

**SKYMARK AERO –
TECHNOLOGIES INC.
POLICY OF
SUSTAINIBILITY**

Document No :	SKY-MR-D-007	Prepared by:
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1. SCOPE

This procedure covers the sustainability principles of SKYMARK Aero-Technologies.

2. AIM

Our environmental sustainability approach includes procedures and documents prepared for the ISO 14001 Environmental Management System since 2020. For this reason, in addition to regularly evaluating our environmental impacts, we are committed to continuous improvement by determining goals and targets.

Our aim is to create added value for all of our shareholders, to act sensitively to the environment, to fulfill our duty in the struggle against climate change, to ensure economic development, to comply with ethical standards, to act in compliance with the legislation and to carry out continuous improvement works.

3. PRINCIPLES

3.1. Environmental Management System

- SKYMARK Aero-Technologies Inc. undertakes that the obligations are fulfilled according to the environmental permit license requirements.
- SKYMARK Aero-Technologies Inc. prevents environmental pollution and protects the environment by working in accordance with the context of the organization.
- Monitors greenhouse gas emissions to reduce the effects of global climate change.
- Sees the environment as a trust to be passed on to future generations. In this direction, saves by using energy and water resources efficiently.
- Transfers its own quality and environmental awareness to its suppliers.
- Does not harm the environment at any stage of production, does not waste resources.
- Aims to protect and use natural resources in the most efficient way, to reduce and recover wastes as much as possible.

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- Supports preventive approaches against environmental threats, works for the extension of more effective environmental responsibility and the development of environmentally friendly technologies.
- SKYMARK Aero-Technologies Inc. personnel begin their duties consciously by receiving training on ISO 14001 Environmental Management Systems and ISO 45001 Occupational Health and Safety System in orientation training programs.
- Employees act with environmental protection awareness and spread this awareness.

3.2. Economic Development

- SKYMARK Aero-Technologies Inc. carries out R&D / P&D activities in order to ensure the protection of its capital and advances in this field by establishing its technological infrastructure on the way to become an R&D center.
- Projects its work with the incentives provided by the government to the enterprises, and also saves on personnel expenses.
- Aims to use less raw materials in the delivery of goods and services, and ensures an efficient production process by minimizing the waste raw material expenses that arise as a result of the production processes.
- Cooperates about the recycling of waste raw materials.
- SKYMARK Aero-Technologies Inc. undertakes that the use of renewable solar energy will be realized in its new facility for which project plans have been prepared in the coming periods.
- Conveys the sustainability criteria it attaches importance to, by informing its suppliers about “our sustainability strategy/expectations”. In this way, it aims to reduce the sustainability risks of suppliers in their field of influence.

3.3. Social Development

- Its employees are valuable. Improves its employees and gains a questioning perspective with quality awareness. Makes consulting employees a corporate culture and encourages them to be participants.
- Fulfills legal requirements and other requirements. In the direction of the Labor Law, it raises awareness of all employees about employee and employer rights

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and applies the same sanction on everyone in accordance with the provisions of the law.

- In the recruitment policy; candidate conducts interviews and recruitment regardless of gender, language, religion, race, sect, political opinion, ethnicity, disability, marriage status and parenting plans.
- No personnel are employed below the minimum wage.
- Implements the 360-degree performance evaluation system once a year. With this system, determines the rotation, promotion and remuneration policy of its employees fairly and accurately.
- Ensures the creation of equal opportunities for women in the business environment and the increase in women's employment.
- Respects human rights and freedom of thought of its employees.
- Goes against to corruption and bribery in the direction of the ethical rules it applies within the company.
- Does not employ child labor at any level within its structure.
- Provides an ergonomic working environment to its employees.
- Does not employ any of its employees against their own will. Personnel are included in the overtime program without any pressure and are subject to legal remuneration in return.