGE, ING Bank, İş Girişim Sermayesi, İş REIC, İş Leasing, İş Yatırım, İşbank AG, İşmer, Karsan, Koç Holding, Kocaer Çelik, Kuru Sigorta, Millî Reasürans, Neova Sigorta, Otokoç Otomotiv, OYAK, ÖRYM, PASHA Bank, Petkim, Sabancı Holding, SEDDK, SOCAR, Sompö Sigorta, SPL, TARSİM, TCMB, TEB, TKBB, TMTB,

Tofaş, Tosyalı Holding TÖDEB, TSPB, Tüpraş, Türk Eximbank, Türk Katılım Reasürans, Türk Reasürans, Türkiye Finans, Türkiye Hayat Emeklilik, Türkiye Sigorta, TSB, TürkTraktör, TÜSİAD, Ünlü & Co, Vakıf Katılım, Vehbi Koç Vakfı, ViennaLife, World Federation of Exchanges, Ziraat REIC, Ziraat Participation and Zorlu Holding,

- While concentrating on consultancy work in the field of ESG indices such as LSEG (BIST), TCFD and SASB, developed its services so that the reports it produces are aligned with these indices.
- 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 Stevie IBA, LACP Vision Awards, ARC and IADA.

## LETTER FROM THE DIRECTORS

### 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 5<sup>th</sup>, 8<sup>th</sup>, 12<sup>th</sup>, 13<sup>th</sup> and 17<sup>th</sup> 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.

As one of the founding members of Küresel İlkeler Sözleşmesi İmzacıları Derneği (Global Compact Network Türkiye Association), Tayburn participates in the activities of the network.

Tayburn is also a member of Integrated Reporting Türkiye (ERTA) and participates in the activities of the association.

### Our activities in Integrated Reporting Services keep on diversifying

The introduction of the Turkish Sustainability Reporting Standards (TSRS) marks a significant shift in the way companies approach transparency and accountability regarding their sustainability practices. With mandatory reporting on environmental, social and governance (ESG) performance, companies are likely to come under greater scrutiny from investors, consumers and business partners. This increased transparency can promote trust and improve the attractiveness of investments as stakeholders are better informed about a company's sustainability impact.

### ANOTHER IMPORTANT MILESTONE ACHIEVED BY TAYBURN IN THE REPORTING PERIOD WAS THE INTRODUCTION OF CONSULTANCY SERVICES IN CONNECTION WITH TSRS.

In addition, the TSRS facilitates alignment with broader international frameworks, in particular the European Union's Sustainability Reporting Directive (CSRD) and the Corporate Social Responsibility Due Diligence Directive (CSDD). This dual compliance not only simplifies the reporting process for companies operating in both domestic and international contexts, but also positions them advantageously to participate in global markets that increasingly prioritize sustainable practices.

As companies adapt to these new standards, they will likely need to invest in systems and processes to accurately capture and report the relevant data. This could lead to a broader cultural shift within companies integrate sustainability into their core operations and strategic decisions. Over time, such initiatives could improve overall sustainability performance and long-term resilience to environmental and social risks.

Another important milestone achieved by Tayburn in the reporting period was the introduction of consultancy services in connection with TSRS. We are pleased to announce that Tayburn prepared the first TSRS-compliant report in Turkey for AYDEM Renewables.

### ESG consultancy services to strengthen the positions of companies which are listed on Borsa Istanbul's Sustainability Index.

We believe this will be a service line that will become an issue of increasingly greater importance for our publicly traded clients in coming years.

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 in 2016, Tayburn has added a new dimension to its ability to help its clients to communicate effectively with their stakeholders.

# LETTER FROM THE DIRECTORS

WE ARE PLEASED TO CONFIRM THAT TAYBURN REAFFIRMS ITS SUPPORT OF THE TEN PRINCIPLES OF THE UNITED NATIONS GLOBAL COMPACT.

**Sustaining business, sustaining value**

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

**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 and service offerings.

Istanbul, December 2024

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.



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 27 years in order to respond to its clients’ non-reporting corporate communication requirements.

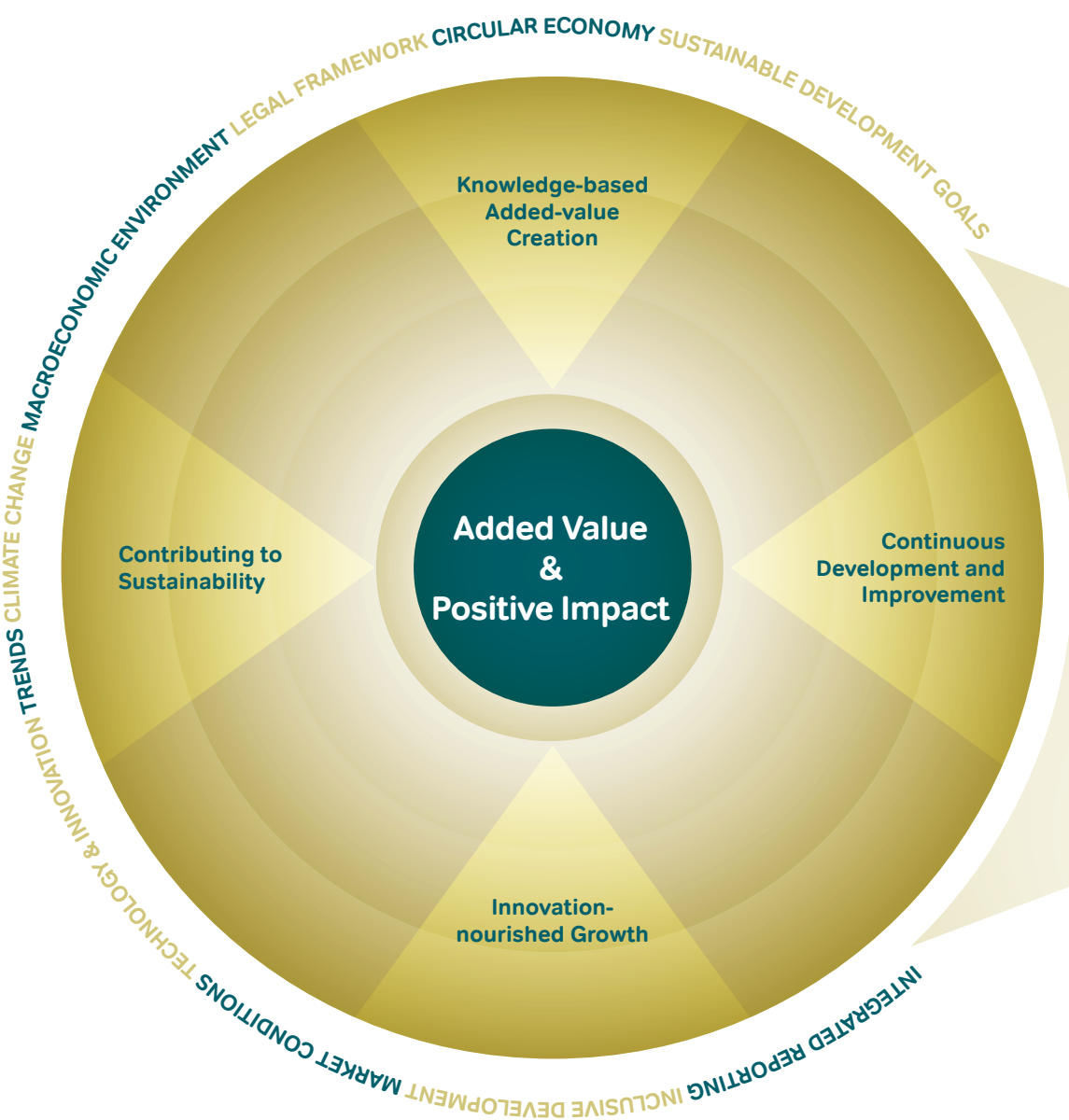


Tayburn takes a client-bespoke approach when addressing a client’s particular needs for solutions ranging from corporate identity to below-the-line advertising campaigns and digital media design and content.

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.



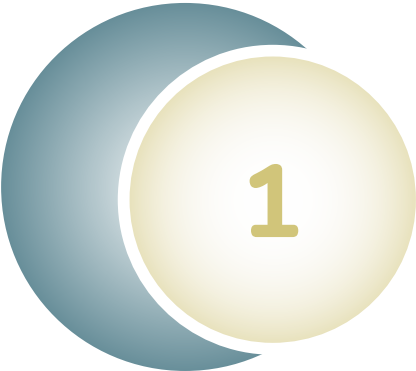
## OUR APPROACH

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

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 STAKEHOLDERS



OUR CLIENTS

TAYBURN SERVES A BROAD AND DIVERSE GROUP OF CLIENTS.

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



OUR HUMAN RESOURCES

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

- 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.



OUR SUPPLIERS

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

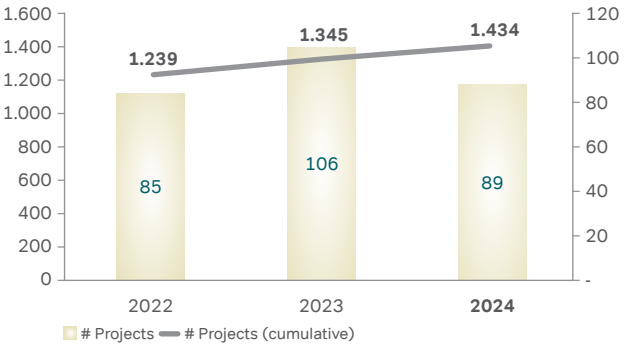
- To take a long-term business-partner approach when developing supplier relationships,
- To cultivate sustainability awareness and perceptiveness throughout our entire supplier chain.



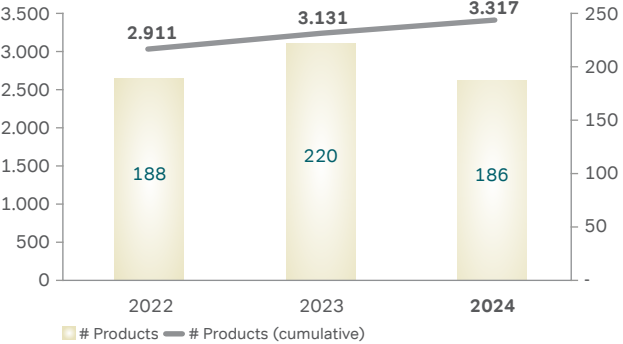


THE VALUE WE PRODUCE: 2022-2024 HIGHLIGHTS

# Reporting Projects



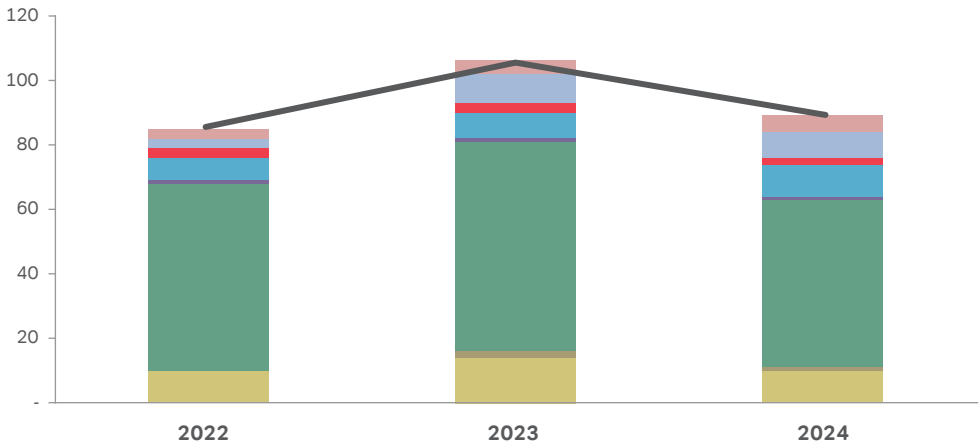
# Reporting Products



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 2024, Tayburn provided 3,317 reporting products to its customers.

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.



Integrated Annual Report	10	14	10
Integrated Report	-	2	1
Annual Report	58	65	52
Summary Annual Report	1	1	1
Sustainability Report	7	8	10
Industry Report	3	3	2
Interim Report	3	9	8
Other	3	4	5
Total	85	106	89



## INITIATIVES THAT TAYBURN SUPPORTS



### 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](http://www.tayburnkurumsal.com).

In 2023 Tayburn became one of the founding members of Küresel İlkeler Sözleşmesi İmzacıları Derneği (Global Compact Network Türkiye Association).

## 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.



### 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.

## 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.

Tayburn prepares TÜYİD's annual reports, and 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, Turkish Industry and Business 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.

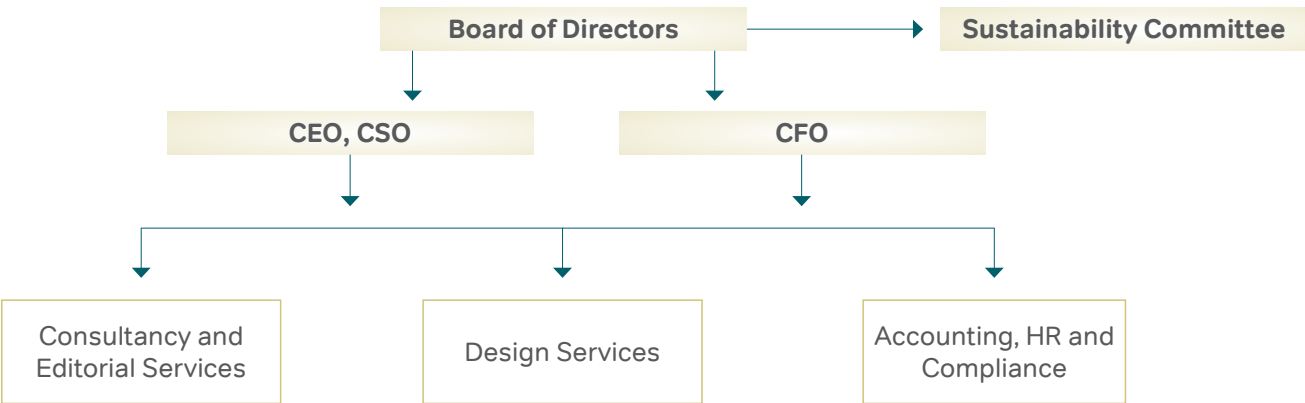
In 2011, Tayburn formed a Sustainability Committee to provide counsel and specific expertise to the Company in the field of sustainability. Ronaldo Manosa and Ediz Usman are the current members of the Sustainability Committee.

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

The Committee convened 8 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 2022-2024**  
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 believes that the only way to take advantage of the growth opportunities in the market is through employing competent human resources.

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 2022-2024**  
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 2024, 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.

**38%**  
Women ratio  
in payroll

**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.**



# 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.

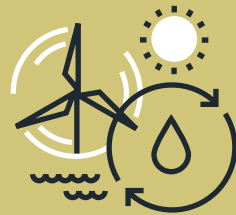
### Principle 9

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.



**Tayburn believes that by supporting actively such projects it contributes to an environmentally sound economy and world.**

#### Actions in 2022-2024

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.



**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



**Tayburn cooperates with local organizations to send paper to recycle on a regular basis.**

**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.

For 2025, 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 Office is outlined on page 30-31, and the methodology for this footprint provided in the section which follow.

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

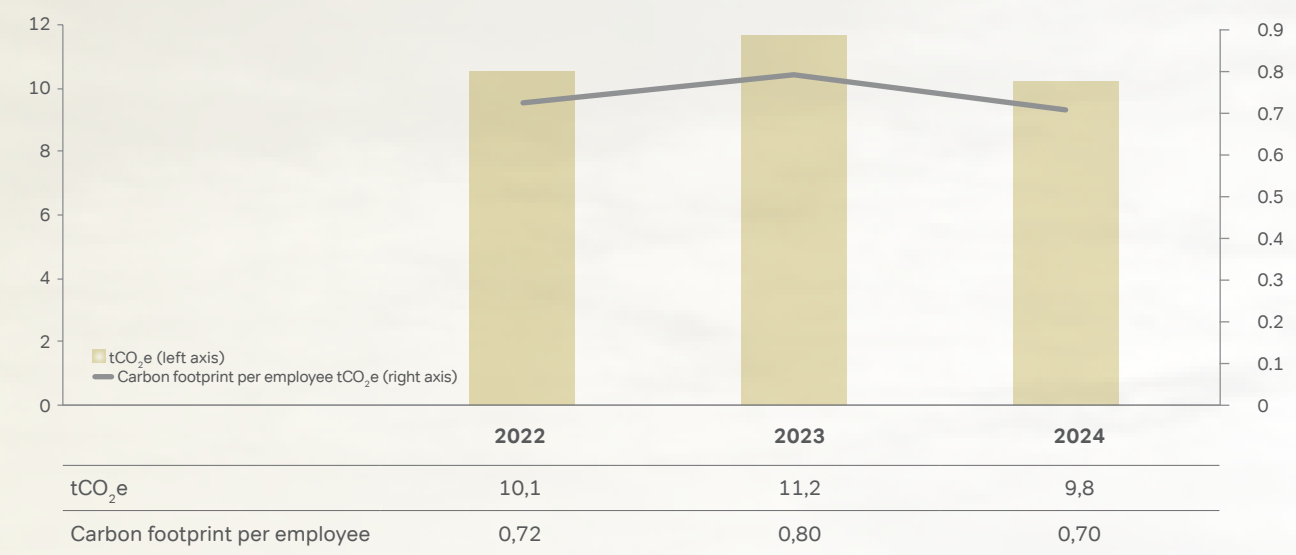
- Electricity consumption
- Natural gas consumption



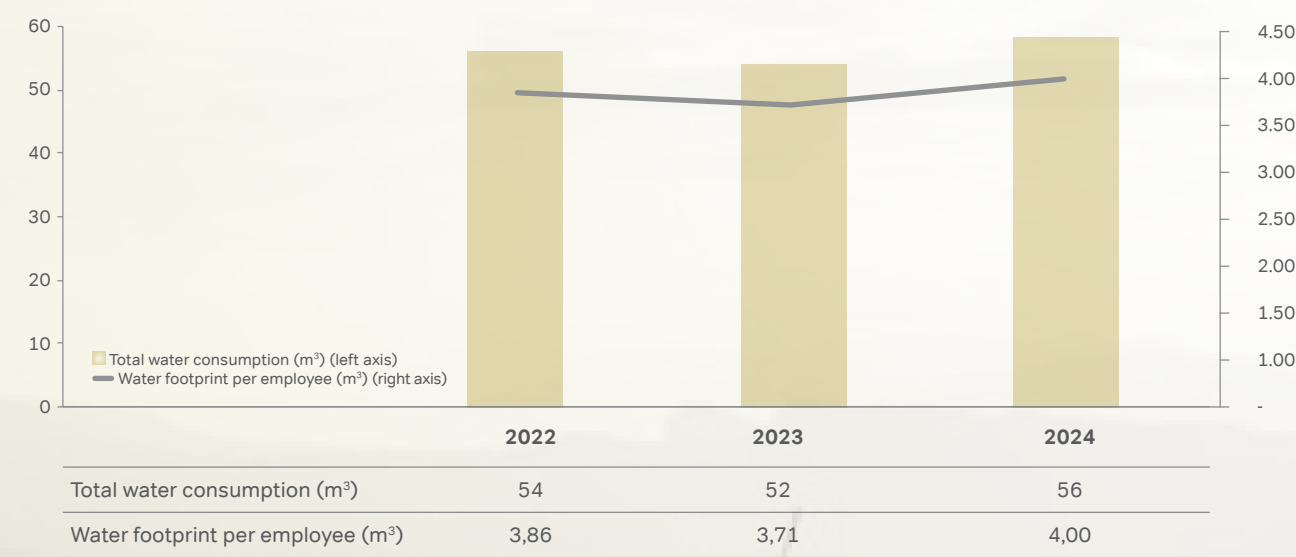


ENVIRONMENT

Total Carbon Footprint



Total Water Footprint



Breakdown of Tayburn's Carbon Emissions (Scope 1 and 2)



## 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 2022-2024

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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