

— **A NEW GENERAL
MANAGER
TO POLAT MAKİNA**

Sedat Ari

— **POLAT MAKİNA
MADE A DIFFERENCE AGAIN**

*Polat Makina is One of 10 Companies Supported
in Turkey with its New Technological Product!*

— **KALDER DR. SENEM ÇELİK**

To Constantly Develop and Strengthen

— **HOW MANY COUNTRIES
CAN YOU TRAVEL
IN A DAY?**

*Many World-Famous Museums
Are Just A Click Away*

— **A VIABLE FUTURE IS
IN OUR HANDS**

We Produce Eco-Friendly Machines

“NEW WORLD, NEW NORMAL,
NEW POLAT!.,”

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Polat Group Holding Anonim Şirketi

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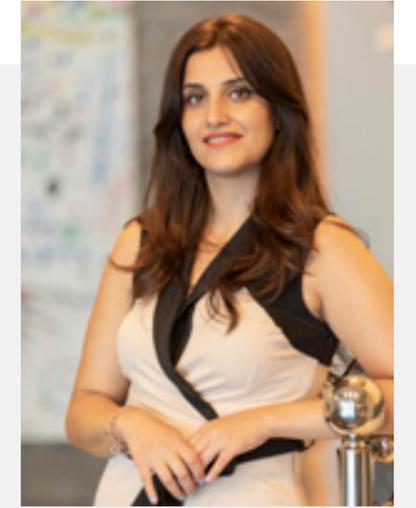
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From Editor

Dear Polat Life Readers,

We are with you with a completely different POLAT LIFE magazine. In the first issue of our magazine, which we will continue to publish within Polat Group Holding, we have included news from Polat Group Holding companies, as well as many different issues on the agenda with different perspectives. As the world went through an anomalous period, we wanted to share with you what we and our business partners did during this period.

We have included business partners of our group companies Polat Makina, Polat Group Reductor and Oya Fidancılık companies. We discussed the agenda with them. World-famous photographer Nico Guido shared his trip photos with us. We have shared new senior appointments and new developments within our companies with you. At the same time, we asked the Mor Çatı Foundation about the Istanbul contract, which is occupying our agenda. We have worked to convey the right information to you through the right channels.

While our physical social life was restricted, we presented our alternatives in virtual life at the point where technology brought us.

I hope that you will also feel the excitement that we feel in the preparation phase and the pleasure that we receive when reading. Our magazine will continue to be with you with news from the Polat Group Holding family and developments on the agenda.

Hope to meet you in the next issue of our magazine. Have a nice reading.

Gülçin Çiçek

Corporate Communications Specialist
Polat Group Holding

New Era at Polat Group Holding

The important thing during this period was to stay afloat, adapt to the process and get through this process in the best possible way.

Dear Readers of the Polat Life Family,

Covid-19 has caused changes in our daily lives as well as in our business lives. We're going through an extraordinary period. During my 42 years in business life, I've seen various crises. We knew how to handle them all somehow. But this is the first time we've encountered such an incident.

As Polat Group Holding, we have developed a different lifestyle in the global epidemic process. In our workplace, we began to conduct this new process in a cautious and distant way. In addition, when this process first started, we started working to take action on what can be done, putting our personal concerns on the back burner. In light of these studies, we have conducted analyses to shape our emerging new life and turn this global epidemic process into an opportunity.

Our analysis showed that during the pandemic, the burden on the shoulders of entrepreneurs was quite high. We have developed new methods in light of our digital analyses that allow us to create the right roadmap for making the right decisions and taking the right steps in this process. Our trade with different countries has been created by new teachings that will ensure that we are least affected by their restrictions abroad. Most importantly, we have never closed our communication, which is our basic requirement.

As a result, the important thing during this period was to stay afloat, adapt to the process and get through this process in the best possible way. In fact, the pandemic era was also a good opportunity for us to understand what we did right and what we did wrong.

As Polat Group Holding and its companies, I express my eternal

“During my 42 years in business life I've seen various crises. We knew how to handle them all somehow. But this is the first time we've encountered such an incident.”

gratitude to my colleagues who continue to honor us by making many achievements in the domestic and international field and help us successfully overcome the epidemic process. Thanks to our effective talent and vision, we are in very good places.

Because of Covid-19, we couldn't be together on our special days. We have not been able to apply our traditions and customs this year. I hope that as soon as possible, we will be in unity and solidarity on our special days.

Stay healthy...

İbrahim POLAT
Chairman of the Board
Polat Group Holding





Another Innovation from Polat Makina

Polat Makina made a difference again as one of the 10 companies supported in Turkey with its new technological product.

Polat Makina San ve Tic. A.Ş., which operates under Polat Group Holding took its place among the top 10 projects supported in Turkey with the production of supercritical fluid extraction and centrifugal systems **within the scope of the "Technology-Oriented Industrial Move"** program carried out by the Ministry of Industry and Technology.

In this step, carried out by the Ministry of Industry and Technology in order to encourage domestic production and to minimize external dependence, priority was first given to the **"machinery sector"**. The opening of the MESS Technology Center on Saturday took place with the participation of our President Recep Tayyip Erdoğan in 29.08.2020. During the opening, Erdoğan announced the companies involved in the program one by one.

Supercritical fluid extraction systems, which will be produced for the first

time with an industrial focus in Turkey, will seriously increase the quality of processing medicinal and aromatic plants. Thanks to this product, herbal extraction is performed without using any temperature and solvent harmful to health. Because the plant is not exposed to high temperature, natural components can be extracted from the plant without spoiling. In addition, the global herbal extract market is projected to be about \$60 billion in 2025. This system is known as the most important technology in obtaining herbal extract today.

Polat Makina continues to make a difference with the product of "Supercritical Fluid Extraction" which will be produced for the first time in Turkey at the moment, by shifting its position in the world to the next level, thanks to the production of industrial centrifuge technologies, decanter and separator since 1993.



President Erdoğan and the representatives of 10 chosen projects are posing for a picture.

News From Us

We Discussed about the Actual Topics with Rıza Korkut Özdemir

Reaching the realist and reasonable objectives is possible with faith, positive thinking and more importantly with patience.

Hello, Mr. Rıza, first of all, can you tell us a little about yourself and your business life in Polat Group Holding?

I completed my undergraduate education at Atatürk University, Department of Economics. I have had a working life where I have been offered opportunities for learning and self-improvement, and I think I have made the most of these opportunities.

My working life can be divided into 3 periods: the period before the university including my experience in tourism sector, during the period of university when I worked in tourism, media and entertainment-oriented service sector, and after college, Tekirdağ Officer's Club management staff where I completed my long-term military service, accounting office, and my work in the Polat group of companies.

I have no objection that business life may have started with luck and/or coincidences, but I certainly can't think that it can be sustainable with luck or coincidences. I believe that the positions that people occupy today bear traces of the knowledge they



Rıza Korkut Özdemir
General Manager
Polat Group Holding

have acquired and the decisions they have taken and their results.

My journey with the POLAT family, in which I was in its 22. year, began in 1999 with a positive assessment of my job application to Polat Makina AŞ for the position of "Assistant Specialist in Personnel and Administrative Affairs". I have held positions in many departments and at different levels within the financial, commercial and administrative divisions.

As a result of the importance given to R&D activities by our founders with their professional experience in the industry, endenisation oriented growth strategies, value assessed for education and human resources, our efforts at a stretch as employees with team spirit within the unstoppable marching of time; at the point of institutionalization adventure where we are today, which began in 1993 with the founding of the Joint Stock Company, we had covered a lot of ground with our holding company which operates in complementary sectors on 5 continents. Our commitment to becoming a global company continues. I am happy and also proud to be one of the important links of such a value chain.

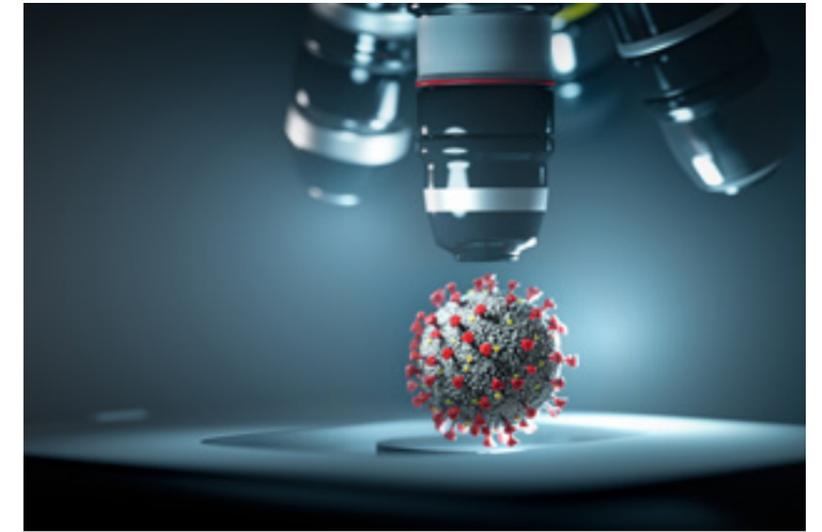
Can you assess the pandemic from the beginning of 2020? What have been the reflexions of the pandemic on your industry? How do you predict that their effects will continue in the near future?

As we all know very well, the new type of corona virus outbreak (COVID-19) first appeared in China's Wuhan province in late December and was

identified on January 13, 2020. A new outbreak of the corona virus has been declared as pandemic by the World Health Organization as of March 11, 2020.

When the pandemic was declared, we saw that countries around the world were divided into two countries, primarily those that were aware of this threat and those that were not. But the truth was quickly accepted by all countries of the world, and some measures with individual, public,

- distance and mask use,
- Quarantine, martial law, curfew and lock downs,
- Distance education, remote teleworking, implementation of flexible working conditions,
- Dissemination of medical equipment production and distribution,
- Termination of legal proceedings for commercial receivables,
- Restriction of intercity, inter-country travel,



social and global validity were taken to minimize the effects of this epidemic.

The main measures that we feel directly in our lives can be listed as follows.

- Governments and central banks' statements on direct support and incentive packages through monetary and fiscal policies,
- Increasing money supply and public spending,
- Taking health measures for personal hygiene,
- Described restrictions on social

As of today, after all these measures, it is possible to summarize the effects of the COVID 19 epidemic worldwide as follows.

- The number of cases (over 35 million) and deaths (over 1 million) that are rapidly increasing due to the epidemic,
- Increases in unemployment rates that even announced legal regulations cannot prevent,
- First a slowdown in the growth →

“...I see Turkey as one of the closest countries to seizing this opportunity.”

rate of the entire world economy and then a decline,

- Reductions in capacity utilization rates in the real sector,
- Decline in oil prices and supply cuts as a result of falling demand,
- Dissolution of supply chain and imbalances in World Trade,
- Shrinking and subsequently downsizing in tourism, travel and accommodation sectors,
- Negative effects of enforced financial policies and liquidity measures on the capital market,
- Decline in personal national income,
- Cost increases caused by additional customs duties applied to imports in order to support local economies,
- Destructive inflationary pressures and consequences of applied monetary expansions in the future,
- Problems with production and distribution channels,
- Shrinking demand for investment goods,

During this period, when we also evaluated the geopolitical risks found in the geography on which our country is located, we were affected by all the results mentioned above, and as a country, we faced many different economic tightness in this process. But from now on, breakdowns in the global supply chain, especially caused by China, will be a great opportunity for developing economies. I see India and Turkey as the closest countries to seizing this opportunity. However, it is vital that policies that can control our costs after exchange rate shocks, which we have experienced and are likely to experience, are implemented throughout the country and to cover all sectors.

It has become necessary to support all the energy of production with export policies that increase our weight in our existing markets by producing imported substitute products with high added value and at the same time lead to take actions to enter new markets.

At the same time, the basic principle specific to this period, which may apply to all firms operating in the country's economy, will be that scenarios for controlling costs and expenses are necessarily available during periods when revenues cannot be increased.

Even in the face of this negative picture experienced in our country and around the world, in the light of the data we have, POLAT MAKINA A.Ş., one of our group companies, will end the 2020 year with much better results than 2019 data and we can say that our company of POLAT MAKINA A.Ş. will close the year above all the main target values for the budget as well as end the year with much better results than the 2019 data.

How does the pandemic shape and affect the future of Polat Group Holding? Are there any methods that you have developed to deal with this process?

We can clearly say that the pandemic period within Polat Group Holding and its subsidiaries is a year of opportunity for all sustainability-based projects implemented within the framework of the 2020 budget. Elimination of requirements for human resources applications software infrastructure, completion of preparation of the Turquality brand support project, completion of the hardware and software works for the ISO 27001 certification process, can be considered as the examples among the projects.

In 2020, our most important project was the "Supercritical Extraction Machines" Production Project, which gave us the opportunity to become one of the 10 companies supported within the scope of the "Industry-Oriented Move Project". Our project was announced to the public on 29.08.2020 by our President Recep Tayyip Erdoğan.

Restrictions imposed in Turkey and around the world have forced us to develop new business models. Remote teleworking, decisions held in online discussions, and the speed of the applications, reformation of value given by our employees to their health, as well as those of their colleagues and their families within a framework of a societal respect, changes in communication and interaction led by new hygiene rules and physical distance limits in our physical working conditions and their positive effects on our business processes have become the basis of our new working conditions.

Within our companies, we have redesigned all standardized health screening methods, hygiene and disinfection rules, mask use, travel rules, meeting, training and communication forms, and all our rules that should be considered in environments where we come together. In fact, we are determined that this redesigned way of working will continue as part of the way we do business after the pandemic as well.

As a result, the new living standards that we defined after the pandemic, both in our personal and business lives, first of all, raised the level of love and respect for ourselves, our environment, our work, and reminded us of the importance of personal freedom and social well-being, and how valuable all these elements we have are in fact.

As you reach your goal throughout your business life, you should have passed through many challenges and a route with ups and downs, and with what quality of you do you think you have overcome them?

You have to think of it as a game of balance. I think we should set realistic and achievable goals, believe in set goals, think positively, adapt to change and be aware of our authorities and responsibilities as well as bear their consequences, be good at being a team player, have leadership skills

and effort to develop them, focus on success, question ourselves, learn lessons from our mistakes and, most importantly, we should be patient.

What do you want to tell our readers to achieve their goals?

All individuals need to be aware of their own capacities. I strongly advise them to think, and set their goals, be a researcher, read and gain information, not to give up and even be stubborn, not to hesitate to take responsibility and face the

consequences of decisions they have made within the framework of the responsibility they have assumed, to remember that responsibility is a supporter of success in all areas, not to frame themselves with a perception preventing to be convinced and not to give up the convincing efforts for the sake of their faith.

As Henry Ford said: . "Don't find fault, find a remedy."

Interview **Gülçin Çiçek**
Corporate
Communications Specialist
Polat Group Holding

“As Henry Ford said:
“Don't find fault, find a remedy.””





Valuable Visit of Prof. Dr. Yusuf Baran, Rector of IYTE

Prof. Dr. Yusuf Baran, Rector of IYTE visited our company to discuss our industrial and university cooperation projects planned with İzmir Institute of Technology.

We met with Prof. Dr. Yusuf Baran, Rector of İzmir Institute of Technology, Vice-Chancellor Prof. Dr. Alper Baba and Prof. Dr. Mustafa Muammer Demir, and Technology Transfer Office Manager Dr. Sinan Yılmaz, and held talks on projects that will improve the cooperation between the university and the industry.

We provided information about our activities by showing our production technologies personally to our rector. We discussed and exchanged ideas on several future and planned projects. In the new study period, we aim for more intertwined studies with university students and academics. Up till today, we have got a lot of efficiency from our work with universities. We took our first steps for the works that will increasingly continue in the next process.



Yusuf Baran and İbrahim Polat

Group visiting Polat Makina facilities is being informed about the activities of Polat Makina.

İbrahim Polat's visit to Yozgat Bozok University

İbrahim Polat, our Chairman of the Board of Directors, continues to meet with young academics by visiting the universities where he was invited.

In this context, İbrahim Polat, who was invited to the "sector meetings" program organized by Yozgat Bozok University, held talks with the Rector and academics of Bozok university about the projects we may be together in the future.

İbrahim Polat shared his 42 years of work experience with academics at the meeting that faculty members belonging to research groups joined with Vice-Rectors; Prof. Dr. Güngör Yılmaz, Prof. Dr. Şenol Akın and Prof. Dr. Yücel Güney, and Secretary General Prof. Dr. Uğur Kölemen at the invitation of Mr. Prof. Dr. Ahmet Karadağ, Rector of Yozgat Bozok University.

Prof. Dr. Ahmet Karadağ, Bozok University Rector added that sector meetings have become frequent recently and they are in the stage of important

cooperation with stakeholders.

Mr. Rector Karadağ expressed great satisfaction to welcome businessman İbrahim Polat, one of the important industrialists for our country.

İbrahim Polat, Chairman of the Board of Directors of Polat Group Holding A.Ş., in his speech, which started by talking about some parts of his successful life story, stressed that he made very important investments in his business life using his logic and believing in success, and determination in success is very important with the quality of work and teamwork. Polat added that he has worked so far to add value to his hometown, and will continue to work after that.

İbrahim Polat, who spent the night in Yozgat, added that he enjoyed this visit so much and was excited about the projects being discussed.



İbrahim Polat made a speech at the "Sector Meetings" organized by Yozgat Bozok University.

A New General Manager to Polat Makina

Polat Makina, which produces centrifugal systems, decanters and separators operating within Polat Group Holding, has made a new high-level appointment to our company. Let's get to know Mr. Sedat Ari, who joined us as General Manager.

Hello, Mr. Sedat, we congratulate you on your new position at Polat Group Holding. First, let's get to know you, can you tell us a little about yourself?

I was born in Eskisehir in 1979, and I have completed most of my education in Eskisehir and then continuing periodically in Ankara. I'm a metallurgical engineer and have an international degree in Welding Engineering. Finally, I studied Executive MBA at Bilkent University. I'm married and have 2 children.

I started my first business life as an engineer at Toprak Demirdöküm in 2002. After working in Eskisehir for a long time, I came to Izmir to work in the joint Organization of Eczacıbaşı – Lincoln Electric and worked for a certain period of time. After the decision to return to Eskisehir again, I worked in my former company for 12 years and joined the Polat Makina family with great excitement as of this year. I'm beginning a new era in my business life.

How did your path cross with Polat Makina?

After the decision on the need for a general manager in Polat Makina's steps towards new institutionalization, I was contacted through management consulting. At the end of a 5-month negotiation process, Mr. İbrahim and Mr. Volkan and I agreed to work together in line with the company's strategies and goals in the future roadmap.

I needed a certain period to get to know Polat Makina, to understand the Aydın region as a location, to analyze the sector, to examine factors such as the structure of Polat Group Holding, and at the end of this process, the excitement of taking an active role in shaping our Chairman Mr. İbrahim's future vision for the company brought me together with Polat Makina.

Are you foreign to the sector that Polat Makina operates?

Even though almost all of my previous business life comes from the machine →



As of this year, I have started a new period in my business life by joining Polat Makina family with great enthusiasm.





manufacturing sector, there are also many innovative parts that I will experience with excitement, given that the product appeals to niche areas. I can say that I have exactly the same infrastructure experience in process and operational terms, as the company I recently worked for is an organization that produces cabins for construction machinery, agricultural machinery, defense industry vehicle chassis and mobile vehicles.

From which company did you transfer to Polat Makina?

I transferred from Hisarlar Makine A.Ş., a company of Indian Mahindra & Mahindra Group. After working in

different units for about 12 years in that company, I recently was working as the group's Operations Director and then joined the Polat Makina family in May 2020.

What are your goals with Polat Makina?

Polat Makina, with the steps it has taken so far is located in the sector as a deep rooted and leading company in its business model, which has proven itself.

The fact that the company has come to these days as a leader in the sector and by making it sustainable is truly indicative of dedication, passion and disciplined work.

With this awareness, our company is strengthening its institutionalization steps with a sustainable structure in the coming years. After the formation of the Holding, under the leadership of the board of directors, a modelling has been made in which the group companies will be managed by professionals. Personally, I am happy to be in a position where I can contribute in terms of Polat Makina's future strategy, managerial and business modeling and can take the company to the next level.

In order to achieve this, we will primarily work on ensuring the full satisfaction of our stakeholders. I am talking about a chain that I call stakeholders, including the

founders and members of the Board of Directors of Polat Makina, our valued employees, suppliers and customers. We intend to move forward with the common goal with all our stakeholders and create an understanding based on their satisfaction in this process. Lean management, efficiency and employee satisfaction will be among our priorities. Our main goals are to become a company with a focus on effective communication between departments, in which individual development plans are made, universal ethics become a way of life in the company culture, with a sustainable corporate structure and high sectoral awareness in the world and proportional market share size.

How do you evaluate the Covid-19 pandemic process from an industry point of view?

With the COVID-19 pandemic, the entire society and, of course, working life went into a process of adaptation, at least until we got through this process. I started working at the company in May, which, as we all know, we were in the middle of a pandemic period. The fact that I experienced this process both in my former company and in my new company gave me a chance to observe the effects of the process differently.

As actors of corporate life, we began to look for answers and solutions to new questions and problems that we are not used to do. We had a lot of questions that were not clear about how sectors and stakeholders would be affected by this process, and question marks about their answers. For example, how long this process will last, what will be the negative and positive consequences of its effects. With these unknowns, the need for life to continue and the usual flows of companies to be maintained with minimal impact was the only goal of all of us.

When we reduce the situation to our company, Polat Makina has two main business lines on a sectoral basis; olive oil and industrial areas. With the arrival of the summer period and the start of the olive oil season preparations, you enter into an intensive work cycle. Despite all the preventive measures that have been taken, with the arrival of the season, we had thoughts about whether the season would be affected, whether there would be a decline in our sales when it was affected. With the beginning of the normalization process,

we can say that the Covid-19 effect in June did not affect us much, with the reduction of process restrictions in the country and around the world. It is gratifying for us that the intensity of our sales throughout the country and our sales in the foreign market, especially in the regions of Greece, Morocco, Tunisia, continue in the expected direction. Olive oil is a sector of which seasonal sales are more significant. We are pleased that we are going through this period without encountering any problems with the opening of customs. Our sales in industrial machines, our other line of business, were affected in Q2 due to the impact in Europe during the intense pandemic period, and then continue to be recovered and with this year, we have started planning new projects in the coming years.

Because of the pandemic, especially in the agricultural sector, we have seen that international supply chains are disrupted even a little bit with the increase in domestic demand. Machinery and product-based supplies had to be made from the country. Before the pandemic, the general opinion was that employees did their jobs in certain offices and established online contacts in very necessary situations. In all enterprises except some international firms, it was believed that their productivity working in this way was much higher. With the pandemic effect, companies around the world have seen how

“As actors of corporate life, we started looking for the answers and solutions of new questions and problems that we are not used to do.”

it is possible to work remotely when necessary, how some jobs, trainings, etc. can be done remotely in enterprises, and companies which had already such infrastructure emerged /will emerge from this crisis more successfully. With this period, the need for digitalization increased, online meetings became more important, digital control boards were created for micro and macro management, and the world entered a different new process.

We, as a company, need to extract a benefit from these imperatives brought about by the crisis and add the right gains to our company. It is important that we learn to work remotely in the process and include this situation in our company management style under minimal conditions. All companies are evolving accordingly, provided that they are in line with certain well-defined criteria.

We continue our work with our İstanbul office, our companies; Polat Italy , Polat Greece and Polat Morocco through intensive online contacts.

International companies are much more inclined to remote and online work culture, and in my opinion as someone who had a chance to experience it, even though we have to increase our predisposition to this model, I want to specify that I have observed that, after a certain time, working from home is not an attractive thing as we think and when it is not made in well-defined time frames, it causes efficiency problems.

In summary, while we are fighting in the short term, we must learn important lessons in terms of the long term. This process undoubtedly provides vital clues to the future for companies and employees, and as the titles of possible effects of COVID-19 on employees and working life, we can list the remote working, digital workforce, mobility, employee experience and motivation, business continuity and the scope

of the process. It is important for companies to elaborate and follow up the actions to be taken in this context under the above mentioned headings.

What motivates you in your working life?

When you succeed as a result of a certain struggle, or when you do a useful job in your social life and get important returns for you, your motivation increases. You experience constant ups and downs in life, and success in this cycle increases your motivation, as well as during periods of failure, your motivation may be negatively affected from time to time.

One issue I've always said is that success will come spontaneously after a person pushes their comfort zones. When people don't have the courage to disrupt their comfort zones, they put obstacles in front of their success and after a certain period of time they start to be unhappy and their motivation slows down.

My suggestion is to push your comfort zones and break your shells, when I personally push my comfort zone, then my success and motivation have always been positively affected. I'm also one of those people who really believes in the importance of communicating properly, so I can say that I have a personality that likes to listen to people, and can empathize with them. I think that by mutual understanding and valuing each other, communities are able to provide synergistic motivation and internal discipline.

Have there been any reasons in your life that have challenged you? If it happened, how did you get over it?

Every person experiences difficulties at certain periods of their life, of course, as I mentioned before, there

“My suggestion is to force your comfort zones and break your shells, when I personally pushed my comfort zone, my success and motivation have always been positively affected.”



As Polat Makina, It will be our primary goal to contribute developments of our employees with neuro psychology studies in our future structuring.

were periods when I remained in periodically difficult processes both in my business life and in my social life. But one aspect that I consider positive in my own way has always increased my resistance and motivation in the face of challenges. I try to overcome processes without being too demotivated, especially in business. Knowing that difficult times are part of our lives, seeing that people can achieve their personal development through mistakes, communicating correctly in difficult times, I actually think that these are our most important facts in overcoming difficulties.

Do you read books about human psychology to understand people correctly in your business life? Are you trained in this?

I prefer to read books mostly about work life and personal development. I had the opportunity to receive training from Baltas Group, a well-known company in Turkey, which lasted about 3 months on personal development, and efficient and healthy life in business life. Prof. Dr. Acar Baltas are pioneers in the application of industrial and organizational psychology, which supports employees in Turkish business life to be efficient and healthy. I am a person who

believes that an increase in performance in business life will come from raising one's own internal dynamics. As Polat Makina, our primary goals will be to contribute to the development of individuals through neuro psychology studies in our future structure.

Is there anything you'd like to say to the readers of our magazine?

Mr. İbrahim and Mr. Volkan clearly show their determination to move Polat Makina further in the future with their actions and visions. Our goal will be to take the necessary steps to reach the specified point by demonstrating all our energy and experience to make this request a reality. Polat Makina will always move forward as a company that will make its name strongly mentioned in the global market, and as a leading sustainable company in the sector in terms of growth in market share and satisfaction of stakeholders, it will always make its name mentioned in bold letters in our lives.

Thank you for providing a platform to share myself and our company goals.

Interview **Gülçin Çiçek**
Corporate
Communications Specialist
Polat Group Holding



We Work for a More Viable World...

Only 38% of lakes, rivers, estuaries and coastal waters across Europe meet ecological standards.

While urbanization and industrialization provide more economic opportunities for many people, if planning and infrastructure are lacking or deteriorated; polluted or inadequate water resources become our biggest problem. According to a United Nations report, 80% of the world's wastewater is returned to the ecosystem without treatment or reuse, and unfortunately 3.6 million people, of which 84% are children, die from diseases caused by contaminated water every year...

Unfortunately, it is becoming increasingly difficult to find clean water in many countries today, and the inevitable result of this uncontrollable situation is more war and migration to geographies with clean water. The effects of climate change, which leads to

population growth, environmental destruction, droughts and floods are cited as the primary reasons of this situation. The best example of this issue in population growth is India. In India, most people live in cities where the population is expected to double in about 30 years. Considering that even now the country is suffering from water scarcity and, in addition, is one of the countries facing difficulties in infrastructure and financing, the pressure on municipalities responsible for increasing and improving water facilities has increased considerably.

In India without the financial capital needed to operate sewage networks and wastewater treatment plants, most of



For a more viable world, Polat Makina designs and produces with environmental awareness and without compromising quality with its equipped technical staff.

A viable future is in our hands...

As opposed to popular belief, high financial strength is also not sufficient alone against problems related to water quality and safety.

the sludge obtained and dewatered is sent to solid waste landfills instead of being sold or used in agriculture.

As opposed to popular belief, high financial strength is also not sufficient alone against problems related to water quality and safety. Ireland, for example, is one of the ten richest countries in the

world, but has been short on clean water supply and wastewater disposal systems. In addition, according to the European Environmental Agency (EEA) report published in 2018, only 38% of lakes, rivers, estuaries and coastal waters across Europe meet ecological standards. Wastewater treatment plants and the technologies used

in this area are becoming critical with expectations that wastewater sludge will increase by more than 80% by 2040. The importance of reducing the amount of waste, and dewatering is increasing for the final removal of sludge within these technologies. Briefly, the aim of dewatering and treatment is to recycle valuable raw materials in waste water or production waste formed in municipalities and industrial implementation areas, and to ensure the economic disposal of waste sludge without harming the environment.

For a more viable world, Polat Makina performs its duties and responsibilities all over the world in the best manner by making a significant contribution to the life cycle with its equipped technical staff and centrifugal technologies designed with environmental awareness and produced without compromising quality.

Aysu Sağdıç
Marketing Specialist
Polat Makina



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we had a very pleasant interview with Dr. Senem Kılıç, İzmir Branch Chairman of KalDer which we are the member as Polat Group Holding.



Dr. Senem Kılıç
KalDer İzmir Branch President

Hello, Mrs. Senem, can you tell us about yourself? We would like to take advantage of your knowledge and experience.

I was born in Denizli. After completing my bachelor's degree in Computer Engineering at Ege University, I continued my master's degree in Quantitative Methods and Management Science at Dokuz Eylül University. After that, I have a PHD degree with a dissertation study on young entrepreneurs in the Department of Business Administration of the Institute of Social Sciences of Dokuz Eylül University. I started my career as a software engineer at Netsis. After that, I held over as a manager and top manager in various units for 10 years at Arkas Holding. I lectured in various programs at Izmir Economics and Yaşar Universities. I have been working as Vira Strategic Partner Founder, Omega BigData Managing Partner and management consultant since 2013. I have been serving as the chairman of the Board of Directors of the Izmir branch of the Turkish Quality Association (KalDer) for 2 years with the membership of the management and commission of the Association of Aegean Industrialists and Businessmen in order to contribute to social sustainability.

When was the Turkish Quality Association established? How does the Turkish Quality Association work, how does it provide benefit, can you tell our readers about it?

The Turkish Quality Association (KalDer) was established in 1990 with the aim of spreading quality awareness and good practice examples by bringing together the representatives of the main industrial groups in Turkey. KalDer, which continues its activities on the basis of volunteerism, aims to increase the level of competition by improving the quality of management and work of all institutions and organizations in the public and private sectors through its activities. We are a common NGO throughout Turkey with branches and representative points in Istanbul, Izmir, Bursa, Ankara and Eskisehir. Our most important strength is the EFQM model (European Foundation for Quality Management) established by Europe. EFQM is a management model that will ensure the regular growth of companies founded by business people accepted worldwide. KalDer is also a partner in the National Cooperation of the European Foundation for Quality Management. This means that the quality management issues spoken in Turkey are synchronously aligned with the quality management issues spoken in the world. We're not pioneers or aftershocks of anything. The issues discussed there, as Turkey, are also implemented

here as part of the structure represented in the executive boards.

In addition, we also provide important information sharing with technical trips and field visits, which offer the opportunity to examine examples of good practice on the spot. When employees of member companies wonder about the practices of companies that have achieved an important subject matter or have done this subject matter for many years, and completed the corporate maturity on that, they can ask for support from KalDer and make a technical field trip. A company hosts these trips, member or non-member professionals participate, and people who practice this work at the production site of this company can get this information from them. Technical trips are extremely important for companies developing in the industrial world in terms of information transfer.

KalDer is an NGO with strong educational activities at its center. We have a good academy where both working individuals and institutions can receive professional training. This academy, until very recently, has provided training in a certain focus, and now has the flexibility to prepare the training content of personal development, executive development, or corporate development that companies' human resources professionals may need. This is important for us because we care about the dissemination of information, the improvement of quality, and the updating of information. For this purpose, KalDer aims to strengthen the knowledge level of companies, primarily their employees.

We also organize management meetings that enable the development of middle-level managers in particular. At our management meetings events, senior managers from our member companies talk about the current topics of that period. A senior executive who is a member of KalDer voluntarily tells middle level managers of other member or non-member companies about topics such as good purchase, efficiency, quality in management, and risk management in a taste of training. These trainings are usually held in the company where the senior manager who provides the training is the manager. KalDer is a strong association in terms of management transfer and the circulation of information.

What has the pandemic changed in your business life? Are there any methods that you have developed to deal with this process? Can you tell us briefly?

The corona pandemic caught the whole world off guard. Thanks to Corona, everyone also remembered that he/she was actually a citizen of the world. Today, when globalization orienting the world economy is being talked about, we see how this epidemic, which is seen in almost every country, affects us and its consequences

by experiencing it personally. People were negatively affected not only financially, but also psychologically. As we talk about environmental risks such as global climate change and the lack of World Resources for the current population, the epidemic we are in has pushed us into the search for the 'new normal'. In the remaining part of 2020, all firms must continue their work to survive.

We know that KalDer has strong relationships with the business community. How do you consider the participation of companies in your work?

As an NGO, KalDer has an important mission, starting from individuals and carrying excellence and corporate culture to institutions and organizations. We regularly conduct seminars, trainings and field visits to develop interagency dialogue. For the last year, Kalder Izmir Branch has initiated an organization that gathers CEOs, board chairmen, capital representatives, decision makers in particular. We want CEOs to follow current issues while our employees and managers are trained. We want to contribute to developing networks of CEOs from different sectors. Senior management meetings are the only ones in Izmir. Our monthly CEO meetings before Corona are the biggest contribution of Kalder to the Aegean region in terms of Izmir in recent period. We are continuing this event online by moving it to digital recently.

How do you think companies in Turkey are applying quality standards?

Due to today's growing globalization efforts, the search for intensive restructuring of all organizational structures continues in the increasingly competitive race. In order for competition to succeed in these conditions of constant change, institutions are developing various strategies to ensure competitive superiority. In today's competitive conditions, you have to make a difference to step forward from your competitors and quality standards allow you to make this difference. In recent years, these





From an event day with KalDer members

difference-making firms have started to implement quality standards in their companies. Although the number of these companies increases every day, we cannot say that they have reached a sufficient number yet. That's where Kalder comes in and continues his work to increase quality awareness in the community.

Can you briefly explain what the management system standards are for companies?

Organizations that have established a quality management system in their company and adopted it with their employees are stepping into more successful jobs, as well as gaining customer satisfaction and trust. However, increasing market share, increasing profit, increasing employee satisfaction, reducing costs are among the gains, all of which give companies high competitiveness.

At the same time, the Total Quality Management System aims at continuous development and strengthens all employees of the company, which means strengthening the company.

Do you think every company should work within these standards?

In conditions of intense competition, every company demanding a share of the same pie with global players, should increase the awareness of quality and apply the management standards in their firms to increase competitiveness and achieve sustainable growth.

What should companies do first to begin works on total quality management?

To put it very briefly, they need to correctly explain quality awareness to all their employees and make it a life philosophy by spreading the understanding of quality to all levels.

What are the works that Kalder has done in Aydın?

As you know, Kalder, working on the basis of volunteerism, has placed the United Nations Sustainable Development Goals in 2020 in its basic strategy. We planned our activities with the focus on spreading the principles that

intersect with our mission of the association in society. Last year, we started to spread this mission with Denizli province. Aydın also started our membership process with Polat Group Holding and took steps to spread awareness of sustainable quality. Among our goals is to include new members and initiate business collaborations in the region.

What should Kalder member companies do to receive an Excellence Award?

Kalder member companies should first start by paying attention to education in order to learn and internalize the EFQM model. This will give the organization and its employees the opportunity to improve themselves. Developing employees will also ensure the development of the organization. If you say how this development will be, it is achieved by continuous improvements, embracing the organization, by taking into account all the stakeholders of the organization, such as employees, customers, society, by making it understand its ecosystem, by taking into account all the elements of sustainability, by making it a part of its daily life. At every point of this process entered into by signing the National Quality movement Declaration

of goodwill (UKH), KalDer stands by the organization, provides guidance, provides support and receives results.

We thank you for your time. Is there anything you want to tell our readers from here?

I am still proud to hold the title of the first female chairman of the Board of Directors of Kalder Izmir Branch. I and my board members continue our work as the entire KalDer family. In this regard, our doors are open to both the public and private sectors to the end. We believe that examples of good practice multiply as knowledge and experience are shared.

On the other hand, the reduction of the effects of the corona virus pandemic, which negatively affected our country as well as the whole world, is our greatest wish. We will be able to circumvent this process by following rules such as individual measures and social isolation. I wish everyone a healthy, happy and peaceful day.

Interview

Gülçin Çiçek
Corporate Communications Specialist
Polat Group Holding



NEW WORLD NEW NORMAL NEW POLAT

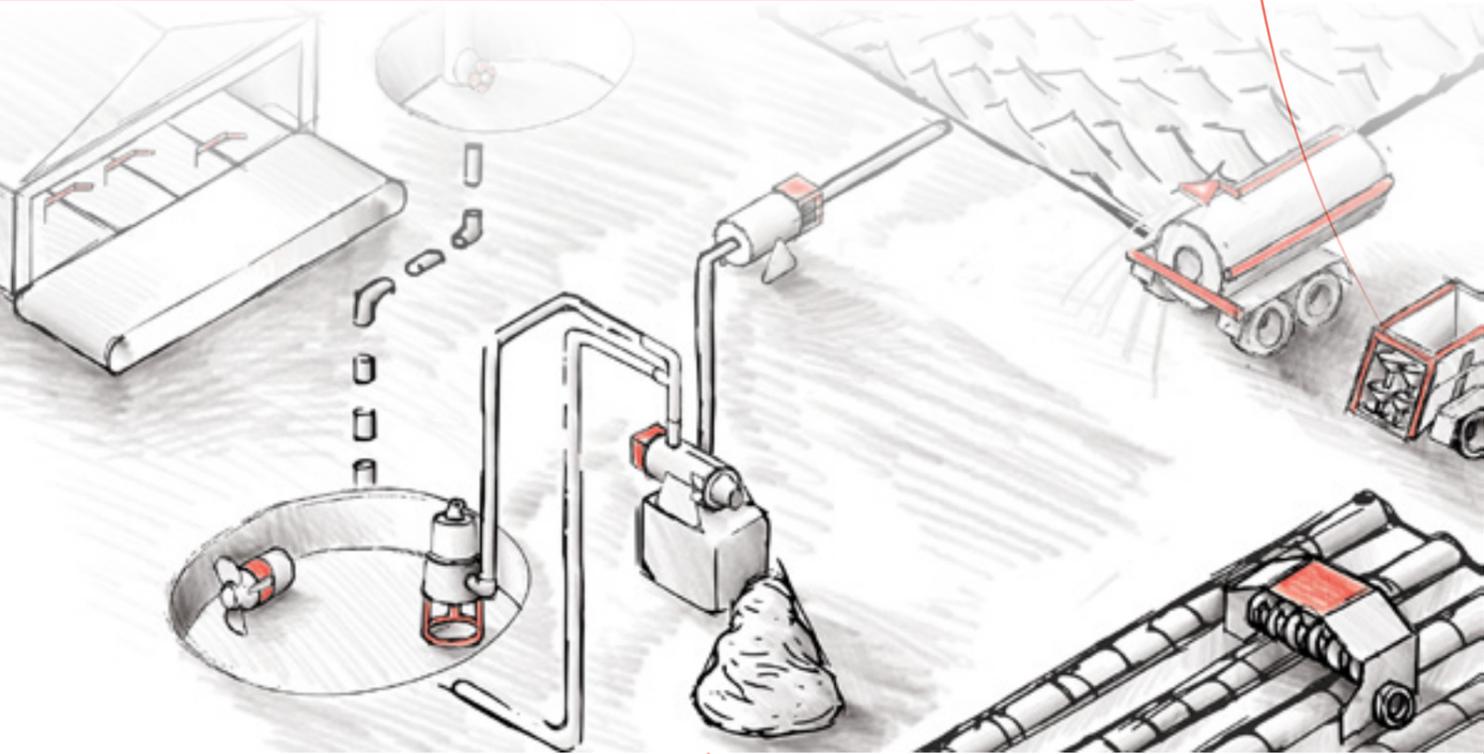
- Our firm having the first legal personality in 1993 with **Polat Makina Sanayi A.Ş.**, and by gradually expanding its business areas, followed by:
- **Polat Tarım** in 2001,
- **Polat Group Reducer (PGR)** in 2004,
- **Oya Fidancılık** in 2011,
- **Polat Makina Greece** in 2012,
- **Polat Makina Morocco** in 2013,
- **Polat Makina Italy** office in 2014 and **PGR GMBH** in Germany, and finally the Holding company was established on December 2, 2019.

- At the point where we are today, our Holding company which **continues to operate in many different** areas such as machinery, reducer, agriculture, nursery with a total of 13 group companies including 9 domestic and 4 overseas corporations, is moving toward institutionalization with new steps, and being prepared to be transferred to the new generation by our company owners and **İbrahim Polat, our Chairman.**

- In the structure of **Polat Group Holding**; our Chairman of the Board is İbrahim Polat, our vice chairman of the Board is Olcay Polat, our member of the Board is Volkan Polat. The General Manager of Polat Group Holding is Rıza Korkut Özdemir.



We talked about the sector and the actual topics with Mr. Mehmet Tanrıverdi, Purchasing and Import Responsible of EYS Metal company which is the business partner of Polat Group Redüktör



Can you tell us a little bit about yourself? What is your position at EYS metal and what are your company's fields of activity?

My name is Mehmet Tanrıverdi, I have been working as a purchasing and import officer at EYS Metal for about 15 years. During this time, I witnessed and contributed to the development of the firm. EYS Metal was founded in 2002 and has been operating for 18 years. Our company designs the fertilizer movements of animal farms from beginning to end with the most ideal shape and offers solutions with

related machinery and equipment. If we talk about our main machines, we can call fertilizer separators, mixers and pumps. In addition, recently, we have accelerated the production of machines related to the separation, fragmentation and composting of organic waste. We aim to contribute more to the Turkish economy by producing machines that produce value from organic waste.

Over time, the importance of fertilizer's contribution to nature was understood, and with this awareness, we moved quickly in the sector. As

EYS, we shift animal manure from discarded material to an asset that contributes to agriculture and even saves money. We have made machine equipment that enables this. Fertilizer separators are machines that separate the solid and liquid of fertilizer and are the beginning of the formation of organic fertilizer. Animal fertilizers, whose solids and liquids are separated, are composted, which means that they are mixed in a certain fermentation process and become an organic material that provides value to agriculture. Therefore, especially

the use of chemical fertilizers in the country has decreased significantly in recent periods and has increased the demand for machines. For this reason, the number of plants producing organic fertilizer is increasing every day.

How would you interpret the fertilizer machinery market? A large area in Turkey?

Yes, it is also supported by the government, and with the increase of modern animal farms, we are needed. Animal dung is constantly accumulating, after all, this is an unstoppable process. So this fertilizer needs to be managed. You can't randomly throw it into your field, you have to store its liquid somewhere. The fertilizer that you store needs to be mixed with our mixers and sent to the separator system with

our pumps. A pool to collect the necessary fertilizers. First, the government supported the creation of these pools. Leftover manure started to be collected somewhere while a farmer with 5-10 animals is throwing the manure somewhere. Our process begins with the exit of the animal's manure, we produce machines for the animal to peel from under it, collect it in pools, mix it in pools and pump it into the separator system.

Are your clients people who already have farms?

Yeah, people with farms. We can call them as people who have modern fattening farms as well as modern dairy farms. Although our customer portfolio is generally this way, we do projects in biogas plants.

Animal manure has composting

processes. After the fertilizer comes out of the separator, we have machine equipment there again. By mixing Fertilizers, a homogeneous contact with the air is achieved and a homogeneous combustion occurs. Therefore, fermented fertilizer returns to you as a value that has not lost its organic value and is thrown into the field. You either pack it and sell it, or you pour it into your own field. At this stage, we also have wheeled machines that distribute fertilizer, and the liquid of fertilizer is again distributed in the field. By diluting the distributed fertilizer to a certain extent, we benefit in the nutrition of agricultural plants.

Our business continued in this way for many years, and then we entered other organic waste, and into sectors such as biogas derived from fertilizer. We have produced driven machines of mixing machines. ➔



Mehmet Tanrıverdi
Purchasing and Import Responsible
EYS Metal

Do you make machines for different areas other than fertilizer processing?

What we're doing. Apart from fertilizer processing machines, we recently have been making machine equipment that breaks down and compost organic waste such as branch parts.

How do you evaluate your sector in the Turkish market? Compared to abroad, every sector has some problems. Do you have problems, too?

The Turkish market generally does business with support, with investors benefiting from government support for initial installation costs. Of course, there are problems at home compared to abroad. The basis of the problems is investment costs, the fact that investments depend on certain supports in Turkey.

Do the farmers have problems as well?

Of course, we understood the importance of agriculture and animal husbandry with the whole world,

especially in the Covid-19 process. It supports this awareness in the decisions taken by the government. Because of the fact that our business is mainly agricultural and animal husbandry, we did not interrupt our production. We tried to respond to our customers' requests as quickly as we could.

Domestic producers support both in the field of agriculture and in the field of animal husbandry. As a result of these supports, we believe that a little more investment will increase and these will be reflected in our company. It's the same in the domestic market and in the world. 70% of our production consists of exports and the remaining 30% is of domestic market. We have dealers abroad. We have a big dealership in America, we have our own assembly factory in Germany. In Turkey, we have branches in Kırklareli, Lüleburgaz and Konya. Apart from that, we also have regional dealerships. In particular, we have turned our faces to Europe and America. For this reason, we always keep our quality high.

How did you make decisions during the Covid-19 outbreak? What are the measures you take in-house?

We've had employees who want to take annual leave, and they've been on leave. Our friends, whose work is suitable for working remotely, worked from home for a certain period of time. Again, by changing meal times, we ensured that densities did not form. We placed social distance and mask warning signs in many parts of the factory. We have facilitated access to disinfectant throughout the factory with disinfectant stands.

Did the farms stop?

Farms did not stop, investments continued, production continued, We responded to requests for spare parts, there is no stopping of farms in live animal breeding. This caused us to continue our work continuously.

What are your predictions for the pandemic process? Both for your industry and for other sectors?

As a company, we were not very impressed as the agriculture and

livestock sector, our activities did not fall very much. But we don't know what will happen in the future. I don't know how much we will be affected if there are stricter measures. I don't think we'll be too impressed. Of course, the lack of foreign fairs made it difficult for us to establish new customer connections, our customers who would come to visit could not come. Interactions at home and abroad decreased, we experienced their effects like everyone else.

As EYS metal, what are the subjects that separate you from your competitors?

We are different because we are a quality-oriented and customer-oriented company. We are not disrupting the demands of our customers by thinking about short-term profits. We always prioritize customer satisfaction. We are always known as a company that produces solutions that no one produces in its sector. That was formed as a result of our extensive R & D team and innovative understanding. EYS



Metal is always a pioneer and the biggest reason for this is our desire to do quality and different works.

What steps should we take for a new sustainable world after the outbreak?

I think that an understanding has been formed about reducing external dependence all over the world and in our country. This will contribute greatly to domestic production. In addition, it is necessary to reduce external dependence in the agriculture and livestock sector. Turkey should not be a country that imports agricultural products and animals with its rich lands. For a new sustainable world, we need to be more production-oriented. There needs to be more support. Especially in domestic markets, because of the rapidly changing economic balances, investors cannot make large investments because they cannot see the future.

I think the domestic market will gain momentum faster with government support.

You buy reducers from our PGR company, which products do you use? How did you meet the Polat family?

We have been working with PGR for about 15 years. I have also witnessed the change of the PGR over time. It also makes me proud. Mr. Şakir, our company owner, has a long history of acquaintance with Mr. İbrahim. For this reason, I say that we are like a sister company with PGR in any environment. Currently, we use fully PGR reducers in all our products, as it produces products with efficiency that can meet the needs of the products we produce, and we have been satisfied for many years. In this sense, I want to thank you, we have captured a sustainable work together. We use PD, PF, PMRV, PKD, PA series from your products. According to our machines, the products we supply can vary.

How were your procurement processes managed during the pandemic? Was there a recession there, too?

Of course, we couldn't accept visitors for a certain period of time, and like everyone else, we took certain precautions. Anyway, people weren't going out, there were long-distance, inter cities bans, you know. Even coming from Izmir to Aydın was subject to permission. I'd say we've done our jobs that have accumulated in that process. We have seriously diluted face-to-face communication. If I'm going to talk about the part that affects purchasing in general, we took care to be more cautious about purchase, as it is difficult to predict the future during the first period of coronavirus. We continued our business with minimal inventory.

Interview

Gülçin Çiçek
Corporate Communications Specialist
Polat Group Holding

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The PCS series products offered by **PGR Drive Technologies** are capable of lifting from 1 ton to 50 tons in weight (up to 80 tons by changing rope equipment).

With low wear and quiet operation, our winch gearboxes are available in aluminum (en-AB-46100) and ductile iron (GGG 40-50).

It is in compliance with FEM-ISO standards. It has excellent driving with a frequency inverter as well as its use with motors with dual speed (2-12 poles) IP55 protection class.



PGR Drive Technologies'
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50 tons of capacity
are the ideal solution partner for the crane industry
with their quiet, compact bodies and ease of maintenance

We talked about the journey in years of Çelik Makina, the sector and the actual topics with Mr. Ali Osman Çelik, Chairman of the Board of Çelik Makina company from Aydın, which is our business partner for many years.



Ali Osman Çelik
Chairman of the Board
Çelik Makina

Mr. Ali Osman, can we get to know you? How long have you been in this industry?

I'm Ali Osman Celik. I'm the Chairman Of the Board in Çelik Makina. We have been operating in this sector for 28 years. We first entered into the sector in 1993. In 1995, we built our first factory in Astim OSB as a 1000 m² closed area and started production with 8-10 personnel. At that time, Çelik Makina was a regional company. We had sales only to the Aegean region and provinces close to Aydın, but over time we grew more and more.

Our sales in Turkey gradually increased and our exports started in 2005. Currently, we export to nearly 40 countries. We have over 100 employees. We have a total area of 30.000 m², including 10.000 m² closed and 20.000 m² open. Since we do not have the opportunity to grow in this area, we plan to build a new factory in a different area because it is full around us. Hopefully, our new factory site will be 86.000 m² in

Aydın Astim Organized Industrial Zone, on the airport road, on the land we just bought. In the next two, three years, we will finish this investment, taking into account the state of the economy.

So, are you planning to move your entire factory site to your new location?

Yes, in addition, we plan to further increase our type of production and produce products with high added value, which we do not

currently produce, which contain higher technology. These steps will increase our share of the world market. With our increasing turnover, our number of employees will also increase and we will create jobs.

Can you tell us about your areas of activity? What are the products you produce?

Mine crushing, screening, washing, enrichment plants. In these, we produce machines that process concrete aggregate, asphalt aggregate, ceramic materials, glass materials, iron, silver, copper, coal, chromium, nickel, all substances that can come out of nature that you can think of.

Was gold there across sectors as well?

Of course. For example, there are facilities that we have set up in gold mines in Uşak in Turkey, and Azerbaijan. In Turkey, we gave machines to areas such as silver and copper. At the moment, for example, we are completing a project in Turkey, of a foreign company in Bingöl related to iron ore. Again, we are establishing a glass and ceramic materials plant in Milas, so we have many areas of activity like this.

We are able to appeal to many different sectors. When you think about how valuable gold, copper is, machines are also valuable because we process mines.

How did you take precautions during the pandemic? What has been the impact on your industry?

Interestingly, we were never affected by the pandemic. We used our production at full capacity in this process. Even on days when there was a lockdown during the pandemic, we continued our activities with special permissions.

Our exports were good during this pandemic period. This year, compared to other years, our exports increased by 30%. →



“ We first entered into the sector in 1993. In 1995, we built our first factory in Astim OSB as a 1000 m² closed area and started production with 8-10 personnel. ”



Interview



Because of the pandemic, some firms worked part-time, had to give unpaid leave. For us, it was the opposite situation. Even our employment rate has increased by 5%. Currently, our factory is working in a capacity range from 90% to 100%.

Has there been a decline in domestic sales rates?

Yes, in the first six months of the year, there was a decline, and in the second half, activity began with the lifting of pandemic bans domestically. The export pillar supported us. Eastern Europe is doing very well in exports this year.

Are you from Aydın?

Yes I'm from Aydın. I'm from a mountain village called Bereket village in the Çine District of Aydın.

After finishing primary school, I came to Aydın center as an apprentice at the age of 13. I started working as a lathe. My parents lived in the village, and we had a hard life. I've been in this industry for 46 years, I've come from back of house. I started my first firm in 1990. I worked in two different companies as an apprentice, a foreman. First in an industry site, and then in Göçay construction company, Aydın. I was a master and foreman there. I worked at Göçay construction for 10 years. Before that, I had 5 years of experience working in industry. In 1990, I started my business as a lather, holding a small 50 m² shop in the Industrial Bazaar and taking out a loan from the bank with zero capital with an apprentice. After three years, I started to produce spare parts for the machinery sector where I currently operate. In Aydın, I was producing spare parts for mines in Çine and companies like

Kaltun Polat. Because our production area is limited, we almost started to close the street with our increased production. As things slowly began to increase, I hired a second place of work. This time it was an area of 1000 m². We had five employees. In 1993, we received our first big order, and then we bought the area where we are now, and in 1995 we started working here.

A lot has changed in your industry, what do you think has changed since the first years?

Absolutely, the technology has come to incredible levels. Cnc machines are doing what we are used to do with universal machines, manual machines. Before, we cut parts of the machine by template or hand, now we cut and process them completely with programs, with zero errors. When we first started, a

200-ton facility was a huge capacity. Now there are facilities with an hourly capacity of 1000 tons.

Technology is constantly advancing, we attend fairs, closely follow the agenda and new developments in machines.

When did you meet with Polat Group Holding?

We met İbrahim Polat before I started a business. Mr. İbrahim has previously worked in my sector. When I was working at Göçay construction, Mr. İbrahim was making some machine parts of our construction. I mean, our acquaintance dates back to the 80's. Then our dialogue never broke off. When I entered this sector, Mr. İbrahim was continuing. He left this sector after switching to Decanter.

Even when I first started this sector, I consulted İbrahim Bey on technical issues. I like him very much, a person I really appreciate, I guess he feels the same as I do. Maybe we are one of the three or five people who are considered as an example in Aydın. After the establishment of Polat Group Reducer company, our relations started in a commercial sense. Since the PGR was installed, we have not used a reducer other than the PGR. We have been making reducer purchase completely from PGR for about 15 years.

Are you satisfied with PGR products in terms of efficiency?

I'm so glad. I wouldn't use it on my machines if I wasn't happy. Friendship, fellowship are different

things. Because Çelik Makina is an important brand in the world as it is in Turkey. Of course, our understanding of quality plays a big role in this. Certainly friendship is a beautiful thing, but my clients are aware of the quality of PGR. From time to time, some of my dealers from abroad have asked me to use a German brand or an Italian brand, but I want them to come and see PGR's products and production methods. I'm saying I can personally show him the factory. Because I'm so confident in the quality of PGR. I find PGR successful, I think there is a team that develops itself well, now it is one of the two best companies in Turkey.

Interview **Gülçin Çiçek**
Corporate Communications Specialist
Polat Group Holding

“Our acquaintance with Mr. İbrahim dates back to the 80's. Then our dialogue never broke off.”



High Quality..
IDEAL SOLUTIONS

PGR Drive Technologies

meets the needs of both tractor PTO
driven and electric powered
stationary feed preparation systems
with their **PYK - PYK PL series**

Wide transformation
range **PYK** series
products with high
resistance to heavy and
variable loads in
horizontal, vertical,
inclined feed mixed
systems for cattle / small
cattle enterprises, also
offer ideal solutions for
TMR systems.



Modernization of Human Resources Processes



Our main goal in these studies is to implement human resources practices that will meet the expectations of our employees, who are our values, and increase their motivation.

In 2019, modernization works of our companies' human resources processes have been started.

Our main goal in these studies is to implement human resources practices that will meet the expectations of our employees, who are our values, and increase their motivation.

Another goal of our preference for modern human resources applications is to aim to reach the next generations in the position of our potential employees, which will carry our company into the future.

Making and following these practices on paper using the old classic method leads to inefficient use of time and operational



difficulties, which is one of the most valuable phenomena today. In addition, continuing applications with the old classic method damages nature by increasing paper consumption. For these reasons, detailed studies have been conducted on which software should be used, and in the light of reasons such as ease of use, flexibility, web operation and mobile application support, Sabancı DX software has been preferred.

The work within the scope of the project has started as of July 1, 2020; phase 1 of these works is expected to be completed by 31 October 2020.

When the project ends, the modules of Wage Management, Performance Evaluation, Training Management,

Leave Management and payroll management will also be activated.

Employees will be able to enter the system with their username and password through the portal application and see their personal information, payrolls, permission information, training records and make all kinds of requests through the system and will be subject to the online approval process.

Employees' performance and competence evaluations will also be carried out and monitored through the portal.

The human resources software application, which we attach great importance to, will be a point of development for our company.

We wish well for all our stakeholders.



Phase 1 of conversion to Sabancı DX software is expected to be completed by 31 October 2020

Ahmet Doğan
Human Resources and Corporate Development Manager
Polat Group Holding

Breath from Italy to Earth

Interview

Hello, first of all, we would like to know you? Can you briefly tell us about yourself and your firm?

My Name Is Nazan Ulucay Agbulut. I was born in Nazilli, after completing my primary and secondary education in Marmaris, I graduated from Istanbul University Landscape Architecture department. At Rolando Innocenti & Figli, where I entered as an intern, I have been responsible for sales in the Turkish, Turkish Republics and Eastern European markets since 2013. Rolando Innocenti & Figli is a company that grows plants on an area of about 100 hectares today and exports plants to more than 40 countries with the constant development of its owner, Emiliano Innocenti, adding an innovative vision to traditional techniques.

How long have you been operating in this sector?

Rolando Innocenti & Figli, was built right after the World War by the late Rolando Innocenti II. His son Emiliano Innocenti describes himself as being born in a nursery.

Can you give us some information about nursery? What plant species do you grow? What are your specialties?

The great advantage given to us by the physiological structure and climate of the soil of the Tuscan Valley allows us to produce both plants resistant to the most severe climates in different sizes and ages in our nursery, as well as unique rich varieties of Mediterranean and exotic-tropical flora. Abies nordmanniana (Fir), Picea pungens glauca (Blue Spruce), Magnolia grandiflora gallsioniensis (Green Magnolia), Taxus baccata (Badger), Photinia (Flame Tree), Cedrus, which are the most common green plant species.

What is this season's plant? Can you briefly tell us what the amount you get?

New species and forms in our profession can not be accepted immediately. But for the last 2 years, parachute-shaped plants in both Europe and Turkey attract great attention.

Nazan Ulucay Ağbulut
Marketing Comm. Exec.
Rolando Innocenti & Figli



“Now projects are valuable with their gardens, and large cities are more viable with their parks.”

Which plant is your favorite?

Each of them has a different beauty, obviously it is impossible to choose from them. For me, it's best to watch them change throughout the year. For example, towards the end of the February pink flower magnolia flower opens. Near their end, red-leaved plum and cherry trees and mimosas open their fragrant flowers. However, the new vegetation of the laurels also gives a splendid smell. These are followed by Oleander, and crepe myrtles. This cycle will be completed in a year. It's an indescribable feeling to be able to change all of them.

How did your paths cross with Oya Fidancılık Company?

It has been crossed with Mr. İbrahim's visit to our company in 2018. Then, at his invitation, we had the opportunity to get to know Polat Holding and crepe myrtle nursery more closely.

How did your paths cross with crepe myrtle nursery?

I'd say the secret of this job is passion, patience, timing and good job following up.

How and where can those who want to reach your plants contact you?

Bologna Airport is the most convenient airport to reach us directly. There 3 direct flights per day from Istanbul. However, if it is to be considered on a sightseeing route,

we are 25 km away from Florence, the capital of Toscana.

Is grafting done to all saplings? Are there certain times of graft?

Unfortunately, it is not possible to graft each sapling, and although the time of graft is not the same for each plant, the periods are close to each other.

Finally, do you have anything you want to share with our readers?

In the past, landscape, sapling production was a profession that was never recognized in some quarters, and was forgotten according to some. But especially in the last 10 years, we have started to see landscape as the focus of housing projects, urban designs, City Planning, Parks and refuges. It has become an area that increases its importance with the issue of climate change, ensuring that we do not break away from nature. Now projects are valuable with their gardens, and large cities are more viable with their parks. As the first link in this mechanism, both our responsibility is very large and it is a great source of happiness for us to see the saplings we grow in the project areas all over the world.

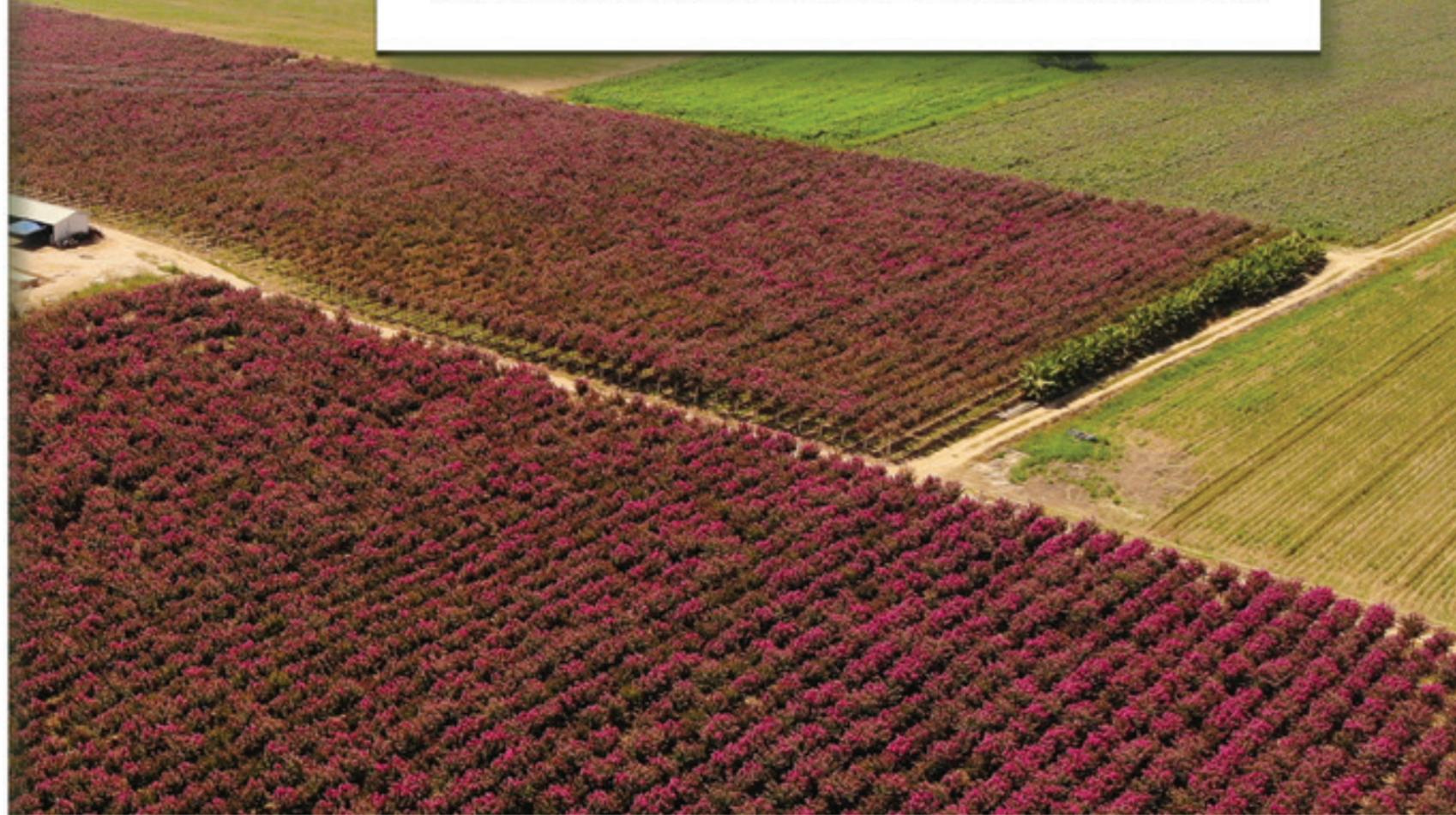
Interview

Gülçin Çiçek
Corporate Communications Specialist
Polat Group Holding

WE GROW WITH LOVE

We Are The First Producer Of Crepe Myrtles In Turkey And The Third Largest Producer Of Crepe Myrtles In The World.

We continue our work for a greener future with Oya Fidancılık A.Ş. which quickly took place in the sector with Crepe Myrtles, Palm Varieties, Bonsai, Olive and Oleander species and is taking firm steps forward the future.



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We discussed about the topic of “Women Rights” and the actual topics with **Atty. Ceren Akkaya**, a Mor Çatı volunteer

Hello, Mrs Ceren, can we know you first? Can you briefly talk about yourself and your business life?

I have been a freelance lawyer in Istanbul since 2012. Briefly, I can describe myself as a feminist lawyer who works on preventing violence against women and ensuring gender equality.

How long have you been volunteering at the Mor Çatı foundation?

I've been a volunteer of Mor Çatı for about 7 years. At the Mor Çatı Women's Shelter Foundation, I provide legal support to women who have been subjected to violence, and volunteer in other areas.

Can you tell us about the activities of Mor Çatı and the projects you are working on here?

This year Mor Çatı Women's Shelter Foundation celebrates its 30th year.

It was founded in 1990 by feminist women to combat violence against women and has been fighting male violence against women based on feminist methods for 30 years. Mor Çatı has a solidarity center and a shelter so that women can build a life away from male violence. Social studies to empower women are being conducted. One-to-one solidarity is established with women and it is aimed at establishing a life away from violence. In addition, we produce policies to ensure gender equality, monitor and report on the implementation of international conventions and laws, such as the Istanbul Convention. In order to share our



knowledge and experience in the field, we conduct workshops with women's organizations, non-governmental organizations, bar associations and municipalities working in the field of violence and strengthen solidarity with those working in the field. So I'm trying to be as supportive as I can in whichever area I consider needs volunteers. There are dozens of women like me who are Mor Çatı volunteers, and I think the greatest strength of Mor Çatı comes from this network of volunteers and the strength of solidarity.

What are the data you have on Violence Against Women? Has there been an increase in recent years? And what do you attribute it to?

Violence against women has always been common in this country, but I think it's more visible now. The impact of social media has become more visible for reasons that we no longer shut up to own more of women's rights, the interest of the press, etc. Unfortunately, because the government does not keep data on violence against women in Turkey, we cannot get full figures on whether it has increased or decreased over the years. For this reason, although we can not say that there is a net increase, we have a clear knowledge that there is an increase in some periods. For example, in the days

when we were in quarantine due to the pandemic, domestic violence increased all over the world. Because male violence against women is most often experienced at home, and this period, which is closed at home, has increased violence against women all over the world. Homes that we consider safe may not be so safe for us, women. According to a United Nations statement in April, economic and social problems caused by the



Covid-19 outbreak and restrictions have increased domestic violence around the world. We also know that domestic violence is common during periods of war and martial law. In other words, male violence against women, which is already common, also increases during unusual periods.

Do you receive requests for help from women? How do they usually reach you?

Women who have been subjected to violence or threat of violence contact us often calling our solidarity center by phone. But we also support women who come directly to the center or reach it by email. Women's greatest need is to be informed about their rights. At that moment, there are a lot of women who just take information and act with that information in the future. Once we know about their rights, we see women become stronger. Some women just get information about what they can do and their rights, while others need shelter, others need legal or psychological support. We are directing through the needs and trying to provide all the necessary support at that moment. If there is a life safety risk and a death threat, we make a safety plan. Women's solidarity is a mutual thing for us, and we learn a lot from the women who apply, and we grow stronger together. That's why we call it solidarity, not help.

“ I am a volunteer of Mor Çatı for nearly seven years. ”



Ceren Akkaya
Lawyer
Mor Çatı Volunteer

What can be done to prevent violence?

There is a priority condition for curbing violence: equality. You can't remove the source of violence unless gender equality and, of course, actual equality between men and women is achieved. Because male violence against women is based entirely

with the emphasis and application of equality in all areas. These are change steps that will have long-term consequences. And to prevent the current violence and to take measures to lead women to live a life away from violence and to prevent them from being killed. The most basic guide for this is the Istanbul Convention. It's a legal text to open and read line

seriously for years on the issues of combating violence against women legally and equality, and there have been very serious gains. In other words, I can say that the laws in Turkey are quite sufficient, but on paper. It doesn't just make sense to have good laws, it's the effective implementation of these laws that matters. Penalties in the law are also extremely adequate



on the belief that women are more powerless and insignificant than men. For example, when a man gets very angry, he doesn't go and slap his boss, but when he comes home, he can find the power to slap his wife or daughter. He can be psychologically violent in the house all the time. Why? Because he sees her in a lower position than he does. So we say, "not without equality." This equality can only be achieved through the effective and holistic policies of the government. From the educational curriculum, to television ads, from the language of politicians, to equality in employment. Of course, violence will decrease

by line, and it contains the story of all the murdered women. According to the convention, a real will and holistic policies are needed to prevent violence against women. Cooperation between governmental institutions and the principle of "zero tolerance for violence" will prevent many incidents of violence and protect women from violence, but unfortunately this is the most lacking side in Turkey.

Do you legally find the sanctions in this area sufficient?

The women's movement has fought

and high penalties, in fact, but with a sexist attitude, good behavior and unfair incitement remissions are made, thus losing their deterrent nature. These remissions certainly give power to those who commit violence. So our biggest problem is practices, not lack of laws or lack of penalties.

Unfortunately, there is a system that does not protect a woman, but protects and takes care of a man. Despite this, an important and protective contract, such as the Istanbul contract, has been opened for discussion.

I want to talk about the Istanbul Convention, which has created a lot of agenda lately. What do you think about this?

I think these discussions have done a great deal of harm to women and children and have had an impact that has increased male violence against women. In a country where at least one woman is killed every day, the Istanbul Convention should not be discussed, but rather talked about how to implement it better. But unfortunately, we were drawn into such an unnecessary debate. Fortunately, without a difference in political opinion, women responded to these discussions with very good opposition. At the moment, it is somehow mitigated, but this does not mean that the danger has passed. The real danger is that the already weak implementation of the convention will further weaken and become thoroughly ineffective in practice. Against this, I think we should demand the implementation of the Istanbul Convention at every opportunity.

In fact, there is no section of the Istanbul Convention to be discussed, and everyone who opens it and reads it will see it. Prevention of violence against women, protection of women and children from violence, effective investigation/punishment of the perpetrator of violence and policy development in this regard are the main legs of the Istanbul Convention and the Convention aims at nothing else. For this reason, the claims that it is disturbing the integrity of the family are completely untrue. Of course, it is not intended to protect the family institution where violence occurs; the only objective of the convention is for women and children to lead a nonviolent life.

Where should women apply when they are subjected to



violence? Is it possible for them to receive the necessary support and assistance at the time of application?

When women are subjected to violence, they can apply to the nearest police station, gendarmerie command, Violence Prevention and Monitoring Center (CHENIM), Provincial Directorate of the Ministry of Family, Labor and Social Services, prosecutor general of the Republic, prefect/governor, Family Court, municipalities and women's organizations. They can also call the Alo 183 Social Support Line and 155 Police Assistance around the clock. In accordance with law no. 6284, they can request a decision for protection and suspension without any evidence. Detailed information about what can be done when we are subjected to violence is also available on the websites of the Mor Çatı women's Shelter Foundation and other women's organizations.

Of course, there may be delays or some violations in practice when receiving support, but I also don't want to generalize it or draw a negative picture. Because these are the rights that we legally earn.

When we know our rights, we can insist on their implementation. So it is very important to know our rights, to ensure their implementation. There are also very good practices, and when the laws are applied well, women's lives are really saved.

Are there any things you want to say to your friends from here?

Of course there are. None of us deserve violence, and it is not our fault to be subjected to violence no matter what. No matter what we have done, no matter how we have behaved, violence is not deserved and is a huge violation of human rights. So I would like to say that when you are subjected to violence, you are not alone, it is not caused by your fault, you know that there are opportunities where you can become distant from violence with solidarity, and women's solidarity strengthens. Together we are strong!

Interview **Gülçin Çiçek**
Corporate Communications Specialist
Polat Group Holding



How Does a Person Decide to be a Color?

Topsy-Boozy Women

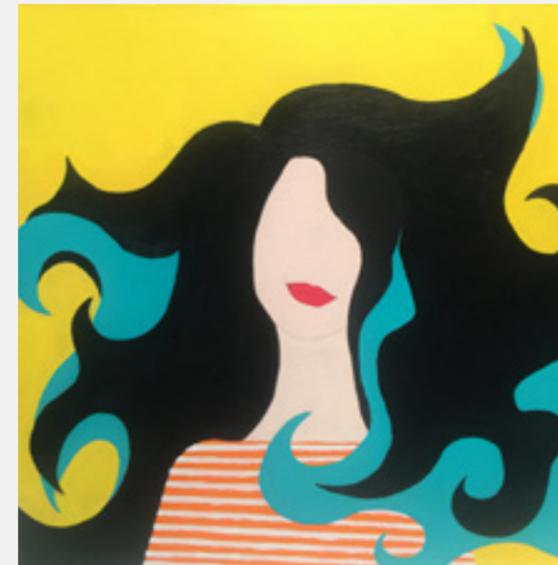
How does a person decide to be a color?
How does orange overflow from inside?
Or blue, why?
What does it want to say, or what silence is the cry of?
I fell on the canvas when they all seemed to be waiting to be understood.
When I closed my eyes, I saw it all.
Everyone had a color, in their own way.
They spilled quickly and as if they had been memorized for years from the end of my brush.
Each wrapped a different color onto its body.

There are pictures; like life, they contain a lot of deep and held breaths.
And like women.
They are the women in me, become one with me.
And it makes me who I am.
Many or only.

They smell of the Earth and the sea.
That's how topsy-boozy women came to me.
So I opened my doors to the end, because they are always welcome.



Nermin Ayhan Urganci
Red
Instagram: @neroizmm



Women!

Their fingers are strong, they dig the Earth if necessary, if necessary write on the ground.
There are women, they're always topsy-boozy.
They walk tall, they see with their minds.
Their lipsticks are red, stubborn against everything.
Their laughter are clear, unplanned.
They are unaccountable to anyone.
And their eyes.
Their eyes see everything, even they are closed...

Women!

In any case, they tell, the one who knows how to hear.
With voice, silence, garnish, color.
Some of them express their feelings on the edge of their hand-painted kerchief, some do on the signature attached on the edge of a mathematical equation with multiple variables that they just solved.

Every time she felt at a dead end, she let herself go to the wind. The seaside is the best, or else a place under a tree or any open space, was enough not to "think" because she could never silence the -thoughts that broke the storm inside her, without the wind.



Many World-Famous Museums Are Just A Click Away

From the British Museum archive
Lewis Chess Pieces 1150-1200 Scotland.

museums, such as the British Museum in the UK, The Sydney Opera House in Australia, the National Gallery of Art in the US, the Musée d'Orsay in France, the Rijksmuseum Museum in the Netherlands, the Pergamon Museum in Germany, are just a click away...

Interview **Gülçin Çiçek**
Corporate Communications Specialist
Polat Group Holding

How Many Countries Can You Travel in a Day?

As our social life was restricted due to the Pandemic, there were tremendous increases in the rate of clicks and sales on the internet. People have largely turned to online sales, while many different activities have also moved into the virtual world. The number of downloads of online games has increased considerably.

Now, I want to share some results of a research with you. According to the results of the "Coronavirus Effect Study" conducted by Adcolony with participants aged 14 to 75 years in Europe, the Middle

East and Africa, including Turkey, 53% of the survey respondents say that they do more house cleaning. 27% report minimizing grocery visits and 38% now switch to online shopping. 46 percent of respondents said they play games from their mobile devices every day, while 26 percent said they install new games on their mobile devices. 82 percent of respondents report that mobile games relieve themselves by distancing from everyday stress.

Therefore, people's habits are affected by environmental factors

and are constantly changing. We have also thought over what you can do during the pandemic, keeping your social distance, not risking the infection in any way, without entering crowded environments, but also without getting too far from social life. In this issue, we want to share with you the virtual museums that you can visit in Turkey and the world.

In addition, the Louvre Museum, located in Paris, France, the largest museum in the world, is also open for online navigation through its website.

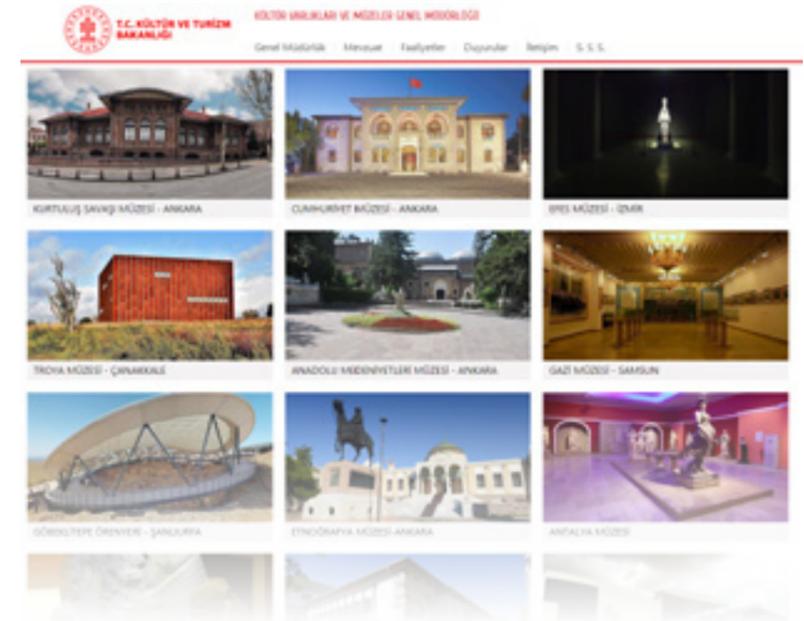
As in any country, there are many museums in Turkey that you can visit over the internet. Many people, getting caught up in the flow of life, may think that only physical visits to these museums are possible, or they may not be able to take the time to go, even though they are museums that they plan to see for a long time. But now, via the link <https://sanalmuze.gov.tr> opened by the Ministries of Culture and Industry, you can visit many museums that you can not plan to go for a long time and that you can not also plan a trip because of the pandemic, with a 360° virtual tour over the internet, and beautify your day.

Let's take a look at which of these museums are if you want.

<https://sanalmuze.gov.tr>

You can also make your time enjoyable by visiting many art

museums in the world and Turkey online through the Google Arts & Culture Project, where Google has again made a difference. As an example, many world-famous



Scan this QR code for:
<https://sanalmuze.gov.tr/>



Starlink and the future of the Internet

SpaceX, where Elon Musk is CEO, has been on the agenda before about Starlink's internet speed.

'Lights seen in the sky', which is on the agenda on social media, became clear. It became evident that the lights, initially thought to be UFOs, were Starlink satellites sent into space by SpaceX, a company owned by famous billionaire Elon Musk. Everything about Starlink satellites is in our news...

Starlink is a satellite constellation built by American satellite company SpaceX to provide satellite internet access. The constellation will work in conjunction with ground stations and will consist of thousands of small satellites mass-produced. SpaceX also plans to use some of its satellites for exploration and science purposes, as well as sell some of its satellites to the military.

As of November 2019, SpaceX has deployed 122 satellites. In addition, more than 60 satellites are planned to be placed per launch in launches that will be carried out biweekly as of this month. In total, 12,000 satellites are planned to be deployed in the mid-2020s, followed by an increase in the total number of

satellites to 42,000. The first 12,000 satellites are planned to be located on three orbits: the first of the three orbits is an orbit at an altitude of 550 km from the ground and a total of 1,600 satellites, followed by another second orbit, where there are about 2,800 KU - and Ka-band spectrum satellites at altitude of 1,550 km. and with about 7,500 V-band satellites located at an altitude of 340 km.

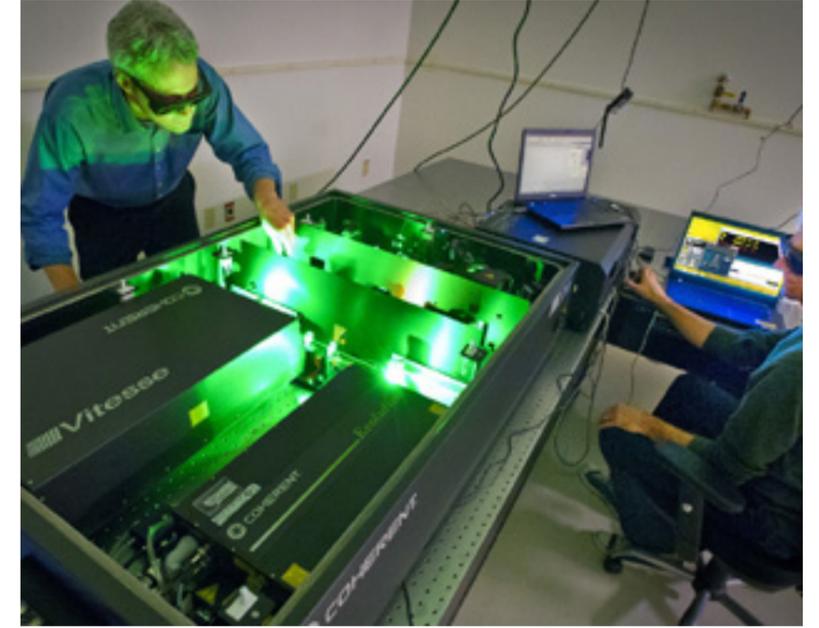
It needed ten years to design, build and deploy the satellite constellation, while the total cost of the project for SpaceX was estimated to be US \$ 10 billion in May 2018. Development of the product began in 2015 and the first two prototypes were tested in February 2018 with satellite test flights. The second set of test satellites and the first large-scale deployment were holding 60 small satellites, and this flight was carried out on 24 May 2019 (UTC). Starlink research, development, production and orbital control operations are all conducted at SpaceX satellite development facilities located in Redmond, Washington.



Converting Artificial Photosynthesis to Fuel

American and Indian researchers have developed artificial leaves to find solutions to clean energy. The synthetic leaf, which photosynthesizes like natural plants, turns daylight into electricity and produces hydrogen for hydrogen fuel cells.

When artificial leaf becomes widespread, it will replace solar panels and allow cultural forests to meet global energy needs without the need for industrial production.



First Cloned Przewalski Horse Born in the US

A cute colt named "Kurt" was born in Texas, US, as a result of cloning from genetic material of the male Przewalski wild horse, which was frozen 40 years ago.

The Przewalski horse, whose number in the world is only 2 thousand, is in danger of extinction, and all of them are relatives because they are descendants of 12 animals. This type of wild horse, formerly living in Central Asia, was last seen in the wild in 1969. All of the horses that live today were born on farms.





Journey to Cuba with Niko Guido

“ In Cuba, which is on the traveler’s travel list, you can watch women dancing salsa with unique latin music in front of its colorful architecture. It is possible to see every shade of nostalgia in this island country, which can be considered sacred to some. ”



Another interesting image that can often be seen in Cuba is pre-revolutionary cars, since the government owns all the new cars, these old cars find buyers at fairly high prices. The sale of new cars is prohibited all over the country.



Music and dancing is a must for Cubans.



Who is Niko Guido?

He was born in 1966 in Istanbul. After graduating from Galatasaray High School, he graduated from Boğaziçi University Faculty of Engineering. Niko, who also worked in the tourism industry, then continued his life as a photographer. His works have been published in many magazines and newspapers around the world. He has had exhibitions and attracted interest in many cities such as Venice, Paris, Izmir, Istanbul. He

has proven his international success with his work. He carries out works for the benefit of the Turkish Education Foundation with the projects "Doctors Without Borders", "Artist as an Art Object". Niko Guido, known as a photographer, also has a documentary film on the Haiti earthquake. The real name of the artist is Necip Yılmaz, also known as Niko Guido .



Fashion in Cuba
Cigars and colorful great accessories that have become the symbol of Cuban women all over the world. Cigars and jewelry for women who reflect their fashion sense in their daily lives have also become a symbol of the joy of life and hope.



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