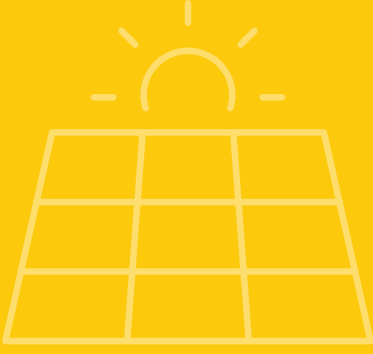


# Sustainability Report 2024



## Responsibility for the Future







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# Purpose Of The Report

As **Pireks Bakır Alaşımları Sanayi A.Ş.**, we are proud to present our first sustainability report this year, aiming to make our commitment to sustainability more visible and tangible to our stakeholders. This report not only reflects our environmental performance but also showcases our social contributions, corporate governance practices, and long-term vision for the future.

Since our establishment in 1984 as a metal recycling and manufacturing company, we have placed an environmentally responsible and resource-efficient production approach at the very core of our operations. A clear testament to this commitment is the commissioning of our 7.2 MW Solar Power Plant (SPP) in 2024, which now enables us to meet all our electricity needs from renewable sources.

The primary purpose of this report is to provide all our stakeholders, particularly our customers, with a transparent overview of the actions and progress we have made in sustainability, while demonstrating our collective efforts to build a more sustainable and livable future.

**At Pireks**, we view sustainability not solely as an environmental obligation but as an economic, ethical, and social responsibility. In this respect, we remain committed to raising our standards year after year, striving to lead by example in our industry.





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# Message From The Management

**Dear Stakeholders,**

With this report, we are not simply closing the books on a year – we are sharing a journey, a way of thinking, and a set of values that have shaped who we are.

**For 40 years**, Pireks has believed that sustainability is not just about the environment; it is about how we choose to live, work, and contribute to the world around us. **Quality, respect for people, and the value of hard work have always been the foundations of our approach.** For us, manufacturing is far more than shaping metal – it's about creating lasting value, leaving a meaningful mark, and making a real difference.

Reaching our 40th year is a proud milestone, and it reminds us once again that this mindset is the cornerstone of our identity. It's a legacy we are determined to carry forward, building on the trust and principles that brought us here.

One of the clearest examples of this commitment came with the commissioning of our 7.2 MW Solar Power Plant in 2024, a project we began in 2023. Today, all the electricity we use comes from the sky above us – a step that is not only an environmental achievement but also a symbol of the optimism we hold for the future. As always, we take each step with the long term in mind, choosing a way of working that respects both people and nature, and uses resources with care.

This first sustainability report is not about making big claims. It's about meaningful actions and sincere efforts. The numbers are important, of course, but **what matters most are the people, principles, and values** behind them.

On a personal note, I want to remember with deep respect my late father, **Baha Çakiroğlu**, the founder of Pireks, whose vision continues to guide us, and my late uncle, **Murat Karagöz**, whose integrity and wisdom have always inspired me. The respect they showed for their work and the value they placed on people remain our compass today.

To my colleagues who have been part of every step of this journey, and to all our stakeholders who have grown with us and placed their trust in Pireks thank you, sincerely.

*Ahmet Sarp Çakiroğlu*

**Chairman of the Board**







# Corporate Approach





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# About Us

Pireks Bakır Alaşımları Sanayi A.Ş. began its journey in **Istanbul in 1984** with a simple but ambitious goal – to stand out in the industry by producing with care, precision, and purpose. From the very beginning, we have believed that true value lies not only in the metals we shape, but in the way we work with respect for people, the environment, and quality.

Our expertise is in giving metals a second life. We recover copper, zinc, and lead scrap, and transform them into high-quality brass alloys that find their way into countless applications. Today, from our **24,000 m²** modern facility in the Çerkezköy Organized Industrial Zone in Tekirdağ, we operate with a production model that supports the circular economy, using 90% scrap-based raw materials.

Our portfolio is as diverse as the industries we serve – brass rods, hollow rods, profiles, and wires, each produced to meet the needs of customers in Turkey and around the world.

For us, manufacturing has never been just about output. It's about creating products that last, building relationships that endure, and being a **trusted partner** to those who rely on us. This is the standard we have upheld for **four decades** – and it's the one that will guide us into the future.







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# Vision

To lead change and add value to the industry by contributing to society as an environmentally conscious organization, grounded in social responsibility and sustainability, while prioritizing employee well-being and development through a people-centered approach.

# Mission

To provide products and services that create value for society and the environment, supported by a sustainable business model.

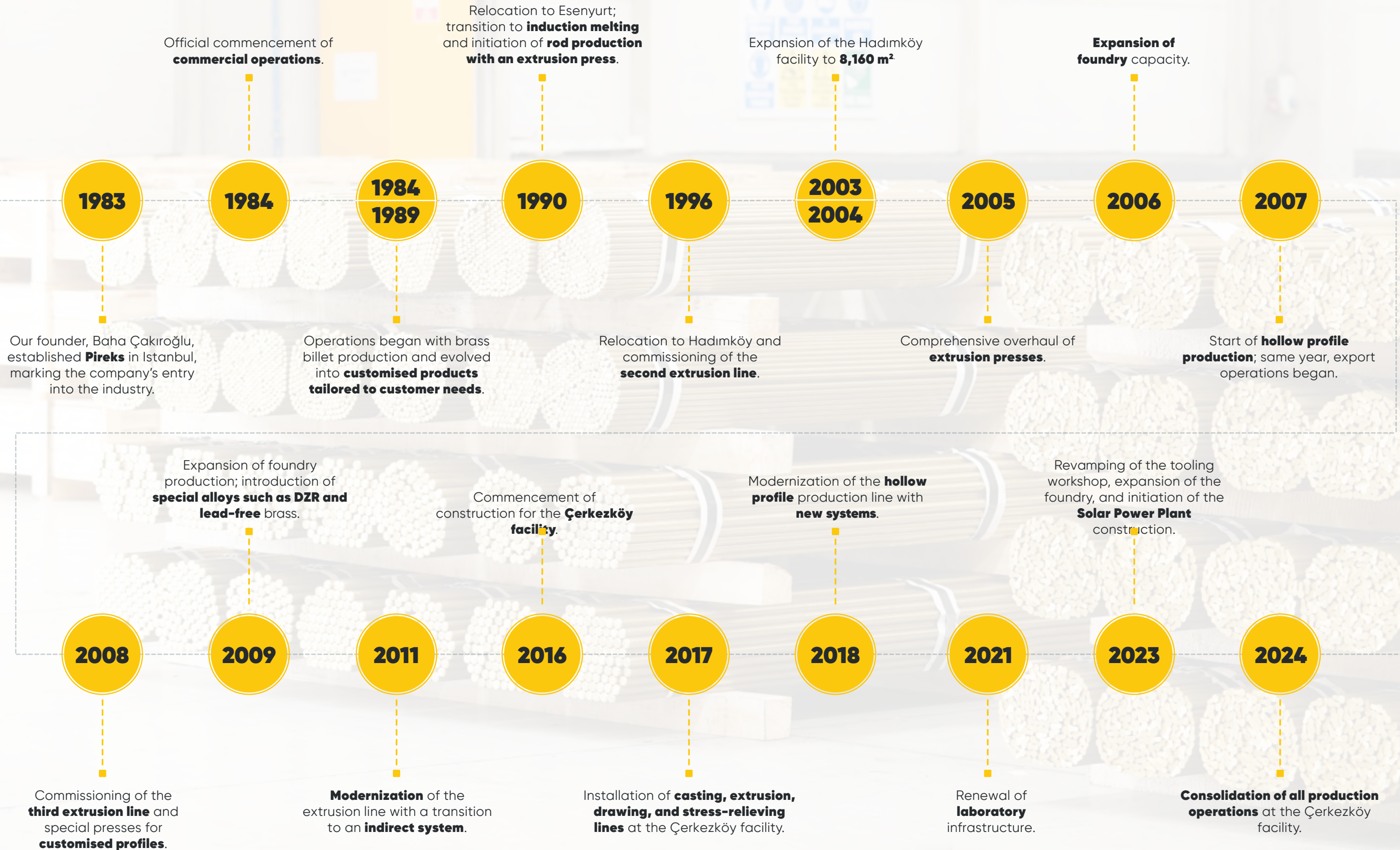
# Our Values

- Customer and employee satisfaction
- Commitment to ethical and fundamental values
- Sensitivity to people, the environment, and nature
- Uncompromising approach to quality
- Continuous improvement and development
- Following, applying, and innovating with evolving technologies
- Acting with social and community responsibility
- Developing strategies aligned with sustainable competition





# Journey From Past To Present







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# Production Strength

Production strength is defined not only by capacity, but also by flexibility, quality, and a focus on sustainability. Supported by advanced technological infrastructure and a highly skilled workforce, **Pireks** is capable of manufacturing within a wide diameter range from 2.5 mm to 110 mm, offering more than 20 different alloys and over 700 profile types tailored to the requirements of various industries.

The 24,000 m<sup>2</sup> facility in Çerkezköy houses integrated casting, extrusion, drawing, and stress-relieving lines, providing a monthly production capacity of 3,500 tons. This setup enables the efficient management of high-volume production, while also delivering flexible and precise manufacturing solutions for specific customer needs.

Powered by renewable energy sources, the production infrastructure merges environmental responsibility with operational excellence. With quality, efficiency, and accountability at the core of every process, Pireks continues to be a reliable and sustainable solution partner within the industry.



**Production Capacity**  
3,500 tons/month



**Product Range**  
700+ profiles, 20+ alloys, wide diameter range from 2.5 mm to 110 mm



**Facility Infrastructure**  
24.000 m<sup>2</sup> integrated production area





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# Corporate Awards

Metallic Stars of Export

2021  
2022  
2023  
2024



## Memberships



İSTANBUL  
SANAYİ ODASI







# Commercial Activities, Industry, And Market Share

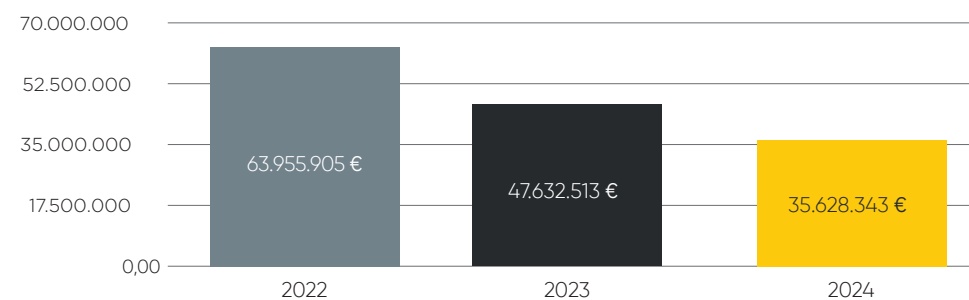
**Pireks** conducts its commercial activities with an approach that goes beyond merely supplying products, focusing instead on developing tailored solutions for markets and industries with the highest standards. The European market, in particular, sets the most stringent requirements in terms of quality expectations, process discipline, and technical precision. Our long-standing, stable partnerships in this region are a clear reflection of our manufacturing expertise and customer-focused approach.

Our products are exported to more than 20 countries, primarily **Germany, France, Italy, Sweden, Spain, Austria, Slovenia, Czechia, Slovakia, and Lithuania, along with other European nations.** In addition, selective collaborations in North America and surrounding markets extend our presence on a global scale.

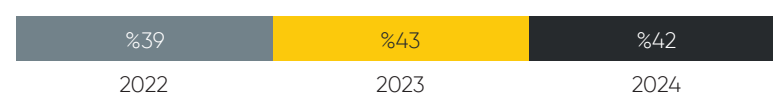
Beyond our international trade network, we stand out for our supply capabilities to domestic and international industries with high technical expectations. We provide material solutions requiring advanced engineering precision for critical application areas such as **gas systems, the lock industry, the defense industry, and the fittings sector,** positioning ourselves as a trusted partner in these industries for many years.

**Pireks** commercial philosophy is driven by quality rather than scale. Our capability to deliver high value-added solutions strengthens our market position and makes us a reliable choice for long-term business partnerships. We design our commercial activities not only to meet today's needs but also to contribute to the sustainable, high-standard industrial landscape of the future.

Annual Turnover Values (€)



Export Rate by Year







# Sustainability Approach





# Sustainability Structure

## BALANCE for the Future

Climate Change  
Water Management  
Circular Production

## RESPONSIBILITY for the Future

Occupational Health & Safety  
Ethical Values  
Performance Management & Development

## INNOVATION for the Future

Information Security  
Innovation  
Digital Transformation

### Board Of Directors

### Sustainability Committee

### Sustainability Committee Working Groups



For **Pireks**, sustainability is more than an environmental duty – it is a strategic mindset that shapes the way we do business, our governance model, and our corporate culture. Guided by our three mottos

**Balance for the Future,  
Responsibility for the Future,  
Innovation for the Future**

our sustainability structure is designed to work as an integrated and dynamic system.

Formed in 2021, this structure brings discipline to our sustainability governance, builds internal awareness, and enables us to monitor our performance effectively. It is a multi-layered, participatory model that plays a decisive role in reaching our long-term goals.

At the top level, the Board of Directors embodies our leadership's commitment to sustainability. The Sustainability Committee coordinates all related initiatives, oversees progress against strategic targets, and manages stakeholder dialogue. Throughout the year, it focuses on key priorities, monitors performance, and identifies opportunities for improvement.

Specialized working groups, operating under the committee, translate our sustainability objectives into action. These cross-functional teams connect strategic intent with operational impact, ensuring continuity and measurable results.

Across every level, we operate with transparency, accountability, and data-driven decision-making. Through monitoring and evaluation mechanisms, we track progress, pinpoint areas for development, and embed continuous improvement into our operations.

In this way, sustainability has become not just a responsibility but a defining pillar of **Pireks** identity. As we move forward, we are committed to creating meaningful impact in environmental, social, and governance (ESG) areas – taking each step toward a more sustainable and livable future.





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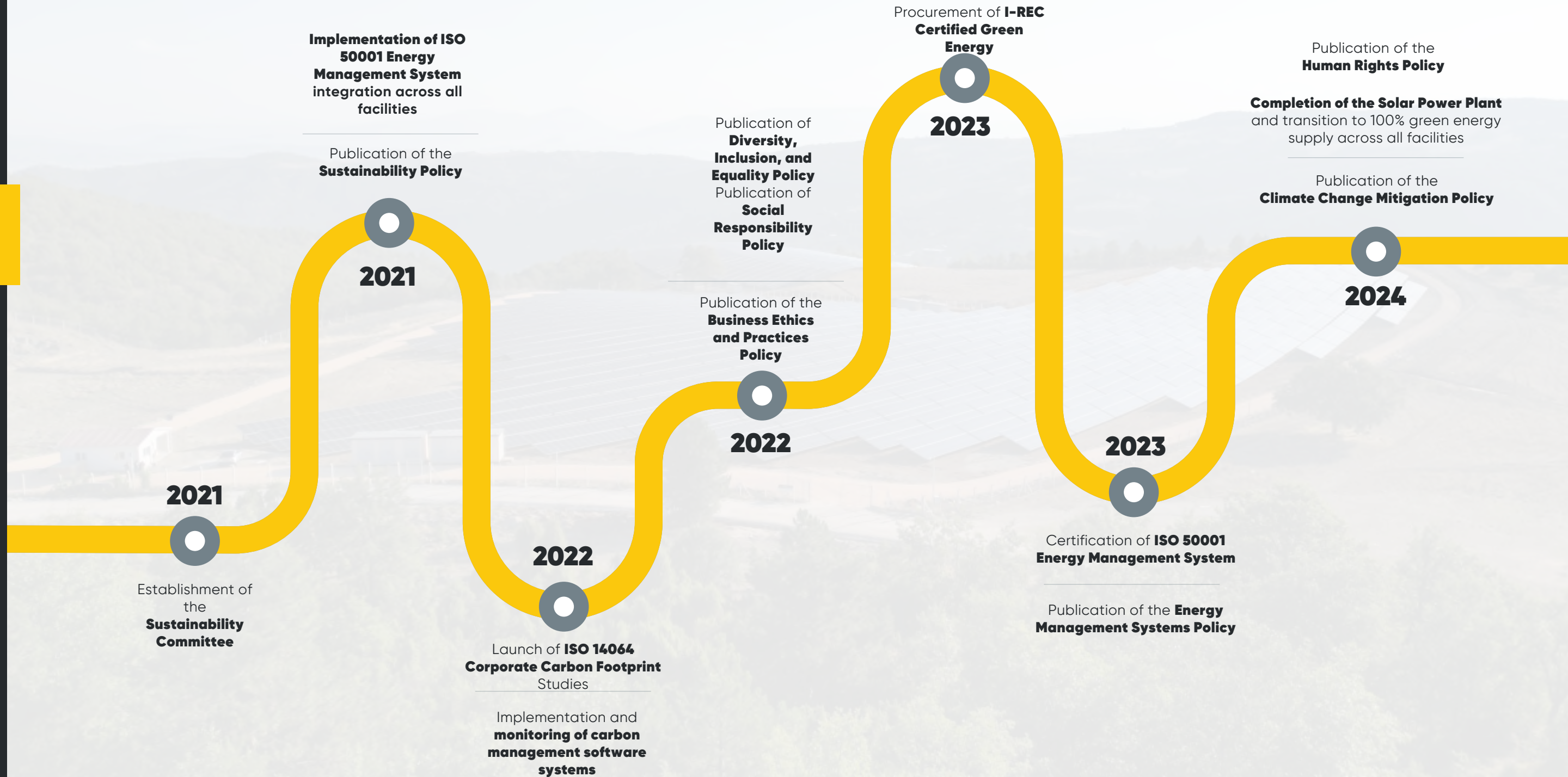
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# Our Sustainability Journey







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	Topics	Priority Levels	Target	Method	Status	Related SDG
Balance	Climate Change	High Priority	Achieve 100% renewable energy use across all production by 2030.	Commissioning of the 7.2 MW Solar Power Plant in Bilecik to fully meet our energy demand.	Completed	 
	Water Management	Low Priority	Obtain at least 10% of total water consumption from non-traditional sources.	Research on alternative water sources and recovery systems is ongoing.	Under Research	 
	Circular Production	Low Priority	Reduce hazardous and non-hazardous waste by 10% (excluding process by-products).	Investigating process improvements and technological solutions for waste reduction.	Under Research	
Responsible	Occupational Health & Safety Management	Medium Priority	Improve accident frequency rates compared to the average of the past three years.	Regular OHS trainings, behaviour-based observations, root cause analysis, risk reporting systems, and continuous improvement with OHS representatives.	Ongoing	  
	Social Responsibility	High Priority	Implement at least one social responsibility project each year addressing one of our priority SDGs.	Conduct local needs assessments, design projects with employee volunteering, and collaborate with CSOs and local authorities.	In Planning	
	Competence Development	Medium Priority	Implement training plans for all employees that support both technical and personal development.	Annual training calendar, in-house trainer programs, and external training resources.	Ongoing	
Innovation	Digitalisation	Medium Priority	Enhance digitalisation in production and management processes to foster a data-driven decision-making culture.	ERP integration, digital monitoring of production data, and transition of documentation to digital platforms.	Ongoing	  
	Innovation	Medium Priority	Increase production efficiency and energy performance through equipment upgrades.	Improve machinery using in-house engineering capabilities, shorten process times, and reduce energy consumption.	In Progress	
	People & Technology	Medium Priority	Support employee development through training and investments in digital infrastructure.	Establish training systems, develop ERP modules, and improve internal communication and data management infrastructure.	In Progress	

# Net Zero 2030 Sustainability Strategy

Sustainability is not a checkbox on our agenda – it is the foundation upon which we build every decision, every process, and every relationship. It is the language we speak when shaping the future.

We stand on three guiding principles: Balance for the Future. Responsibility for the Future. Innovation for the Future.

These are not slogans. They are the compass points that direct our actions and the promises we make to future generations.

We choose to measure success not only in what we produce, but in the positive change we create. Our responsibility extends beyond managing environmental impact – it reaches into the heart of society, into the well-being of our people, and into the integrity of our governance.

We act with the awareness that true progress harmonizes economic strength, environmental stewardship, and social value. This is why our path is aligned with the United Nations Sustainable Development Goals, ensuring that every step we take locally contributes to a greater, global good.

We commit to: Protecting the planet by reducing our footprint and championing renewable energy. Empowering people through a safe, inclusive, and growth-oriented workplace. Leading with integrity by

ensuring transparency, ethics, and accountability in all we do.

For us, sustainability is not an endpoint – it is a living mindset, one that evolves, adapts, and grows. It is about using today’s resources with care, knowing they belong equally to tomorrow.

Every action, every innovation, every choice we make is a step toward a more balanced tomorrow, a stronger society, and a future where progress and responsibility walk hand in hand.







# Stakeholder Groups And Communication Platforms

At the heart of our sustainability approach lies open, participatory, and long-term engagement with our stakeholders. Across all areas of our operations, we are committed not only to creating economic value but also to assuming environmental responsibility, enhancing social contribution, and upholding strong governance principles.

This commitment spans a wide network of stakeholders – from employees to customers, from suppliers to local communities, and from public institutions to universities – with whom we maintain continuous and constructive dialogue.

In developing and implementing our sustainability strategy, we systematically gather, analyse, and integrate stakeholder views, expectations, and needs into our decision-making processes. This participatory approach enables us to create more inclusive and resilient policies, while making our way of doing business more adaptable to change.

Such an approach forms the foundation of our responsible production culture, ethical values, and environmental performance, while reinforcing our principles of corporate transparency and accountability. In our strategic decisions, we take into account not only the needs of today but also the expectations of future generations, aiming to create a positive impact throughout our value chain.

We believe that genuine sustainability can only be achieved through open and continuous dialogue with all stakeholders. For this reason, our corporate communication is not limited to providing information – we actively listen, viewing every piece of feedback as a valuable guide in shaping our future.



## Employees

Internal surveys, training programs, internal communication boards, intranet systems, and regular briefing meetings to gather input and contributions.



## Customers

Quality feedback mechanisms, satisfaction surveys, site visits, and one-on-one meetings to build long-term business partnerships



## Suppliers

Sustainable procurement practices, ethical principle declarations, regular audits, and performance evaluation processes.



## Public Institutions & Local Authorities

Legal notifications, audit processes, regulatory compliance activities, and official meetings.



## Civil Society Organisations & Industry Associations

Joint projects, sectoral platforms, and collaborations in the field of sustainability.

## Universities



Collaborations to benefit from scientific expertise, support research and development activities, and build connections with young talent.





# Stakeholder Prioritisation Analysis

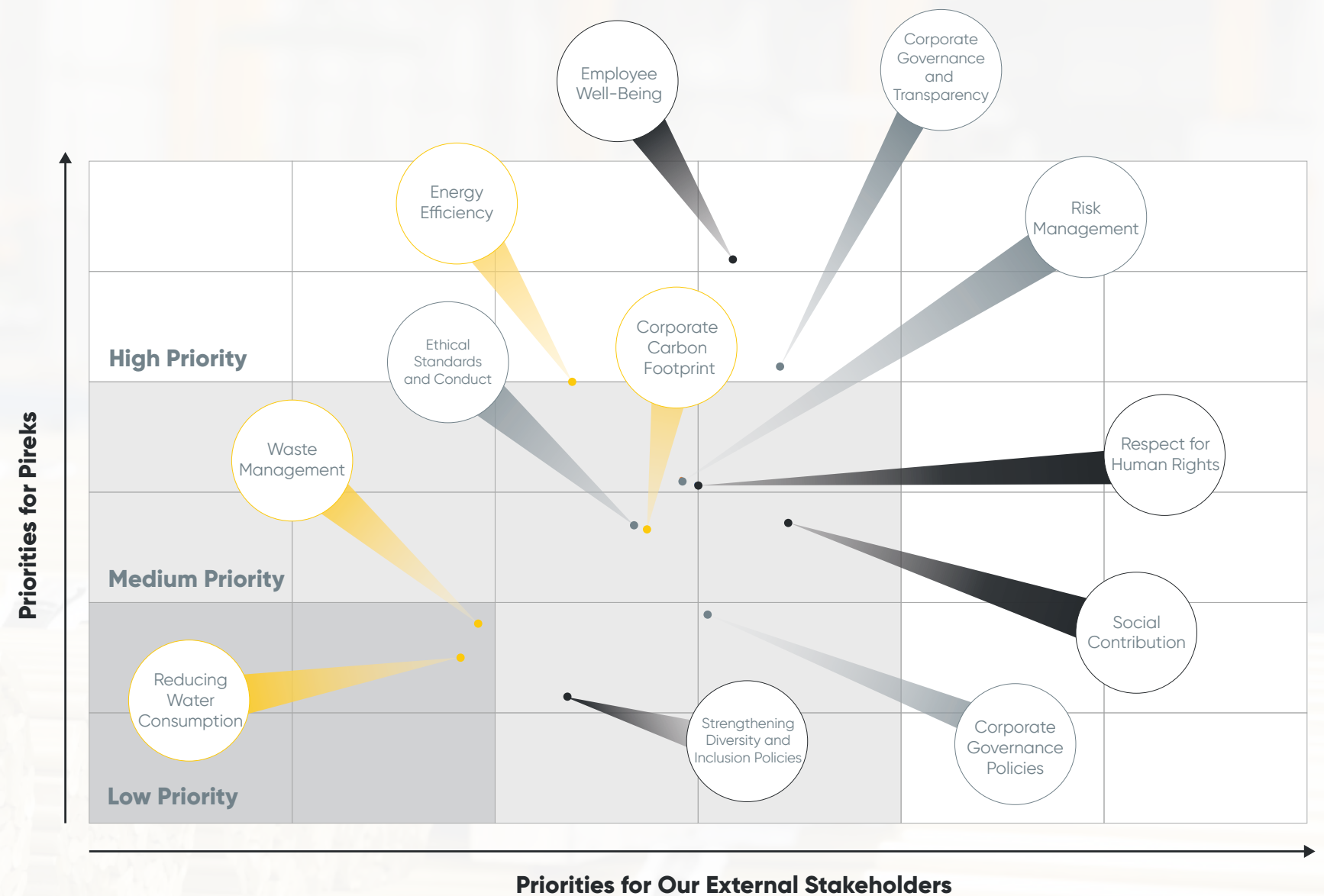
In preparing our first report to guide our sustainability efforts, our aim was not only to reflect on past performance but also to clearly identify the areas we should prioritise in the future. To this end, we conducted a prioritisation analysis incorporating the views of both our internal and external stakeholders.

Through surveys and evaluations, we determined the relative importance of various topics based on Pireks' operational impacts and the expectations of our stakeholders. This analysis provided us with a clear understanding of which areas require greater focus within our sustainability strategy.

The results identified three levels of priority:

- **High-priority topics** – The most critical areas for both the long-term success of the company and the fulfilment of stakeholder expectations. These topics are embedded at the core of our strategy and will remain a central focus of our operations.
- **Medium-priority topics** – Areas that present opportunities for improvement and where monitoring and enhancement activities are ongoing.
- **Low-priority topics** – Areas with relatively limited operational impact, but which are still addressed as part of our environmental and social responsibility commitments.

This structured approach ensures that our resources and efforts are directed toward the issues that matter most – creating the greatest value for our stakeholders while supporting the long-term resilience of our business.







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# Policies Aligned With Sustainability

Our sustainability approach is supported by principles and practices adopted across the organisation and embedded into our corporate policies. Environmental, social, and governance (ESG) activities are framed within a systematic structure shaped by our corporate values, long-term objectives, and stakeholder expectations.

From employee well-being to environmental impact management, from business ethics to diversity and inclusion, our policies are designed in alignment with the United Nations Sustainable Development Goals (SDGs). These policies form the backbone of our sustainability strategy and reinforce our commitment to creating sustainable value across all processes.

**Pireks** conducts its operations under a set of policies and strategies that guide not only our production and commercial activities but also our stakeholder relationships. Full details of these policies can be accessed through our official website.



**Climate Change** Policy



**Sustainability** Policy



**Human Rights** Policy



**Sustainable Supply Chain** Policy



**Business Ethics** Policy



**Energy Management** Policy



**Information Security** Policy



**Anti-Bribery and Corruption** Policy



**Diversity & Inclusion** Policy



**Integrated Management Systems** Policy



**Social Responsibility** Policy





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## HIGHLIGHTS OF 2024

1



### INNOVATION for the Future

Strengthened our Çerkezköy facility through targeted investments.

Relocated to our new 24,000 m<sup>2</sup> Çerkezköy facility.

Received the Metallic Stars of Export award in 2024.

Advanced our digitalisation initiatives across processes.

Launched our redesigned corporate website.

2



### BALANCE for the Future

Reduced Scope 1 and Scope 2 carbon emissions by 20%.

Commissioned our 7.2 MW Solar Power Plant.

Achieved a 5% reduction in total waste compared to the previous year.

Increased the share of secondary raw materials in production to 92%.

3



### RESPONSIBILITY for the Future

Achieved a 98% customer satisfaction rate.

Participated as a speaker at the National Copper Summit in collaboration with universities.

Reduced our ASR ratio by 27% compared to the previous year.





# Innovation For The Future





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# Innovation For The Future

Our understanding of innovation goes beyond generating new ideas; it is about turning those ideas into reality within a framework of digitalisation, innovation, quality, ethical values, and robust risk management. While continuously reshaping our organisational structure with a mindset open to improvement, we integrate digital technologies into our processes for a sustainable future, anticipating emerging risks and responding with swift and decisive actions.

For us, innovation is not limited to technological tools. It extends across the entire value chain – from decision-making mechanisms to ways of working, from employee development to stakeholder engagement. Guided by a quality-focused production approach and unwavering ethical principles, we embed innovation into our corporate culture, designing the future with responsibility.

“

We see innovation as a **vision that shapes the future, a culture defined by ethics, and a transformation strengthened** by digitalisation.

”

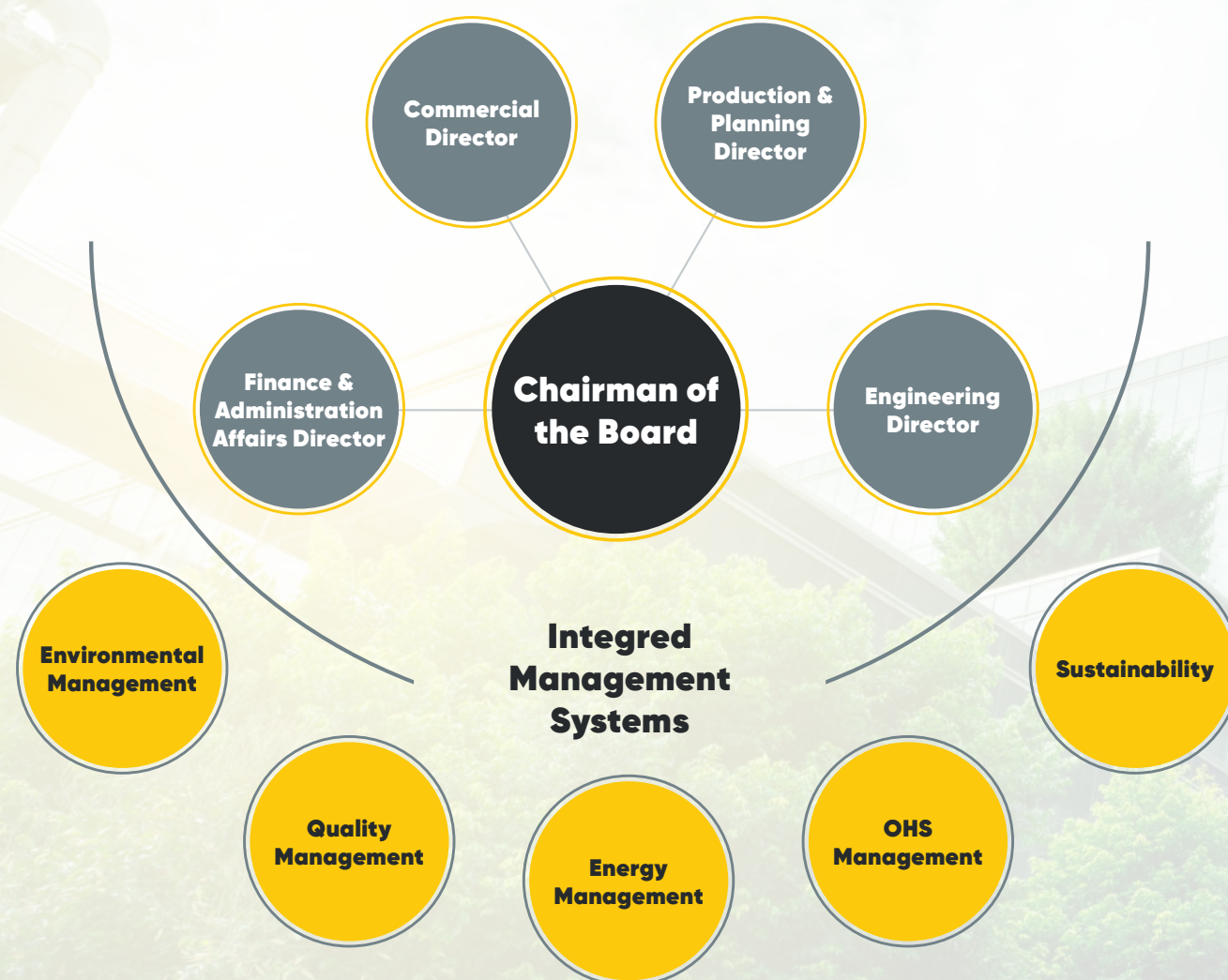




# Corporate Structure

The management of **Pireks** is carried out under the leadership of the Chairman of the Board. Each unit operates in an integrated manner, serving common goals, while our employees remain at the very heart of value creation.

With a people-centered approach, we regard occupational health and safety as a fundamental principle, and we foster a working environment built on open communication and mutual respect.



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# Risk Management

In line with our value-driven approach to sustainable growth, we manage risks and opportunities proactively. Operating in a sector that is highly sensitive to global economic fluctuations and industry-wide transformations, we encounter diverse risks and opportunities across different areas.

With this awareness, we regularly monitor both internal and external uncertainties, identify risks at an early stage, keep them under control, and focus on turning them into opportunities whenever possible. As part of our corporate risk management framework, we conduct systematic SWOT analyses and process-based risk assessments each year, transforming the findings into actionable plans.

Accordingly, we regularly review risks related to regulatory compliance, financial sustainability, operational efficiency, environmental impacts, and climate change. The key elements of our risk assessment processes include:

## • Energy management and price volatility:

Analysing the impact of energy-intensive production processes on overall costs in brass rod manufacturing.

## • Water management and sustainable resource use:

Optimising water consumption in production and exploring opportunities for conservation.

## • Regulatory compliance:

Closely monitoring environmental regulations, carbon limits, and sustainability policies.

## • Competitor analysis and industry dynamics:

Tracking developments that provide a competitive advantage and developing strategic measures.

## • Carbon emissions management:

Evaluating technological investments to reduce our carbon footprint.

## • Skilled workforce risks:

Developing strategies to attract and retain qualified talent.

## • Demand fluctuations and market contraction:

Regularly analysing economic volatility and changes in customer demand.



Our strategy is built on **foresight, adaptability, and transformation.**



Through annual SWOT analyses, we also identify opportunity areas across the sector and business units. Prominent opportunities include:

## • Product and alloy development:

Enhancing production capabilities through the development of new product forms, dimensions, and process-focused alloy optimisation that create value for customers.

## • Innovation and digital transformation:

Leveraging Industry 4.0 applications to increase efficiency.

## • Organisational agility:

Streamlining business processes to remain lean and flexible.

## • Leadership in sustainability:

Implementing environmentally friendly production processes and effective waste management policies.

These risks and opportunities are evaluated at our strategic meetings and integrated into company-wide plans. Potential impacts of identified risks are analysed, corresponding measures are defined as strategic objectives, and subsequently reflected in the target cards of relevant departments. Through our strategic management framework and individual performance system, these elements are translated into concrete action plans, systematically monitored, and regularly assessed.

This integrated approach enables us to safeguard long-term success and strengthen the sustainability of our company.





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# Ethical Values And Compliance Culture

## A Corporate Stance Built on Integrity

In all our operations, we prioritise ethical principles, regulatory compliance, and corporate responsibility.

**Transparency, honesty, and fair management** form the foundation of our business processes, while we remain mindful of not only legal but also moral obligations.

In line with this approach, in 2022 we published our **Ethics and Compliance Policy**, establishing a written and sustainable framework for an ethics-based working culture both within the company and in our external relations. Under this policy:

- Employees at all levels are expected to act ethically and avoid conflicts of interest.
- Full compliance with applicable regulations is observed in all processes, supported by regular reviews of audit and internal control mechanisms.
- Suppliers and business partners are expected to uphold the same ethical standards.
- A confidential system is in place for reporting and managing ethical violations.

## Zero Tolerance for Bribery and Corruption

Pireks applies a **zero-tolerance policy** against bribery, corruption, unlawful advantages, and all forms of unethical conduct. Accordingly:

- All employees are **obliged to act in accordance with ethical principles and legal regulations**.
- Any offer, payment, commission, or gift intended to secure improper advantage is strictly prohibited.
- Violations are subject to disciplinary processes and, where necessary, legal proceedings.

**The Ethics and Compliance Policy** we have published is not merely a document, but an integral part of our corporate culture. By embedding ethical values into the way we conduct business, we aim to strengthen stakeholder trust and safeguard our long-term corporate reputation.







# Understanding Of Quality

At Pireks, quality management is not limited to the excellence of products and services; we approach it as an integrated system aligned with the principles of sustainability. Accordingly, we structure our quality management systems in compliance with national and international standards, while also embracing a mindset that considers our environmental and social responsibilities.

Our quality policy is based on international management standards such as **ISO 9001 Quality Management System, ISO 14001 Environmental Management System, ISO 45001 Occupational Health and Safety Management System, and ISO 50001 Energy Management System.** Within this framework, we continuously improve our production processes, implement practices that minimise occupational health and safety risks, and reduce environmental impacts. To ensure the safety and environmental friendliness of our products, we fully comply with **RoHS and REACH regulations**, limiting the use of substances harmful to human health and the environment, thereby strengthening our sustainable and safe production approach.

One of the key elements of our quality management processes is ensuring product reliability and full compliance with regulations. In this regard, certification and documentation processes are carried out meticulously. Product safety and user health are prioritised through transparent communication with stakeholders, supported by **Safety Data Sheets (SDS).**

In 2024, we made significant investments to further strengthen our quality infrastructure. Our laboratory was relocated to a larger, modern facility, expanding our testing capacity. State-of-the-art equipment was added to support sample preparation processes, enabling quality control steps to be conducted faster, more reliably, and with greater precision.

Through this holistic approach, Pireks remains committed to sustainable quality management principles, embracing innovative and environmentally friendly production practices, and continuing to provide stakeholders with reliable, long-term solutions.

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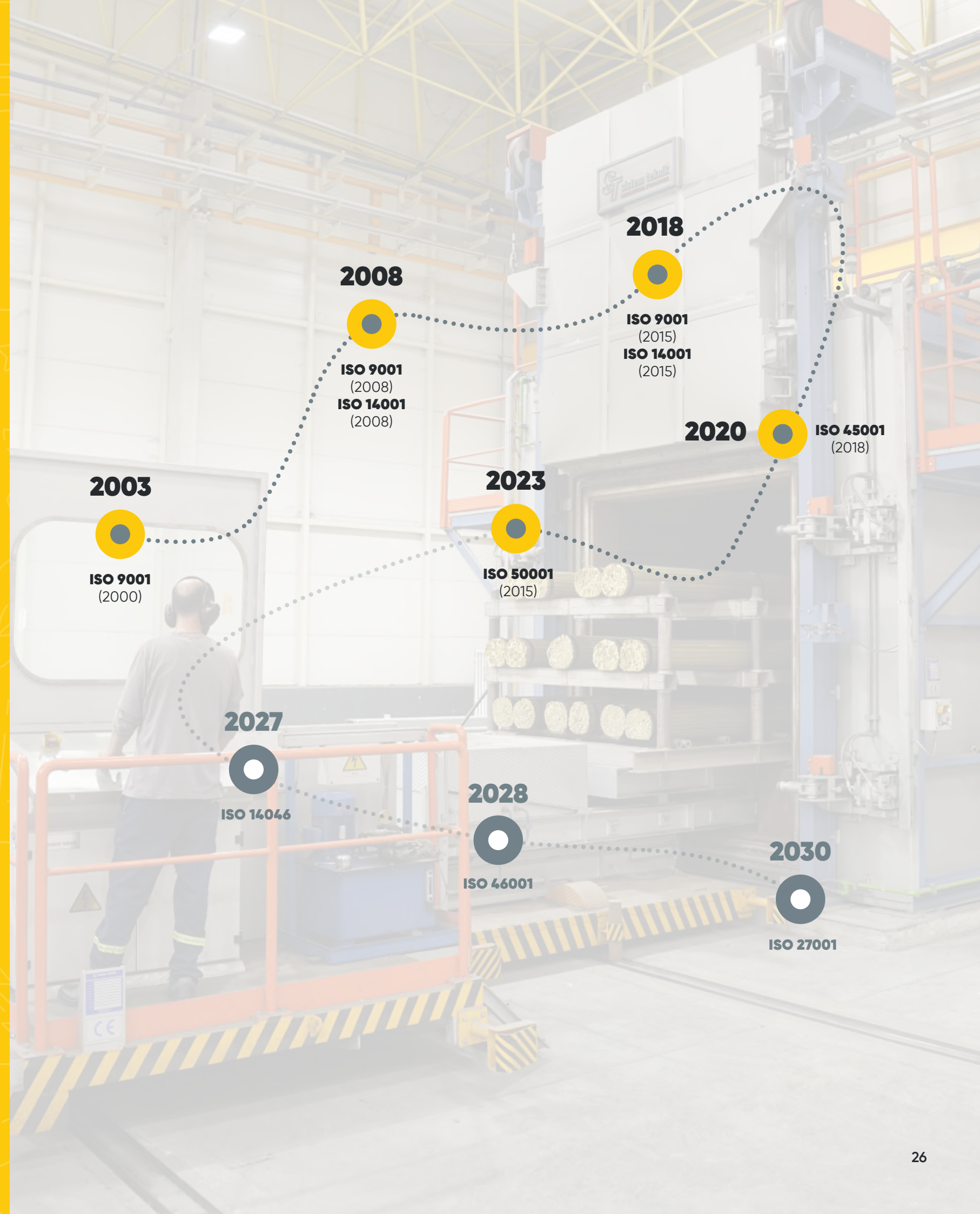
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# Investment and Innovation Approach Deepened by Technology

“

Preparing for the future is the **core motivation behind our strategic investments.**

”

Pireks combined its nearly 40 years of industrial experience with its agile organizational structure and engineering expertise, and in 2024 successfully relocated its production operations from Istanbul Hadımköy to its new facility in Çerkezköy Organized Industrial Zone.

During this relocation process, all of the main production machinery – including melting furnaces (foundry), extrusion lines (presses), and rod drawing lines – were dismantled using internal resources, reinstalled in the new facility, and successfully commissioned. All planning, implementation, and commissioning activities were carried out by in-house technical teams, with minimal reliance on external contractors.

The entire mechanical, electrical, and construction preparations required for the new facility's production infrastructure were completed in advance to ensure production continuity. In addition, special overhead crane investments were made for each production department, ensuring safe and efficient placement of the relocated lines.

The relocation was not limited to physical change; the human resources structure was also strengthened in parallel with this transformation. In 2024, a qualified workforce for the new facility was carefully established, new team members were trained through line-specific practical programs, and all production lines were made fully operational.

This comprehensive relocation and restructuring process was accomplished largely with internal resources, without heavy reliance on external contractors. It stands as a successful example of transformation where resource efficiency, operational excellence, and institutional competence were harmoniously integrated in line with sustainability principles.

## Toolshop Investment: Gaining Strategic Independence and Competence

In 2024, Pireks established its own toolshop with the aim of reducing external dependency in die production and increasing sustainability across its manufacturing processes.

In its precision-driven profile production processes, the supply of hot and cold dies holds strategic importance. Recognizing this, Pireks implemented a comprehensive investment plan to minimize the use of external resources in die production, with all machinery and equipment investments financed through its own resources.

The newly established toolshop infrastructure has been designed not only for the production of hot and cold forming dies but also for the in-house manufacturing of special tools and equipment used in tube production. This investment has strengthened vertical integration across the production chain, reduced supply risks, and optimized both time and cost management.

The toolshop project has also been a major milestone in terms of **human capital** development. Specialized technical personnel have been recruited, and new colleagues have been supported with process-oriented training programs.

With the commissioning of the toolshop:

- **Environmental impact** has been reduced, with transportation and supply-related carbon emissions minimized.
- The share of local production has increased, building a more resilient industrial structure.
- Knowledge and **technical expertise** have been internalized, reinforcing institutional capacity.

Through this investment, Pireks has not only strengthened its production capabilities but also reinforced its environmental and social responsibilities, fully aligned with its long-term sustainability objectives.





# Innovation-Oriented Process Development

## Resource Efficiency in Action: Expanding Capacity and Reducing Energy Use in Extrusion.

In 2024, Pireks took a significant step toward combining efficiency with sustainability by upgrading one of its extrusion press lines. The transformation was designed to boost output while lowering environmental impact, reflecting our long-term commitment to smarter production.

An extrusion line previously used for tube manufacturing was re-engineered into a higher-capacity system. This complex transition was fully managed and implemented by our own engineering team, showcasing the strength of our internal expertise.

The upgrade delivered measurable results:

- **25% increase** in production capacity
- **Noticeable reduction** in scrap rates
- **Lower energy consumption** per unit produced

This achievement means that we now produce more with fewer resources, turning efficiency gains directly into progress toward our **sustainability goals**.

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# Product Diversity and Customer-Centric R&D Approach

Pireks combines **advanced engineering with flexible manufacturing capabilities** to deliver tailored solutions across a wide range of industries. Today, our portfolio includes over 20 copper alloys and more than 700 profile types, alongside customized tube designs developed to meet specific customer needs.

Driven by growing demand over the years, our product range continues to evolve dynamically. Both in profiles and tubes, we carry out project-based R&D activities that focus on **alloy selection, geometry design, and process adaptations tailored to application**-specific requirements.

Our approach includes:

- Selecting the most suitable alloy based on the **chemical, thermal, and mechanical conditions** of the application environment
- Designing **custom profile and tube geometries** to match customer needs
- Modifying existing production lines when necessary to accommodate unique specifications

All these processes are conducted in close **technical collaboration with customers**, ensuring that every project is addressed with a bespoke solution mindset. By moving beyond standard product concepts, we develop high-quality, durable, and sustainable solutions that directly enhance our customers' operations.

With this approach, Pireks is not only a manufacturer but also a **strategic partner**, offering innovation-driven and flexible production capabilities that create long-term value for its stakeholders.







# Operational Excellence Empowered by Digitalization

## Data-Driven, Sustainable, Integrated Approach

At Pireks, digitalization is not viewed merely as a technology investment but as a strategic tool to reduce environmental impact, optimize resource efficiency, and enhance operational processes. Through **digital solutions**, we are transforming the way we work—building operations that are more transparent, measurable, and aligned with a low-carbon future.

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With Digitalization, **We Are Writing the Codes of Sustainability.**

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## Smart Transformation in Business Processes

By upgrading our ERP system, inventory and warehouse management have become **fully traceable** in digital platforms. In human resources, a newly implemented module now enables digital management of employee records, training programs, leave processes, and performance reporting.

## Tracking Our Carbon Footprint Digitally

Using cloud-based digital tools, we measure and report our operational carbon emissions in line with international standards. Fast and accurate data flow allows us to monitor **sustainability performance** on a continuous basis.

## Enhanced Accessibility Through a Renewed Website

At the end of 2024, we launched our redesigned corporate website, simplifying access to technical product information. With a **user-friendly interface**, we also provide digital technical guides that extend product lifecycles and support repair and recycling processes.

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# Balance For The Future





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# Balance For The Future

With our principle of “Balance for the Future,” we consider environmental responsibility as an integral part of all our business processes. We conduct our activities in harmony with nature, guided by a balance-oriented approach that aims to preserve natural resources for future generations. Beyond legal requirements, we continuously monitor, measure, and improve our environmental impact in line with international standards, global trends, and stakeholder expectations.

This approach, which forms the foundation of our sustainability goals, enables us to implement practices that strengthen environmental compliance and drive responsible transformation across all areas.

**With the principle of “Balance for the Future,” we place sustainable production at the core of our operations and manage our environmental impact responsibly throughout our entire value chain, supported by pioneering practices and strong collaborations.**





# Combating and Adapting to Climate Change

In recent years, rising global temperatures have made the impacts of the climate crisis increasingly visible and tangible. The year 2023 was recorded as the hottest year since the industrial revolution, with average global temperatures surpassing the 1.5°C threshold for the first time. Scientific reports and assessments by official institutions clearly indicate that without urgent and decisive action, the negative consequences of climate change will intensify further.

At this point, the industrial sector plays a dual role: as a significant part of the problem but also as a key driver in transitioning toward a low-carbon and environmentally responsible economy. At Pireks, we approach the threats posed by the climate crisis not only as an environmental concern but also as a matter directly impacting our business continuity, competitiveness, and social responsibility.

Guided by our principles of **“Balance for the Future,”** **“Responsibility for the Future,”** and **“Innovation for the Future,”** we:

- Transform our operations to minimize our carbon footprint,
- Increase energy efficiency and expand the use of clean and alternative energy sources,
- Integrate circular economy principles into our processes,
- Develop climate-friendly products and solutions across their entire lifecycle.

Increasingly stringent international climate policies and regulations are making the transition to a low-carbon economy inevitable for industry. In this context, we closely monitor developments such as the European Green Deal and the EU Carbon Border Adjustment Mechanism (CBAM), regularly analyzing their potential impacts on our business. We also cooperate with public institutions and contribute actively to the transformation of our industry.

We are committed to reducing our Scope 1 and Scope 2 emissions by 30% by 2030, while also working towards securing 75% of our energy consumption from renewable sources. All efforts in this area are coordinated by the Pireks Sustainability Committee and regularly reported to our Board of Directors.

Our aim is not only to contribute to a low-carbon future within our own sector but also to engage our supply chain and business partners in this journey. At the same time, we go beyond simply doing our part: we strive to set an example through pioneering practices and continue to play a leading role in the industrial transition toward sustainability.

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# Greenhouse Gas Management

## Taking Ownership of Carbon Management Today, Securing Tomorrow

As an energy-intensive industrial company, we acknowledge our clear responsibility in addressing the climate crisis. While we are not yet subject to the current **Regulation on Monitoring of Greenhouse Gas Emissions** in Türkiye, we proactively prepare our processes to ensure full compliance with future frameworks. For Pireks, carbon management is not a regulatory obligation to be met, but a strategic commitment to safeguard long-term resilience.

## European Green Deal Compliance: Safeguarding Export Competitiveness

Although the **EU Carbon Border Adjustment Mechanism (CBAM)** has not yet encompassed our operations, we recognize that our export competitiveness is increasingly tied to such measures. Accordingly, we are aligning all carbon management practices with CBAM requirements, positioning ourselves not only to comply but to remain a trusted and future-ready partner in sustainable global trade.

## Data-Driven Emission Management with ISO 14064-1

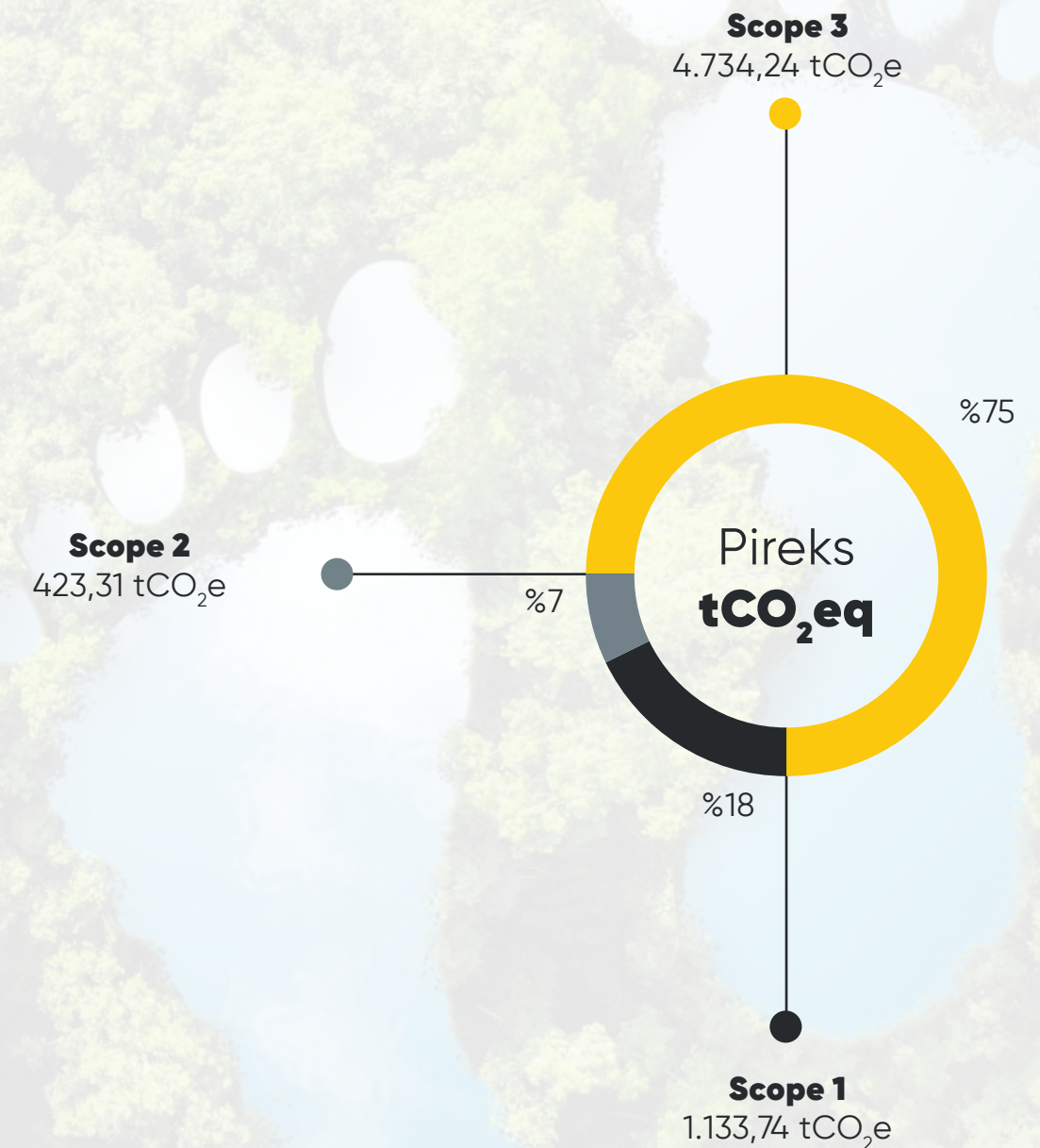
Since 2021, we have operated a structured greenhouse gas management system, with 2022 defined as our base year. Emissions are calculated in line with ISO 14064-1, and monitored through dedicated digital software platforms. This enables us to measure, analyze, and integrate Scope 1, Scope 2, and Scope 3 emissions directly into our strategic decision-making—ensuring precision, transparency, and accountability.

## Product-Level Carbon Intensity: Accountability for Every Ton

We systematically calculate the carbon intensity of our brass bars on a per-ton basis. This rigorous approach enhances transparency, identifies opportunities for efficiency improvements, and accelerates our **transition to low-carbon production**. As a result, between 2022 and 2024, the carbon footprint per ton of product was reduced by an impressive **61%**—a testament to the effectiveness of our sustainability-driven transformation.

## A Firm Commitment to the Low-Carbon Economy

At Pireks, we regard the transition to a low-carbon economy not as an option, but as an imperative. We continue to invest in energy efficiency, advanced technologies, and responsible sourcing across our supply chain. More than adapting to global change, we are determined to set an example within our industry—demonstrating leadership in shaping a sustainable, **low-carbon future**.







# Energy Management

**Efficient use of resources is not only an environmental responsibility but also an essential prerequisite for sustainable production.**

Energy efficiency and renewable energy use form the foundation of our sustainability strategy. To minimize the environmental impact of our energy-intensive production processes, we establish systems that deliver high efficiency with low consumption and continuously improve our operations through targeted upgrades.

We regard energy management not merely as a regulatory obligation but as a **strategic opportunity for sustainability**. Within the framework of **ISO 50001**, all our activities are carried out with a systematic approach, reinforced by measurement, analysis, and technology-driven solutions. Each year, both internal and independent audits are conducted meticulously, enabling us to identify opportunities and implement new initiatives.

We closely monitor the consumption of electricity, natural gas, and other energy sources while implementing multiple projects aimed at reducing energy intensity. Energy audits and improvement works are carried out entirely by our in-house energy team, led by certified auditors and supported with advanced measurement equipment.

Our energy management approach is guided by **low-carbon production, waste heat utilization, and innovative energy solutions**. This enables us to minimize environmental impacts while ensuring the efficient use of resources across every stage of our value chain.

In 2024, we achieved a **24% reduction in total energy consumption** compared to the previous year. This success is not solely a result of lower production volumes but also the direct outcome of energy efficiency projects systematically implemented across our operations. At every stage of production, we prioritize energy savings and environmentally friendly technologies.

Currently, **61% of our total energy consumption comes from electricity and 39% from natural gas**. We aim to reduce overall energy consumption by at least 2% annually. To achieve this, we are investing in energy-efficient equipment, process improvements, and dedicated energy-saving projects—all financed through our own resources. Starting from 2025, we also plan to participate in the Ministry of Energy's VAP support programs.

Energy efficiency principles are applied throughout the entire value chain—from procurement to end use—and projects are systematically executed by our Energy Management Unit.

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## Sun Powered **Brass Excellence**

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Fully aware of our global responsibility to reduce industrial carbon emissions, we are taking decisive steps to reduce fossil fuel dependency and integrate renewable energy into our processes.

The most tangible example of this commitment is our **Solar Power Plant (SPP)**, commissioned in 2024, which now allows us to meet **100% of our electricity** demand from renewable energy sources.

Designed and implemented in a short timeframe with meticulous planning, this facility not only meets today's energy needs but also provides a sustainable foundation for the growing energy demands of tomorrow. Through this investment, we reduce our **carbon footprint** while also enhancing environmental performance by promoting **clean energy use**.

We proudly stand as an industrial company that brings together clean energy and the **excellence of brass manufacturing**:

Energy Consumption	Unit	2022	2023	2024
Electricity Consumption – Grid	MWh	13.189,72	6.399,52	1.544,63
Renewable Electricity Consumption (I-REC)	MWh	0	4.468,31	6.467,04
Renewable Electricity Generation (SPP)	MWh	0	0	8.396,37
Total Electricity Consumption	MWh	13.189,72	10.867,83	8.011,67
Natural Gas Consumption	MWh	8.017,43	6.619,77	5.145,53
Total Energy Consumption	MWh	21.207,15	17.487,60	13.157,20
Energy Intensity	kWh/Euro	0,332	0,367	0,369

**In line with our commitment to the efficient use of resources and the reduction of environmental impacts, we have implemented systemic improvements aimed at lowering energy consumption in our production processes. Through process-based analyses, energy-intensive areas were identified, and targeted improvement actions have been put into practice.**

## Energy Efficiency Projects and Tangible Gains (2024)

### **IE3 Motors for Higher Efficiency: Press Line Optimization**

The main motors of our extrusion press line were replaced with IE3 high-efficiency motors and idle cycles were optimized.

This improvement has enabled energy savings in a continuously operating system, while the integration of higher-efficiency motors has significantly enhanced overall system performance.

Annual Energy Savings: **228.293 kWh**

Annual CO<sub>2</sub> Reduction: **100.91 tons**

### **Annealing Furnace Insulation: 16% Reduction in Natural Gas Consumption**

Our 30-meter-long natural gas-powered billet annealing furnace was comprehensively re-insulated by the Pireks maintenance team, reducing natural gas consumption per ton by 16%.

Annual Natural Gas Savings: **583.923 kWh**

Annual CO<sub>2</sub> Reduction: **118.05 tons**





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# Emission Management

**At Pireks, we address air emissions from our operations not merely as a regulatory requirement but as a core element of our environmental responsibility.**

To minimize the environmental impact of emissions generated during production, we implement modern systems and practices designed to reduce particle release and protect air quality.

In line with our commitment to transparent and accountable management, all pollutant gas emissions are regularly measured in compliance with the guidelines set by the Ministry of Environment, Urbanization, and Climate Change. Results are reported to official platforms and closely monitored. These data form the basis for the continuous improvement of our environmental performance. Supported by advanced technologies, we consistently implement corrective actions to reduce our impact on air quality.

Air Pollutant Emissions	Unit	2022	2023	2024
Dust (PM)	ton	0,5696	0,3535	0,1781
SOx	ton	7,2877	0,0628	0,0412
NOx	ton	1,7717	4,1657	0,136
VOC	ton	0,00132	0,067	0,0111







# Recycling and Waste Management Approach

In a world where natural resources are being depleted at an accelerating pace, production at Pireks is reshaped through the power of recycling, with a **92% share of secondary raw materials** contributing to a more sustainable future.

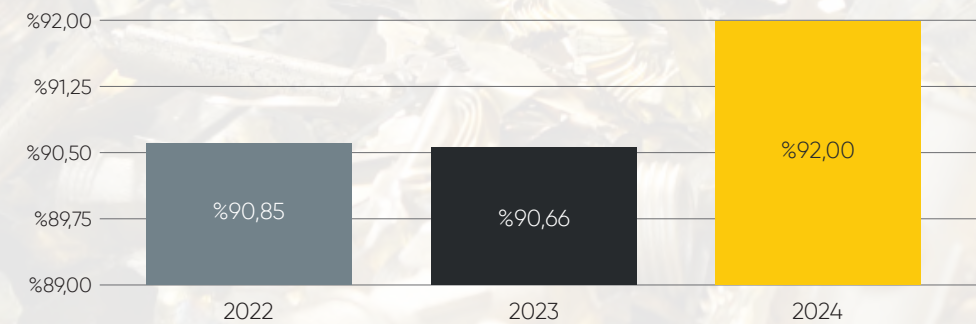
Copper and its alloys—the key inputs of our industry—are finite resources. Their preservation is seen not only as an operational necessity but as a **core principle of sustainable production**. With its unique ability to be recycled indefinitely without loss of quality, copper stands as a **strategic material** serving global sustainability goals.

End-of-life products and production scrap are carefully segregated and reprocessed within our facilities, ensuring they re-enter the recycling chain and create both economic and environmental value.

## The Power of Recovery in Production

Using scrap copper, brass scrap, and other recovered raw materials reduces reliance on virgin resources while lowering embedded carbon emissions. Achieving a **92% utilization rate of secondary raw materials** is clear evidence that environmental responsibility is deeply embedded into our production strategy.

Collaboration with sustainability-driven suppliers further helps reduce Scope 3 emissions, creating a value chain where environmental impact is minimized collectively.



Secondary Raw Materials Rate (%)

## Zero Waste

**Zero Waste Management System**, certified by the Ministry of Environment, Urbanization, and Climate Change, has been fully established and implemented.

Within this system, packaging, paper, plastic, glass, and other non-hazardous wastes from offices, social spaces, and non-production areas are separated at the source and directed into recycling processes.

The Zero Waste approach is built upon three key objectives:

- **Preventing waste generation,**
- **Maximizing recovery,**
- **Enhancing resource efficiency and eliminating wastefulness.**

Continuous training and awareness programs ensure that this approach becomes a natural part of the corporate culture.







# Hazardous and Non-Hazardous Waste Management

Proper waste management is one of the cornerstones of sustainability.

All hazardous and non-hazardous wastes generated during production are handled in full compliance with environmental legislation. These are securely stored in licensed temporary storage areas and then delivered exclusively to authorized recycling and disposal companies.

Recycling and waste management are not treated as operational formalities but as an **inseparable part of environmental responsibility**. Protecting natural resources, implementing safe and responsible waste practices, and advancing sustainability awareness across the industry will remain top priorities in the years ahead.

	Unit	2022	2023	2024
Hazardous Waste	ton	124,479	128,957	92,742
Non-Hazardous Waste	ton	1.073,894	735,690	427,864
Total Waste	ton	1.198,37	864,65	520,61

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“We transform waste into resources.  
**We build the future today.”**

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# Water Management

The amount of water used in production processes is carefully monitored, with continuous improvement efforts aimed at ensuring this vital resource is consumed efficiently. Water is recognized not only as an essential input for manufacturing but also as a **critical element for ecosystem** balance and public health.

With climate change, rapid population growth, and increasing industrial activity placing mounting pressure on freshwater resources, the conservation and responsible use of water remain **central to our environmental strategy**. Sustainable water management is therefore a cornerstone of our efforts to safeguard natural resources for future generations.

A systematic approach is applied to track water consumption annually, both in total volume and per-unit production intensity. In 2024, total water consumption reached **14,951 m<sup>3</sup>**, representing an increase compared to previous years. This rise was partly driven by technical changes in production and additional water demand from specific processes. In response, new efficiency-focused practices and recovery initiatives have been launched to reduce water consumption per unit of product.

Through integration with the Çerkezköy Organized Industrial Zone (ÇOSB) infrastructure, all industrial wastewater is directed to the central advanced biological treatment plant. Critical parameters such as **pH, COD (Chemical Oxygen Demand), and TSS (Total Suspended Solids)** are regularly analyzed, ensuring strict compliance with environmental regulations and minimizing potential impacts on natural ecosystems.

Employee awareness plays a key role in water stewardship. Annual training programs on water management and pollution prevention are conducted to strengthen internal awareness and foster a culture of water conservation across the company.

In 2024, the process of calculating the corporate **water footprint** was initiated, enabling a more transparent evaluation of the environmental impact of water consumption.

Ultimately, water is regarded not merely as a production input but as a resource of immense value to be preserved for **future generations**. Water management is therefore carried out with a commitment to continuous improvement and environmental responsibility, fully integrated into our sustainability approach.



**Water Consumption Amount by Years (m<sup>3</sup>)**





# **Responsibility For The Future**





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# Responsibility For The Future

The principle of responsibility is embedded across every dimension of our organization—from occupational safety and employee development to social responsibility projects and workplace culture. Sustainable success is possible only within a safe, healthy, and supportive working environment; therefore, occupational health and safety is regarded as a fundamental cornerstone of all operations.

Our approach prioritizes strengthening employee competencies, fostering an inclusive workplace, and building a transparent and fair performance management system that enables collective achievement. Beyond our business boundaries, we view contributing to society as a core element of our corporate purpose. **Through social responsibility initiatives and employee-driven volunteer programs, we seek to enhance the quality of life in the communities around us.**

This holistic perspective ensures that responsibility is embraced not as a corporate obligation, but as a human-centered, value-driven principle guiding every step we take.

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Responsibility is not merely a duty, but a **value we create together.**

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# Occupational Health and Safety Management

**Safety is not a rule for us—it is a vital decision to be made at every moment.**

Operating in the heavy metals industry requires a deep awareness of workplace risks. Guided by the principle **"people first, safety first,"** occupational health and safety (OHS) is positioned at the very core of all processes. It is not treated as a legal obligation, but as a fundamental responsibility, with a vision of achieving **zero accidents** through a systematic and preventive safety culture.

Our OHS management system is fully aligned with Law No. 6331 on Occupational Health and Safety and all relevant regulations. Regular monthly OHS Committee Meetings ensure that site feedback, identified risks, improvement opportunities, and corrective actions are systematically reviewed and acted upon.

The foundation of our safety culture is built on comprehensive annual trainings, on-the-job safety briefings, detailed risk analyses, periodic technical inspections, workplace measurements, medical check-ups, and employee suggestion systems. We believe safety is not sustained by written rules alone but by **active employee participation and continuous awareness.**

All OHS practices are implemented in accordance with the **ISO 45001 Occupational Health and Safety Management System** standard, and regularly audited through independent external reviews. In addition, employee competence is enhanced through certified training programs in collaboration with the Vocational Qualification Authority.

Emergency preparedness and first aid form an integral part of our safety management. Throughout the year, we conduct emergency drills, fire exercises, first aid trainings, and team-based **crisis management practices** to ensure readiness.

This approach is also reflected in measurable outcomes. While the **frequency rate of accidents** rose by 10%—due to more transparent reporting—the **severity rate** decreased by approximately 27%, demonstrating that incidents were effectively managed and workforce losses reduced.

At the end of the day, ensuring that every employee returns home safely is the most valuable outcome. With this belief, every step in our operations is planned with a safety-first mindset, and preventive measures are embedded into our daily routines.

	2022	2023	2024
Accident Frequency Rate*	34,0	53,20	58,69
Accident Severity Rate**	1,09	0,52	0,38

\* Accident Frequency Rate = (Number of Accidents / Total Actual Working Hours) × 1,000,000

\*\* Accident Severity Rate = (Number of Lost Workdays / Total Actual Working Hours) × 1,000







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# Our Corporate Approach to Human Rights

Respect for human rights is not only a legal obligation but also a fundamental component of our corporate values. All activities are carried out in alignment with the **Universal Declaration of Human Rights, International Labour Organization (ILO) conventions**, and the **UN Guiding Principles on Business and Human Rights**.

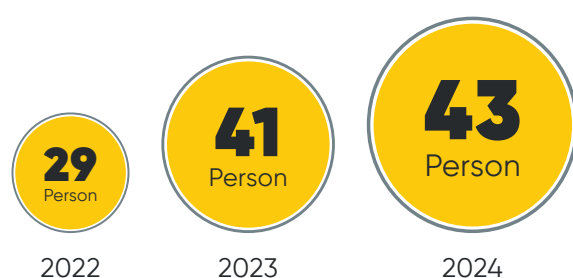
Within this framework, we are committed to:

- Zero tolerance for **forced labor, child labor, or any form of discrimination**.
- **Ensuring equality and fairness** in recruitment, promotion, compensation, and task allocation.
- Providing a **safe, healthy, and dignified** working environment through continuously evolving occupational health and safety practices.
- **Respecting fundamental rights** such as freedom of expression, freedom of association, and social dialogue.

Since 2022, our **Human Rights Policy** has been formally documented and integrated into our corporate governance. This policy serves as a guiding framework for employees, suppliers, and all business partners, ensuring that respect for human dignity is embedded across our value chain.

We strive to create a business model that is inclusive, fair, and responsible for all stakeholders, recognizing that **respect for people and labor is an essential driver of sustainable development**.

## Number of Employees Employed by



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## Empowering People at Pireks

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**A human-centered approach ensures that employees feel both safe and valued in their workplace. While aiming for industry leadership, we acknowledge that success is only achievable with a strong and empowered workforce.**

Our strategic objectives are built on:

- Supporting employee development,
- Encouraging active participation,
- Fostering a safe and collaborative work environment.

Employee satisfaction and engagement form the cornerstone of our corporate culture. By providing opportunities that unlock individual potential, we nurture both professional growth and organizational resilience.

Our HR practices are designed not only to meet today's needs but also to anticipate future challenges. Systems are built to help employees continuously develop their knowledge, skills, and competencies, thereby strengthening a high-performance culture.

We see employee participation as the key to continuous improvement. Multiple communication and feedback channels ensure that every voice is heard, and all ideas are evaluated systematically. Each contribution is considered a valuable opportunity for improvement in operational excellence, efficiency, and workplace safety.

All feedback is reviewed by the relevant departments, with corrective actions promptly planned and implemented. This structured approach enhances not only our operational effectiveness but also employees' sense of belonging and contribution.

**Every individual's growth, ideas, and contributions are valued—because we believe success can only be achieved together.**





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# Training and Talent Development

Continuous learning and professional development form the foundation of a sustainable and competitive workforce. With this belief, structured training programs are implemented throughout the year to enhance employees' technical expertise, leadership skills, and personal growth.

Training and development activities are positioned as an integral part of the company's long-term strategy. Programs are designed to strengthen technical knowledge, unlock individual potential, and reinforce corporate culture, ensuring that every employee contributes effectively to collective success.

The content of training initiatives is shaped through employee feedback as well as managerial assessments, ensuring a responsive and needs-based approach. Employees benefit from a wide range of learning opportunities, including online modules accessible throughout the year and in-person sessions that provide hands-on engagement.

Training programs cover diverse areas such as:

- **Technical expertise and professional competencies**
- **Environmental awareness**
- **Occupational health and safety**
- **Quality standards**
- **Personal development and leadership skills**

Beyond enhancing technical qualifications, these programs foster a culture of continuous learning, strengthen employee motivation, and reinforce collaboration across teams. Training performance is systematically tracked through monitoring systems, evaluating participation rates, satisfaction levels, and developmental outcomes.

**In 2024, a total of 106 training hours were delivered, with 68% dedicated to Occupational Health & Safety and Environmental topics—reflecting our commitment to awareness, prevention, and responsible practices.**







# Inclusivity, Equality, Diversity

Creating a workplace where every individual feels valued, respected, and empowered to contribute is a core principle of our human resources policy. We are committed to providing an environment where employees can work with confidence, freely express their ideas, and pursue their personal and professional development.

Career advancement at Pireks is based on competence, responsibility, and performance, with decision-making processes guided by fairness and objectivity. Throughout 2024, all practices were implemented without discrimination on the basis of language, religion, gender, ethnicity, age, or physical differences. No incidents contrary to these principles were recorded.

We strongly believe that diversity enriches our corporate culture and strengthens organizational resilience. Ensuring equal opportunities for all employees is therefore a cornerstone of our approach.

Supporting the role of women in the workplace is a key priority. We emphasize the visibility of women's expertise and contributions, ensuring that their presence is both recognized and fostered across the company.

By cultivating a culture in which every employee's input is valued, contributions are acknowledged, and growth is actively supported, we reinforce our commitment to building an inclusive workplace grounded in equal participation.

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# Employee Engagement and Activities

## Producing Together, Growing Together

Employees are not only a part of our production processes but also the bearers of our corporate values and the driving force of our sustainability journey. To **strengthen motivation, belonging, and social solidarity**, we organize a variety of employee-focused events throughout the year. In 2024, these long-standing traditions once again highlighted the power of collaboration and collective growth.

## International Women's Day

Every March 8, we celebrate International Women's Day with a **traditional gathering** to recognize the dedication and contributions of our female employees. This event fosters solidarity among colleagues while reflecting our corporate commitment to gender equality and inclusivity.



## New Year Celebration

Our annual year-end dinner is a cherished occasion to reflect on the past year, celebrate achievements, and step into the **new year with renewed motivation**. Strengthening internal communication and team spirit, this gathering is one of the most valued social traditions within our organization.

## Corporate Runs and Sports Activities

We believe that sports contribute not only to individual health but also to team spirit. Throughout the year, **corporate runs, walking events, and sports-focused activities** provide opportunities to support both the physical and mental well-being of our employees. Promoting healthy living and an active workforce remains a cornerstone of sustainable success.

# Social Responsibility

## National Copper Council University Collaboration

Knowledge-sharing and sectoral development are integral to our corporate responsibility. In this context, our Chairman of the Board represented the company as a speaker at the **National Copper Council** held at Istanbul Technical University in 2024.

The event brought together students and industry representatives to discuss the future of the copper and brass sector, sustainable production practices, and the transformation needs of domestic industry. By sharing our expertise, we contributed to technical knowledge transfer while reinforcing the importance of university-industry collaboration.

This gathering at one of Turkey's leading engineering institutions provided a **valuable platform to connect future engineers with industry leaders**, fostering a shared vision for the sector's sustainable growth.

Passing on our sectoral knowledge to future generations is not only a responsibility but also an essential part of cultivating an industrial culture grounded in accountability and sustainability.







# Performance Indicators





## Economic Performance Indicators

Economic Data	Unit	2022	2023	2024
Revenue	EURO	63.955.905	47.632.513	35.628.343

## Environmental Performance Indicators

Greenhouse Gas Emissions	Unit	2022	2023	2024
Scope 1	tCO <sub>2</sub> e	1.830,33	1.472,56	1.133,74
Scope 2	tCO <sub>2</sub> e	5.790,13	2.809,39	423,31
Scope 3	tCO <sub>2</sub> e	8.379,33	6.822,99	4.734,24
Total	tCO <sub>2</sub> e	15.999,79	11.104,94	6.291,29

Energy Consumption	Unit	2022	2023	2024
Electricity Consumption – Grid	MWh	13.189,72	6.399,52	1.544,63
Renewable Electricity Consumption (I-REC)	MWh	0	4.468,31	6.467,04
Renewable Electricity Generation (Solar Power)	MWh	0	0	8.396,37
Total Electricity Consumption	MWh	13.189,72	10.867,83	8.011,67
Natural Gas	MWh	8.017,43	6.619,77	5.145,53

Waste Amount	Unit	2022	2023	2024
Hazardous Waste	Ton	124,479	128,957	92,742
Non-Hazardous Waste	Ton	1.073,894	735,690	427,864
Total Waste	Ton	1.198,37	864,65	520,61

	Unit	2022	2023	2024
Secondary Raw Material Usage Rate	%	90,85	90,66	92,00

Water Use by Source	Unit	2022	2023	2024
Municipal Water Consumption	m <sup>3</sup> /yıl	0,0	0,0	0,0
Groundwater Consumption	m <sup>3</sup> /yıl	17.079,0	15.215,0	14.951,0
Transported Water	m <sup>3</sup> /yıl	0,0	0,0	0,0
Total Water Consumption	m <sup>3</sup> /yıl	17.079,0	15.215,0	14.951,0
Discharged Water Amount	m <sup>3</sup> /yıl	17.079,0	15.215,0	14.951,0

Air Pollutants	Unit	2022	2023	2024
Dust	ton	0,5696	0,3535	0,1781
SOx	ton	7,2877	0,0628	0,0412
NOx	ton	1,7717	4,1657	0,136
VOC	ton	0,00132	0,067	0,0111

## Social Performance Indicators

Employee Development	Unit	2022	2023	2024
Vocational & Technical Training	Hour	16,5	39	16
OHS, Environment & Energy	Hour	167	433	73
Other	Hour	13,5	7,3	17
Total	Hour	197	479,3	106

OHS Indicators	Unit	2022	2023	2024
Accident Frequency Rate*	%	34,0	53,2	58,69
Accident Severity Rate**	%	1,09	0,52	0,38

\* Accident Frequency Rate = (Number of Accidents / Total Actual Working Hours) \* 1,000,000

\*\* Accident Severity Rate = (Number of Lost Workdays Due to Accidents / Total Actual Working Hours) \* 1,000





Employee Profile	Female	Male	Total
2022	8	121	129
2023	9	111	120
2024	7	83	90

Employees by Category	White Collar		Blue Collar	
	Female	Male	Female	Male
2022	8	19	0	102
2023	9	17	0	94
2024	7	15	0	68

Employees by Employment Type	2022		2023		2024	
	Female	Male	Female	Male	Female	Male
Full-Time	7	120	8	110	6	81
Part-Time	1	1	1	1	1	2
Total	8	121	9	111	7	83

Employees by Management Level		2022	2023	2024
Senior Executives	Female	0	0	0
	Male	4	4	4
Middle Managers	Female	1	1	1
	Male	2	2	2
Specialists & Staff	Female	7	8	6
	Male	13	11	9

Employees by Education Level	2022	2023	2024
Primary School	68	60	30
Secondary School	10	11	14
High School	31	32	29
Bachelor's Degree	19	15	15
Postgraduate	1	2	2

Employees by Length of Service	2022	2023	2024
0–5 years	76	61	58
6–10 years	23	31	19
10 years and above	30	28	13

Employees by Age Group		2022	2023	2024
≤ 30	Female	2	2	1
	Male	16	16	11
30–50	Female	6	7	6
	Male	89	77	64
50+	Female	0	0	0
	Male	16	18	8

Disabled Employees		2022	2023	2024
Disabled Employees	Female	0	0	0
	Male	2	2	2
Disabled Employees Rate (%)	Female	%0	%0	%0
	Male	%1,65	%1,80	%2,41





Employee Turnover	2022	2023	2024
Number of Employees Leaving	13	19	50
Voluntary Resignations	13	13	4
Turnover Rate (%)	%20,16	%26,67	%60,00

Number of Personnel Employed	2022	2023	2024
Female	1	2	1
Male	28	39	42
Total	29	41	43

Parental Leave Values		2022	2023	2024
Employees Taking Parental Leave	Female	0	0	0
	Male	4	2	1
Employees Returning from Parental Leave	Female	0	0	0
	Male	4	2	1





info@**pireks**.com | +90 (212) 798 22 46

Head Office: Ömerli Mah. Murathan Sok No: 3 Arnavutköy / İSTANBUL / TÜRKİYE  
Factory: ÇOSB Gaziosmanpaşa Mah. 2. Cad. No:11 Çerkezköy / TEKİRDAĞ / TÜRKİYE