

# e-pa rto ad

“You say it is difficult, let it be difficult so that it will be a test”

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# Dear Members of the Erkurt Family,

**F**or the last few issues, we have been talking about negativity, the crisis environment and expectations of a new crisis, but life is of course not all about this. No matter how much the negativities around us come to the forefront, life goes on in one way or another, and this continuation actually includes many good developments. However, we should not allow negativity to overshadow these good things and we should not lower our moral motivation.

At this point, I would like to emphasise the importance of communication. I believe that neither exaggerating the facts to make them more positive than they really are nor telling them in a more negative way than they really will benefit individuals and companies. For this reason, I am always in favour of open and clear communication. However, as the number of organisations grows, communication weaknesses inevitably arise. Let's imagine a newly established company of ten people working in the same office, meeting every day, each with different tasks. Can we think that each member of this team might have any weakness in terms of the company's ideals, values and goals? Of course not. Now let's imagine that this company grows and the number of employees increases to one hundred people, and that it moves from a small office of ten people to a huge office that will accommodate one hundred people. In an organisation with a hundred people, it will not even be possible for the leader of the company to know and remember these hundred people one by one. Especially if we consider that they change from time to time. What if this company grows even bigger and has a thousand people? How will this communication be ensured? For example, if this process takes ten years, how will the thousandth person who will be hired ten years later be aware of the values and goals of the team of ten people who founded the company ten years ago? At the end of the day, organisations that can manage this in some way are successful. If the goals and priorities set by the management staff among themselves are not shared with the subordinate staff, and more importantly, if the subordinate staff do not believe in these goals and priorities, only failure will result.

Our history is full of examples of what we have achieved when we have good communication, good teamwork, and a certain order and discipline in approaching the subject, and on the other hand, how we crossed oceans and drowned in streams when we failed to do so. Now we have a new test ahead of us. Whenever I say this, I think of Mevlana Celâleddin-i Rûmî's saying 'You say it is

difficult, let it be difficult so that it will be a test'. Especially in the last four or five years, we have frequently passed such tests, and we have more to go through. Therefore, by improving our communication, we are entering a period in which we need to be arm in arm, shoulder to shoulder, without the slightest doubt that we are all in the same boat together with the manager, team member, shift supervisor, team leader and operator, that the interest of the company is in the interest of all of us, that what is to the detriment of the company will be to the detriment of all of us, and that we will pass the upcoming exams anyway.

If you are wondering why I am writing this article, I see that this issue, in which we were stronger for a period, does not work very well in some parts of our organisation, and what the managers talk about in the meeting rooms and among themselves cannot be conveyed to all our employees simultaneously and completely. However, our leaders are the ambassadors of our goals and ideals. It is the undeleagable responsibility of all our leaders as ambassadors to explain, convince, follow up, intervene quickly and decisively in emerging problems, inform their stakeholders and make them partners in the issues.

In this issue, we introduce you our Erkurt DOSAB branch. This introduction is not something random; on the contrary, as I mentioned above, it is the work of a teamwork carried out decisively in accordance with a specific plan. As we saw in the meeting we held on 18 September 2024, we see that our Erkurt branch is developing positively and approaching its targets at every point subject to our performance criteria. I would like to take this opportunity to thank Mr. Hakan Tekin, DOSAB FİİİG Factory Leader, and the entire Erkurt FİİİG team for their exemplary activities. We hope that from now on, in every issue and at every opportunity, we will talk about our positive works and achievements, not negativity.

Together and Forever!

# FORMFLEKS GÖLCÜK BRANCH RUNS TO Q1 WITH NEW SLOGAN

**O**ur Formflex Gölcük branch is taking firm steps towards the Ford Q1 target.

The slogan 'One Dream One Team', designed in line with this goal, was introduced to our employees at the motivational meeting held on 20 September 2024 and attended by our Chairman of the Board of Directors Âli Kerem Alptemoçin.

Our slogan, which is the signal of being a team acting in line with a goal and that real success will surely come if we act together and focus on the goal, was appreciated by our employees and our board with the slogan was signed by our employees.



# PEOPLE BOX AND KARIYER.NET MEETING

**B**urcu Kahraman, our Formfleks Gölcük Human Resources Operations Leader, attended the meeting organised in cooperation with Gölcük Municipality and People Box.

Barış Kürşat, co-founder of People Box, and Nigah Aksan, Assistant General Manager of Recruitment and Workforce Solutions at Kariyer.net, attended the event, which was attended by representatives from companies in the automotive, textile and metal sectors in the Gölcük region, and the changing trends in the employment market, developments in the optimisation of business processes and methods to increase efficiency were discussed.



# ISO 27001 INFORMATION SECURITY MANAGEMENT SYSTEMS AUDIT

**O**ur ISO 27001 Information Security Management System audit has been completed.

As a result of the audit, which examined the information security measures of Erkurt Holding and all its subsidiaries and the measures we take to protect customer information, our compliance with international norms was proven and we were entitled to the continuity of our ISO 27001 certificate.



# FORMFLEKS DOSAB ERKURT BRANCH FIG LINE

## CORRECT PROCESS ANALYSIS AND CORRECT PLANNING

Hello Friends

**A**S ERKURT BRANCH TEAM; Our mission is; 'In a correct, honest and good faith, quality produce, respect the law, continuously improve our production and management approach and by developing a growing contribution to the country's economy and the development of society. to provide added value.'

Our guide; SEYIS

Our vision; BEINGLOBAL

Our core values; respect for employees, respect for work and workplace, respect for the customer, the industry and the country, respect for the environment and the most basic our guiding work ethic.

As it turns out, our company's culture, past and future touching people, setting goals for the future and adding value to their country is to be a company that creates.

By touching people and protecting our values We are working with all our strength to achieve our goals. We are doing this Human Resources, Occupational Health and Safety, Production, Quality, s maintenance and all units, we are all looking in the same direction.

We put the human being at the beginning of our process. It's constructive behaviour, aims for a fair and reliable working environment, therefore we respect everyone's work and listen to everyone. 'Respect+Listening+Talking=Communication' emerges. We encourage all our colleagues to be developmental and participatory and in this context, it encourages them to do their job better.

We identify areas of development for them to be able to do so. In serial projects, newly commissioned or to be commissioned projects the right work for the right job by analysing their current capabilities we are planning our friend. At this stage, we need similar processes or by placing our planned friends in close processes we are trying to improve. All our personnel planning is based on the current to the picture and to the future picture. This is implementation, especially in terms of the rapid adaptation of our team in new projects has made a significant contribution.

However, we are all players of the same team We recognise that we are. By sharing knowledge and helping each other In support of joint work to achieve the objectives,

We feel the power of carrying out activities together. One if we have a problem or if we are aiming for an improvement, the machine from our team mate working at the head, to our team mate working in maintenance to our friend and our friends in charge of quality.

We endeavour to ensure that their ideas contribute to the solution.

Of course, while doing all this, the most basic point should not be overlooked We need it: Correct process analysis and correct planning.

So why correct process analysis and correct planning? All process steps such as time, material, labour, equipment, etc. it starts with planning. The process you cannot analyse

You cannot plan, and you cannot manage the process you cannot plan.



Delivering customer needs in a timely, complete and high quality manner In order to meet the needs of our customers, proper planning is very valuable. This process where it cannot be ensured, we will lose the chance to manage the labour force correctly. we will start to lose the talent of our employees.

We need to recognise the talents we know the impact of development. The same when Michael Jordan's 'The Talent games, teamwork and intelligence is championships.' like teamwork for championships is the source of our strength.

Planning and follow-up of annual leaves, increase the motivation of employees and in terms of ensuring work-life balance extremely important. Therefore, this year annual leave at the beginning of the year by dividing into 3 groups in line with the objectives we're following up: - 60 days or more of annual leave individuals

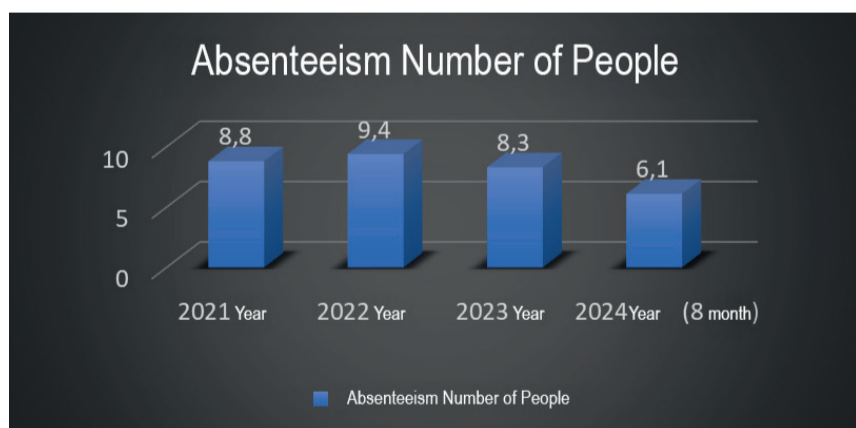
- Persons with annual leave days between 30 days and 60 days

- Persons with less than 30 days of annual leave

Managing these leaves by dividing them into three groups helped us to develop an appropriate approach to their needs. A healthy leave planning will lead to a more efficient business environment and high performance.

When our colleagues need annual leave our ability to respond, as well as our employee satisfaction It also contributes to the improvement of absenteeism rates.

The average number of absentees decreased from 8.8 in 2021 to 6.1 in the first 8 months of 2024. In decreasing absenteeism rates; working conditions improvement, new developments in the field of Occupational Health and Safety applications, reasons for absenteeism in detail analysing and taking action as a result of these analyses plays an important role. Absenteeism of employees; providing temporary labour force, overtime work or financial losses due to disruption. Reducing the rate



of absenteeism reduces such costs, increases employees' regular attendance at work and thus their productivity. Less absenteeism ensures continuity in the workplace and team creates synergy within it.

As a result, absenteeism The decline in the rates over the years, only expressed in numbers. change; but also employees are more active in all areas and lead a healthy life is a contributing process. This continuation of the positive trend, the general welfare of the enterprise will also contribute to its increase, but also the overall organisation performance, employee satisfaction and will also strengthen its corporate

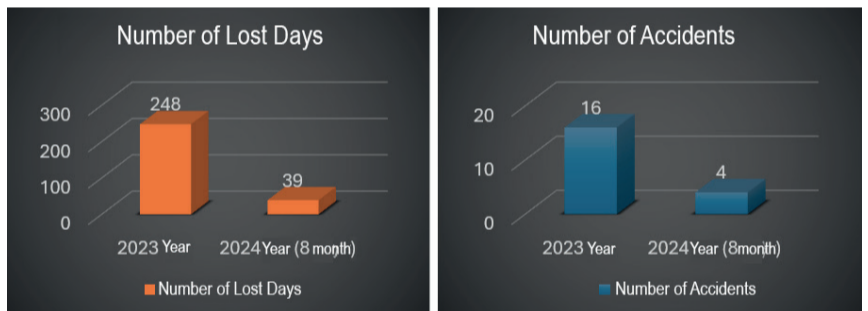
reputation.

Among the structures we want to strengthen and another, for the first time, Formfleks Erkurt Occupational Safety, which we have commissioned in the branch Captain app. With this app through the eyes of our colleagues Unsafe Conditions and Behaviours determination of both



occupational safety awareness, as well as in occupational accidents contribute to a noticeable improvement has provided. At the point we have reached 75% in the number of occupational accidents compared to the year improvement has been achieved.

We know that the risk posed by the work done is the best knows. The main purpose of occupational safety work is to prevent accidents to be able to prevent it in the first place. Here is the Safety Captain app has been of great benefit to us at this point. Tasked with the task Our colleagues work both in their own field of work and in other fields. to take a preventive look at the working areas of their colleagues experienced it.



Our goal is to prevent accidents each day in terms of possible situations that may arise. to be in better shape than I was today. And that's what the captaincy We have achieved this together with all our friends involved in the implementation.

We now see that our employees only fulfil the captain's duty not during the time they undertake the task, but after they have completed the task and they continue to contribute to the practice. This situation has led to 'Raising awareness on occupational safety' means the realisation of our motto.

Our application, which we are currently activating in all our branches, our '0 Work Accident' target with the contributions of our employees increases our hope. It should not be forgotten that if we want and unite, we can succeed.

HAPPY EMPLOYEE, HAPPY BUSINESS...

Together and Forever!

# FORMFLEKS OSB BRANCH

## ENERGY EFFICIENCY

### Hello Friends

In this issue of Formfleks OSB branch, we would like to present you energy efficiency studies and these studies We would like to talk about the results.

The electric charge distributions in the oven resistances are balanced energy savings achieved by making the heating system more efficient, efficient heating performance, extension of resistance life and product quality studies to increase the load on the furnace resistors;

- Load on the electrical supply of furnace resistances to eliminate imbalances in the existing of 70 resistance groups in the form of 5 groups wiring has been modified for the power supply.- By distributing the power supplies, the resistances in each zone equal combustion is ensured and phase load is reduced.

- Due to the large number of resistors connected to a single phase resistance damages caused by the balanced distribution of phases has been reduced. With this study, the number of resistances for each phase and the load is balanced.

- Resistance wiring heat resistant anticron type cable by replacing the excess resistance values of the cable with reduced. In this way, the resistance utilisation power has increased.

### Benefits Provided with These Studies:

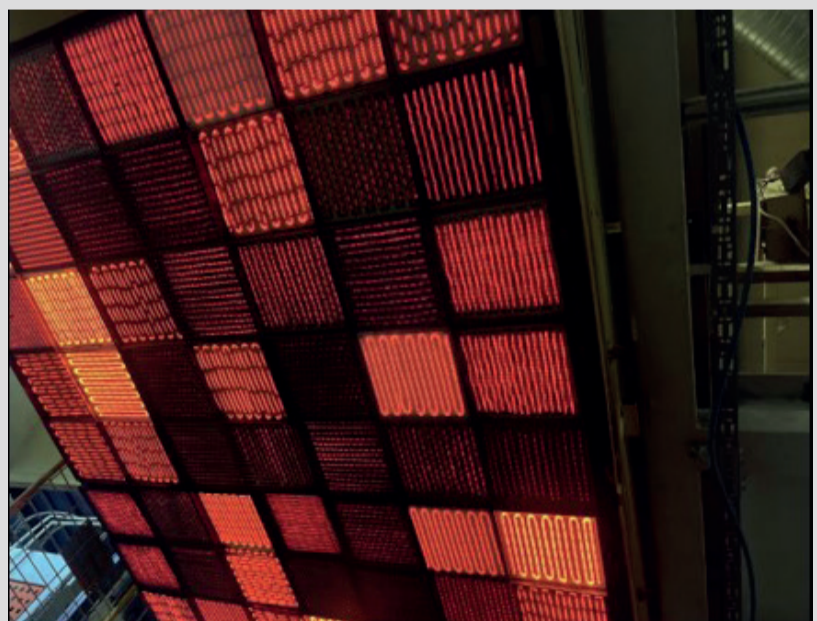
- Resistance service life has been increased,
- The number of failures has been reduced,
- Product quality with equal combustion in the regions increased,
- Energy saving has been achieved.

BEFORE



*Inefficient combustion due to phase imbalance.*

AFTER



*Efficient combustion as a result of phase stabilisation*



### CALCULATIONS

Calculation of energy savings obtained by achieving phase balance;

#### PREVIOUS STATUS:

- - Existing Number of Resistances: 70 pieces
- - Resistance Power: 2300W
- - Furnace Installed Power: 161kW
- - Nominal Current Drawn by Resistances: 191 A = 95kW (Operation value before it was made.)
- - Furnace Working Hours Monthly : 566 hours
- - Electricity Unit Price: 3,17 TL /kWh
- - Monthly Consumption: 566 hours\*3,17TL/kWh\*95kW =170.450 TL/month



### CALCULATIONS

• Faz dengesinin sağlanmasıyla elde edilen enerji tasarrufu hesabı;

#### NEXT STATUS:

- - Existing Number of Resistances: 70 pieces
- - Resistance Power: 2300W
- - Furnace Installed Power: 161kW
- - Nominal Current Drawn by Resistances: 169A = 84kW (Operation value after the value is made.)
- - Furnace Working Hours on Monthly Basis: 566 hours
- - Electricity Unit Price: 3,17 TL /kWh
- - Monthly Consumption: 566 hours\*3,17TL/kWh\*84kW =150.710 TL/month



### CONCLUSION

**Previous Consumption Value:** 170.450 TL/Month

**Next Consumption Value:** 150.710 TL/Month

**Difference:** 19.740 TL/Month

### ANNUAL SAVINGS

**TOTAL 236.880 TL / 6300 EURO.**

#### Regarding Unquantifiable Savings;

- Resistance replacement cost due to malfunction.
- Cost of quality-induced product quantity due to combustion.
- Cost of malfunction downtime due to resistance



Mustafa Numan Ural  
Workplace Doctor

# I WALK A LONG THIN PATH DAY AND NIGHT WORLD WALKING DAY

**W**hether at work, on the way to work or at home in front of the computer, sedentary lifestyles have a negative impact on our health. Studies show that 'sitting is the new smoking' and even affects life expectancy more negatively. Today, the incidence of chronic diseases such as obesity, cardiovascular diseases, hypertension, diabetes, osteoporosis has increased with the adoption of a more sedentary lifestyle due to insufficient understanding of the importance of physical activity for health and developments in technology and easier living conditions.

World Walking Day, initiated by the International Federation of Sport for All (TAFISA) in 1991, provides a simple and fun way of celebrating being physically active and addressing the global crisis of physical inactivity. In our country, 3-4 October is celebrated as walking day. World Walking Day activities aim to encourage the integration of physical activity into our daily lives.

Physical activity is defined as activities that take place with energy expenditure by using muscles and joints in daily life, increase heart and respiratory rate and result in fatigue of different intensities. In this context, in addition to sports activities, exercise, games and various activities during the day are also accepted as physical activity. Physical activity can contribute to the development of protection against infections by increasing body resistance. People who are not physically active are more likely to have infections than those who do regular physical activity. One of the important factors supporting the immune system is to lead a physically active life.

Many medical authorities emphasise that walking may be the most excellent exercise for health. Walking can have a greater impact on disease risks and various health problems than any other remedy readily available to you. Walking can have a greater impact on disease risks and various health problems than any other remedy you can easily access. According to studies and health authorities, walking 2.5 hours a week can reduce your risk of heart disease by 30 per cent. Walking has also been shown to reduce the risk of diabetes and cancer, lower blood pressure and cholesterol, and keep people mentally sharper. It is stated that every one

minute of brisk walking that women do throughout the day reduces the risk of obesity by 5%.

Besides its impact on physical health, walking can promote better communication, reduce behavioural problems and improve academic performance. Walking can even help your mood. Many studies have found that walking is as effective as medication in reducing depression. Walking has also been shown to help alleviate daily stresses, with tension levels decreasing as walking distance increases, and walking increases levels of mood-enhancing endorphins. Many people find that walking also helps to clear the mind and that they can even find a solution to a problem that bothers them while walking.


Social scientists have found that as more people take to the streets, neighbourhood crime rates fall, health care costs decrease and the local economy improves. They also say that walking is an important way to meet new people, connect with neighbours and socialise.

In order to see the health-protective and health-promoting effect of physical activity, in addition to daily activities, at least 30 minutes of moderate-intensity physical activity should be performed at least 5 (five) days a week for the adult age group and at least 60 minutes a day for the 5-17 age group. at least 30 minutes of moderate-intensity physical activity should be performed at least 5 (five) days a week for the adult age group and at least 60 minutes a day for the 5-17 age group.

Moderate physical activity is physical activity that requires moderate physical exertion that causes small increases in respiration or heart rate. Moderate physical activity is physical activity that requires moderate physical exertion that causes small increases in respiration or heart rate. We can define it as follows; during the activity, the person can talk but cannot sing. Brisk walking is one of the best examples of these activities. we can define it as; during the activity, the person can talk but cannot sing. Brisk walking is one of the best examples of these activities.

Walking is the most common and easily practised endurance (aerobic) activity for individuals of all ages. Endurance activities are the most common and easily applicable endurance (aerobic) activity for individuals of all



A person with a backpack is walking away from the camera on a cobblestone path in a park. The path is made of irregularly shaped stones in shades of grey, brown, and blue. The background is filled with trees and foliage, with sunlight filtering through the leaves, creating a warm, golden glow. Other people are visible in the distance, also walking on the path.

ages, which increases our body's capacity to use oxygen, dynamic and rhythmic walking of large muscle groups. Endurance activities are activities that increase our body's capacity to use oxygen and in which large muscle groups work dynamically and rhythmically. Walking, which has become a way of life, can easily be incorporated into our daily activities and does not require any equipment or special preparation. However, there are several suggestions for walking more:

1. On the day of the walk, it is recommended to wear suitable footwear and comfortable clothes before starting the walk. If possible, walks can be made more enjoyable by listening to music.
2. Always choose the stairs. Forget lifts and escalators and take the stairs instead.
3. Walk your dog if you have one. Instead of letting your dog run in the garden or park, take it for a walk. You will both enjoy the fresh air and get some exercise.
4. Instead of sitting in a café or restaurant when arranging a meeting, go to the park to get together with friends.
5. Walk at lunchtime. Get away from your desk and clear your head with a lunchtime walk. You can walk with friends or by yourself.
6. Park your car further away. Whether you are shopping or in the car park at work, choose a spot away from the entrance to give you more time to walk.
7. If you use public transport, get off one or two stops early and walk the rest of the way.
8. Instead of calling or emailing your colleague to ask a question, get up and walk to their desk. If your colleague works on another floor and you take the stairs, that's a bonus!
9. Create active family time. Instead of sitting in front of the TV after dinner, take everyone for a walk.
10. Do your errands on foot. Need to go to some shops or do some dinner shopping? Leave the car at home and walk.
11. Treat yourself to a pedometer. Invest in your health and hold yourself accountable by keeping track of how many steps you take per day.
12. Take advantage of your nearest municipal walking paths or the sports facilities of the Provincial Directorate of Youth and Sports.

together & forever

BEINGLOBAL



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