



ACTIVITY
BULLETIN
2016





MAY SEED ACTIVITY BULLETIN 2016 ▶

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FROM EDITOR'S PEN

SEBLA GÜL

Human Resource Manager



Hello

We are with you with our activity bulletin that is prepared to share with you, our valued followers, our studies planned and realized with pride based on social responsibility within the framework of our corporate values in 2016.

With many activities ranging from education to health, occupational safety to environmental and social responsibility to motivation we carried out in one year, we struggled to reach our company, our works, their families and again our farmers as a part of our family, many students from kindergarten to college and all our stakeholders again.

As MAY Seed family, we will continue to invest in many fields in many fields with our high energy, innovations and quality with our youth, farmer friends and all of our stakeholders, and to build a healthier and fertile future with all our force.

As the largest seed brand with domestic capital in Turkey, we have led the way in many sectors in 2016 as in each year. We feel legitimate pride of this success and carry inside us the power to begin everyday with innovations full of blessings. We work hard for a strong, healthy and sustainable future.

Best regards



OUR VISION

To become a Turkish seed company that will maintain global competition with its power taken from R&D and provide innovative products in the target region.

OUR MISSION

To create value with the products to be developed in agricultural sector by using the experience and R&D power.

OUR VALUES

RELIABLE PARTNER

To understand mutual needs, to offer constructive solutions having ethical understanding based on the principle of win-win.

COMMON WISDOM

The power established by gathering of MAY's human potential to create a difference.

CONTINUOUS LEARNING

To create difference by increasing knowledge, skills and experience to ensure development.

QUALITY

To perform the best without compromising standards.

RESPONSIBILITY

To carry out activities towards reaching targets and take on the results.



HR

OUR HUMAN RESOURCES STRATEGY

To become a company that is preferred and wanted to included in with innovative and sustainable Human Resources practices.

OUR HUMAN RESOURCES POLICY

- To view human resource as an important value,
- To develop human resources system and processes that will maximize our employees' efficiency,
- To ensure continuity of employee commitment and satisfaction,
- To establish a dynamic, innovative corporate culture predisposed to team work,
- To act according as ethical values and sense of responsibility towards society in all our activities and applications,
- To regulate all legal rights and responsibilities in accordance with the law,
- To act according to the principle of equal opportunities without discrimination of language, religion, race, gender,
- To respect employees' freedom of becoming members of worker associations and unions based on their own choices without any discrimination as much as permitted by laws.



We Take Our Strength from R&D

Basic principle of our competitive quality is research and development of new varieties for Turkish and International Markets.



The Most Successful Exporters Award is given to MAY Seed



MAY Seed, according to 2015 export records, was awarded at the ceremony of “the Most Successful Exporters” among companies exporting Natural Oils and Oil Seeds as the sub-sector of Istanbul Association of Cereals, Pulse, Oil Seeds and Products Exporters.

Expressing that they are proud to be awarded for added value provided to Turkish farmers and our country as a Turkish Seed company with domestic capital, MAY Seed Chairman of the Board of Directors Hamdi Çiftçiler said “This year, our pride is great. In 2015, Turkey’s total seed export is \$ 115 million and at this point, we have achieved 10% of this figure as MAY Seed. With our 2015 export figures, we are in the first place among seed companies in our category”.

Specifying that they are taking firm steps to become a world brand, Çiftçiler completed his speech as follows, “This award means a lot to us as a Turkish Seed brand that is able to conduct business at international level and develop, sale seed technology independently and that has product expertise. Encouraging domestic capital and domestic R&D with such flattering awards are very important for our country and sector. We are very happy to provide value to our farmers and our country.”.

The 5th prize in “2011 The Most Successful Exporters” awards ceremony, The 3rd prize in “2012 The Most Successful Exporters” award ceremony, The 3rd prize in “2013 The Most Successful Exporters” award ceremony, The 4th prize in “2014 The Most Successful Exporters” award ceremony.



Anatolia’s the largest 500 companies

MAY Seed is the first and only seed company that has been included in the list “The Largest 500 Companies of Anatolia” organized by the Economist Magazine in collaboration with Turkish Economy Bank for five years in a row.

Sıra	Şirket Adı	Sektör	2015 Geliri (Milyon TL)	2014 Geliri (Milyon TL)	2013 Geliri (Milyon TL)	2012 Geliri (Milyon TL)	2011 Geliri (Milyon TL)
1	AKS Enerji	Yenilenebilir Enerji	10.000.000	10.000.000	10.000.000	10.000.000	10.000.000
...
500	MAY Seed	Çiğirtiler	10.000.000	10.000.000	10.000.000	10.000.000	10.000.000



Our target is to become a worldwide demand with Turquality

MAY Seed has become the first and only seed brand that is eligible to enter TURQUALITY® Brand Support program, which is the first and only branding program in the world.





MAY Seed Introduced its Champion Corns

Champion corn varieties, developed as a result of years of R&D studies conducted by MAY Seed, were introduced to visitors with MAY Fertility feasts held in Adana.



During fields day held in Tarsus and Havutlu during July 27-29, MAY Seed hosted a total of 1000 visitors.

After MAY Seed Fertility Feasts, we received the views of MAY Seed Board of Directors Hamdi Çiftçiler's opinions on R&D studies and new Corn varieties.

Çiftçiler said "We develop our varieties by breeding in our 4 R&D centers in Turkey. Therefore, we achieve the most fertile seed varieties that are compatible to soil and climate conditions and resistant to stress conditions for Turkish farmets and the target geography. We have the infrastructure to carry out all kinds of R&D and breeding activities during 12 months a year in our 200 R&D Centers in Denizkuyusu Village in Adana.

Every year, we realize 2 generations in our Adana R&D center. Thus, we have accomplished 5 commercial corn varieties and several new varieties through 32 generation planting & harvesting for 16 years, a short time for R&D operations.

We produce approximately 17,000 hybrids and plant around 2500 hybrid varieties among them and bring them to market by choosing the best.

During this process, we have completed 32 Generations successfully, and we are proud to be domestic seed company that develops competitive corn varieties with our supporting technical personnel who are the most experienced breeder team and who knows product cultivating well.

Based on maturation of our breeding programs, we believe that we guarantee the process of developing new varieties in the long term."

Çiftçiler completed his word as follows "As a result of R&D studies, our developed 72MAY80, 73MAY81 champion corn varieties proved their championship with efficiency results taken as feedback from our consumers. Our new generation 75MAY75 and 94MAY66 Corn varieties are our new champions with their efficiency performances over expectations. These varieties are ready to meet with our producers in the new season."

Respect for People Is Our Priority

MAY Seed was awarded with Respect to Humanity Reward for the 4th time in the award ceremony held by Kariyer.net.



The 15th Respect to Humanity Rewards, arranged for highlighting attentive studies in the field of Human Resources and to share them with the public, was granted to winners in a ceremony held at Lütfi Kırdar Congress and Exhibition Center.

As in the last five years, MAY Seed was among the companies that respond to job applications: at the fastest and highest rate, and the Company received the Respect to Humanity Award again in this year.

MAY Seed Provides Full Support to Empowerment of Women



Advancing with the approach of “Strong Women, Strong Generations”, MAY Seed was the first Turkish seed company that supported Women’s Empowerment Platform established with partner initiative of United Nations Women’s Organization and United Nations Global Principles Agreement.

As a signatory to WEP and declaring its full support to the organization that aims at providing gender equality in workplaces, markets and around the society and ensures women participate in all sectors in economic life, MAY Seed signals that it will realize its initiatives with faster and strong steps in MAY Women Platform.



Women’s Empowerment Policies;

- Providing senior institutional leadership for gender equality
- Behaving all men and women equal at work, respecting human rights and policy of non-discrimination, supporting these policies
- Providing health, security and welfare for all women and men
- Supporting women with training, courses and professional development facilities
- Application of entrepreneur improvement, supply chain and marketing methods that empower women
- Promoting equality through social initiatives and supports
- Measurement of development and reporting publicly to ensure gender equality

Hamdi Çiftçiler Has Become the Chairman of ISF Seed Trade and Arbitration Rules



May Seed Board Vice Chairman, Hamdi Çiftçiler was elected to the duty of Chairmanship of Seed Trade and Arbitration Rules Committee (TARC), being one of the most organs of ISF in the General Assembly of International Seed Federation (ISF).

Being one of the most important organs of ISF, Seed Trade and Arbitration Rules Committee plays a crucial role in executing international seed trade within the framework of standard rules and managing processes of resolving intra-sectoral disputes in a fast way under the arbitration of experts. In the General Assembly held in the city of Krakow in Poland, Hamdi Çiftçiler's accession to chairmanship is of utmost importance in terms of representing Turkish Seeding Industry and our country in the international platform.

Selected as the Chairman of the Committee, Çiftçiler will also represent our country as a Board Member of ISF with his new assignment.

Innovation Reward to MAY Seed



MAY Seed received Innovation Award in "Value Adders of Economy" awards ceremony held by Bursa Chamber of Trade and Industry. Turkey's largest seed firm with domestic capital, MAY Seed was awarded in the "Innovation" category according to results of "Innovation League Research" in the Economy Value Adders award

ceremony held by Bursa Chamber of Trade and Industry.

Receiving the award on behalf of MAY Seed, Board Chairman Mehmet Ali Yormazoğlu said "Demand for domestic R&D products makes our country a world player. As the Turkey's largest seed company with

domestic capital, we spare 7% of our turnover to R&D studies annually.

Encouraging domestic capital and domestic R&D with such awards are very important for our country. Being the pioneer of innovations in our sector and adding value to our company are our biggest sources of pride."

The Secret Is



GEOFFREY LLOYD THOMAS

R&D Manager

Graduated from the Botany Department in Sam Houston State University in 1976, I completed by doctor's degree in Plant Breeding department of Texas A&M University. Then, I gained experience in various parts of the world and found the opportunity to work at senior management level.

I met with MAY Seed during the period when I worked with a different international seed company. Then, I saw MAY Seed in ASTA Chicago again. In January, 2010, I started to work in MAY Seed.

I can give suggestion for Agricultural Engineer candidates to have high level of scientific curiosity, to be very hard-working, to have a good level of English knowledge, to guide any problems towards turning into benefits and to be a good team agent for the purpose of becoming successful in their professions. When they have enough knowledge and guide this with their perspectives, success will automatically occur.



İBRAHİM AKBULUT

Director Of Product Supply Egypt & Vegetables

I graduated from Plant Protection Department in Agricultural Faculty of Uludağ University. My first meeting with MAY Seed was through MAY labeled vegetable packages I saw in pesticide shops in Amasya during my childhood. I began my first duty in MAY Seed as Bergama Production Engineer in 1999, then I continued my work as Bergama Production Regional Officer in January, 2010; Karacabey-Yenişehir Production Regional Officer in 2008 and as Product Supply Manager-Corn & Vegetable since January, 2009. MAY Seed is a school for me, I have learned everything here and I owe my development to MAY Seed. Firstly, MAY Seed equipped me technically, provided me many great opportunities to

acquire human characteristics in addition to knowledge, then presented to me the whole career I want. Now, I can say that I am a Production Manager of Turkey and worldwide standards, and MAY Seed granted me this title.

I think the secret to climbing career steps is to plan everything from the beginning till the end, to believe in success, to wait for the next phase with curiosity and to demand success very much. I have always wondered the next step all throughout my career and still I do. Briefly, secret to success is available through doing the best, other advantages come automatically.



NURAN USTA

System Manager

I graduated from Field Crops Department in Faculty of Agriculture, Uludağ University. I met with MAY Seed during the internship period at the end of my 3rd class. Then, I began to work as a Laboratory Officer in MAY Seed upon proposal, I became Quality Coordinator in 2008. Since 2012, I have been working in the position of System Manager. MAY Seed provided me and my career with the opportunity to know myself and my limits, and the company made great contribution in terms

of obtaining perspectives with new ideas and innovations and in terms of working within corporate culture respectful to human thanks to many expert consultants.

The biggest secret to climb steps of career is to work with love and with belief and to work a lot. Trying to work in a best way and to like anything what you have done will certainly improve the work and the person. Because there are always better alternatives.



SEBLA GÜL

Human Resource Manager

I graduated from bachelor's degree in Business Administration in Uludağ University and master's degree program of Human Resources Management in Bahçeşehir University. I met with MAY family during internship in 2015. I began working as Human Resources Officer in 2007 and then continued to work as Administrative Affairs Officer and Human Resources Officer. Since January, 2012, I have continued to work as Human Resources

Manager. MAY Seed is a visionary institution, in which you can perform your job with pleasure, a company that always follows innovations and that holds hand of young people and never leaves them. The secret emerges at the point where opportunities provided by the institution intercept with an individual's urge to achieve, devotion to reveal the potential and his/her high energy. Finally, the story of a career is inevitable.



ABDULLAH TAYYAR DEMİR

Domestic Sales Manager Agro

I graduated from Field Crops Department, Faculty of Agriculture in Uludağ University.

In 1999, while I was attending my internship in application farm of Uludağ University, College of Agriculture, three of my friends were working at MAY Seed, I learned from their experiences about your company. In the same year, when I listened the presentation given in our school by deceased Zuhahir Bibi, company introduction and engineer criteria in MAY Seed's Agricultural Engineer employment, I felt like becoming an engineer in MAY Seed.

After graduation and completing my military service, I attended to position interviews for "South Marmara Sales and Technical Support Engineer" I saw through newspaper in March, 2014, I started to work in the company on May 18, 2014 and achieved my dream.

Started to work as Sales & Technical Support Engineer in 2004, I continued my work as Sales Regional Manager-Marmara in 2009, as Technical Support Manager/West in 2013, as Domestic Sunflower Product Manager in 2014, then I have continued to work as Do-

mestic Sales Manager Agro as of January, 2016.

I think that my relationships with environment and importance given to teamwork are key elements in both communication with friends, managers and customers, and positive outcomes from jobs. MAY Seed allowed me to analyse my teammates' ideas and draw a path by combining these ideas with my own ideas.

The first and basic requirement of being a successful individual in the business is to set objectives and work systematically. At the moment of stress, it is an important aspect to achieve results with an optimistic view and questioning away from rush and with calm. Of course, being open to criticism to be addresses is another aspect of developing ourselves and renewal. Trainings provided the company I work for and appreciation of our own knowledge and abilities and appreciation of our efforts and having a board of managers available through telephone or e-mail are all other important advantages that are provided to me and my career.



BAŞAK ZEYBEKOĞLU

Breeder / Corn

After graduating from Plant Protection Department in Agricultural Faculty of Uludağ University in 2004, I completed my master's degree education in Field Crops Department, Faculty of Agriculture in Selçuk University in 2012. I met with MAY Seed during my studentship years. When I went to the company to apply for internship, I was very impressed with corporate culture of the company and their successful studies, and I determined a clear career objective for myself; first to qualify for internship and then to work as 'Corn Breeder' in this company.

After my successful internship period, I began to work as Breeders Assistant-Corn in 2004, then I continued my career in MAY Seed as Research Expert-Corn in 2009 and as Breeder Assistant-Corn in 2011. In 2013, I was promoted to the position of Breeder-Corn position as my objective and my current job.

Since MAY Seed is a great school for all my colleagues who are open to learn and who want to improve themselves, it has great contributions to my personality development and my career.

When I started my business life, I was an engineer who was a new graduate and did not have any field experience, but a person who wanted to complete any works in the best way. In this process, I understood that being a simple engineer would not be sufficient for my career and, firstly, I improved my English, then completed my master's degree. Learning a foreign language opened very different doors for me and I found the opportunity to meet foreign breeders, also I had the chance to receive training from them and follow developments in the world, it was proud for me to implement these innovations within the company.

First of all, a person needs to know oneself very well and to be stable. Regardless of what you do, loving your work and deciding on that work in the best way, working very hard, wanting to learn more every time and not to lose the thrill are very important factors. Of course, in this process, this will accelerate reaching the career objectives by completing their personal developments. In addition to these aspects, sooner or later you will inevitably achieve by create awareness towards your abilities.

MAY Seed Continues to Prepare the Young to Future



MAY Seed continues to prepare the young to future with Akademy, Here Is The Talent and Internship programs that are all organized to introduce sector and working life to future agricultural engineers, to provide added value to their professional and personal developments, to create opportunity to meet theory with practice and to allow them determine their sectoral choices and skills.



With a view to express our programs and development opportunities to our students in universities in April; project presentations are provided to the 2nd grade students for AkadeMAY program, to the 3rd grade students for Internship program, and to the 4th grade students for Here Is The Talent program.

Following presentations, with applications received over Kariyet.net website, and selection processes continue, after completing these selections, future prospective Agricultural Engineers will join specific fields of study to increase their real field experience and guide their futures.

Students who are involved in the projects will not only have the opportunity

to acquire experience, students also have the opportunity to include these professional trainings in their CVs and to use them in their future professional lives.

MAY Seed has included 37 students to internship program, 2 students to AkadeMAY program, and 7 students to Here Is The Talent program from a total of 1972 applications received for student development projects.

In 2016, Agricultural Engineer Ömer Avican, graduating from AkadeMAY program successfully, was employed as R&D Manager in our company.



Listen from Us As Well



CEYHAN HAFIZOĞLU
R&D Engineer

Akademy project has been a light to ensure professional awareness.

I got the opportunity to participate in Akademy project and experience all our technical departments of MAY Seed in June, 2012. Following my graduation, I began to work in Vegetable R&D Department in MAY Seed as of September, 2014 and since May, 2015, I have continued to work as R&D Engineer in Breeding Seed Department.

Akademy project has been a light for providing awareness for me during the beginning of my university years. Thanks to this project, my knowledge acquired during college education.

Was applied to soil with modern seeding techniques. I acquired precious information from my teammates and our leaders I worked with in the project. With the perceptiveness taken from working in different regions and departments, I had new horizon in sectoral sense. Thanks to the project, I think I provided myself with added value socially by communicating with different cultures and people.

Participating in project should be considered as a journey to observe a person's own personal and professional development.

Those who want to participate in these projects will be able to define themselves as individuals with certain competencies as a result of experiencing business life tempo and working principles during project period. In our modern world, individuals are needed who are able to improve themselves in professional and social sense. MAY Seed offers a remarkable vision within the scope of projects they offer. Due to all these factors, I recommend to my precious student friends to participate in projects.



KAHRAMAN YUSUF İNAN
R&D Technician

MAY Seed is a company giving priority to students who want to join seeding sector.

During 2012 and 2013 summer seasons, I participated in MAY Seed Internship program and worked in Biga and Bergama regions on corn production.

For me, MAY Seed is primarily a school and I am another student of this school, then MAY Seed is a family and I am a member of this family.

For me, MAY Seed has allowed me to make new friends in the same profes-

sions, to use the time efficiently, to use theoretical knowledge in the field and to learn teamwork.

I began to work in MAY Seed after receiving positive feedback due to my performance during my internship period, before that period, I had worked in a job unrelated to my profession in which I was very unhappy. Currently, I have completed my 2nd year in Sunflower R&D Department.

I thank to MAY Seed and its employees for providing me new opportunities in life both spiritually and financially.

MAY Seed is a company giving priority to students who want to join seeding sector. Therefore, I recommend them to participate in MAY Seed projects to establish a future in the sector.



ÖMER AVİCAN
R&D Engineer

AKADEMAY program allowed me to learn all required aspects of the sector by entering into the business life itself.

During the period when I was included in Akademay program in the summer of 2014, I learned so much valuable information in technical field AKADEMAY program allowed me to learn all required aspects of the sector by entering into the business life itself, to put everything

I learn into practice, to have the opportunity to implement my knowledge in real working environment, to understand my professional inclinations and to reach my objectives I had previously determined.

I can see that this opportunity provided by MAY Seed for prospective Agricultural Engineers is the key to both acquire professional experience and have corporate culture.



AYBALA TUĞBA ŞAHİN
R&D Engineer

Students attending Akademay project will begin their professional careers one step ahead of their rivals.

In the summer of 2012, I had the opportunity to participate in MAY Seed's AKADEMAY project and to observe and implement so much theoretical information in the field. When I started the AKADEMAY project, I just finished the 2nd grade in university I did not have professional knowledge and belief in my future in this profession. This project have helped me a lot in practicing professionally, increasing my awareness on many subjects changing in practice, learning myself, and besides helped me in becoming more faithful and self-confident in doing this job.

On the other hand, this project allows a person to become more equipped and experienced than his/her competitors in professional life and to graduate with more experience. It has positively affected both my life and business career.

I certainly recommend my student friends to participate in this project. Students who do not have a clear idea of whether they will do this job or not during their education will be able to gain knowledge about positive and negative aspects of their professions,

and they will be able to make their minds on their future and begin life one step further than their competitors.

First of all, I thank MAY Seed family for preparing me and many of my colleagues to professional career with such a great project.

I wish that your Akademay project will continue with success as a significant investment in terms of supporting the agricultural sector.



ANIL KONAN
R&D Engineer

Participating to Here Is The Talent project was a unique opportunity for my professional development and my career objectives.

I joined the MAY Family with Here Is The Talent project on July, 2015.

I started the project working in egean region in R&D department, then at the end of project, I was considered qualified and employed as R&D Engineer as R&D engineer in Adana R&D station. I have been working in this department in Adana since November, 2016.

Taking part in this project was a unique opportunity for my professional development and my career objectives. I can sincerely tell that training for my professional development are very valuable at international level in the sector we work in and this value is maintained everyday. I think I was able to improve myself thanks to my managers trusting me and my team-

mates who contribute to me.

As a person experiencing that MAY Seed family always supports its employee, I certainly recommend my student friends to apply for Here Is The Talent project in which they will be able to open the doors of a bright future and improve themselves in their professions.

MAY Seed Continues to Prepare the Young to Future



On May 06, 2016, with the participation of MAY Seed Sales Manager Abdullah Tayyar Demir, "MAY Seed Career Activity" was held in Uludağ University, Faculty of Agriculture Blossom Festivals In the activity carried out in the final day of festivals, career paths waiting Agricultural Engineers, career opportunities offered by MAY Seed to Agricultural Engineers and our Sales Manager's career map and experiences were all explained to students.



The presentation in which students had the opportunity to find answers to many questions saw a huge demand.

MAY Seed Human Resources Manager Sebla Gül, who participated to the seminar held in Uludağ University with coordination of Peryön on December 16, 2016, explained valuable information about resources processes such as Human Resources Management and Placement.

Enlivened with questions asked by students, the seminar gave students the opportunity to gain so much knowledge that will be used at each phase of their career path.



“Journey of a Seed” for a more conscious future

Starting from kindergarten age children, adopting responsibility to create awareness, MAY Seed hosted 60 kindergarten students in Samanlı plant for the fourth time within the scope of the project, “A Journey of a Seed” during April 1, 2016 and April 19, 2016.

Specifying that children obtained a real awareness and experience in terms of recognize nature, kindergarten teachers reported that children will follow seeds they planted with pleasure.



1 Baby 7 Plants

Each of us results in cutting of “7 Trees” on average annually for our needs such as paper, pen, furniture that we consume in our daily lives.

In other words, we owe “7 Trees” to nature every year. With such awareness, we present 7 trees as birth award for each baby born through ÇEKÜL Foundation.



“Today Is The Day of Responsibility”

MAY Seed carried out “Today Is the Day of Responsibility” with the stand, which is established in cooperation with LOSEV and incomes of which is completely granted to children with leukemia.

Aiming at supporting treatment and needs of children with leukemia, MAY Seed realized this important project with the stand opened in the company and through sales and collected aids.



Our Priority Is Occupational Health and Safety



Without compromising health and safety of employees, placing focus on ensuring suitable conditions, MAY Seed arranged 1114 hours of training in 2016 related to Work Health and Security on behalf of increasing the level of knowledge and making working habits safe at the maximum level.

MAY Seed will continue to create awareness and adopt Work Health and Safety as a corporate culture by means of training given by expert personnel with the feeling of

responsibility against its employees and their beloved ones.

MAY Seed Working For A Sustainable Environment



MAY Seed, during production activities executed; conducts its studies by considering environmental factors together with many parameters such as production efficacy, time, profitably and optimum working conditions as a part of qualified production and sustainability, and undertaking to act on this awareness.

During these studies, all effects on environment dimensions such as waste minimization, package recycling, energy efficiency, chemicals management, protection of nonrenewable resources; are evaluated separately and documented specially for all locations within the scope of field and production step in terms of parameters such as ISO 9001:2001 Quality Management System, ISO 14001 Environmental Management System and OHSAS 18001 Occupational Health and Safety Management System, Legal Obligations.

MAY Seed Thanked Its Employees Once Again



MAY Seed Held the 4th Traditional Service Year Award Ceremony in the evening of September 26, 2016 with the participation of members of the Board of Directors, its employees and their families in Bursa Podyum Davet.

In the night when success and happiness of our employees were celebrated with great enthusiasm, awards and plaque were granted to valuable members of MAY Family who had worked for the same objective for 5, 10 and 20 years.

Starting with the presentation that was prepared with pleasant frames from our employees who deserved awards, the night continued with ope-

ning speech by Yusuf Yormazoğlu, Our Deputy Chairman.

Yusuf Yormazoğlu said "As MAY Seed family, we are together to reach our common objectives in this family and to reveal our meaningful, good faith potential. I thank our friends both for sparing so many years to our company and for their contribution to the company with commitment on behalf of our board of directors. Besides, I wish

to spend many more years together."

Following the opening speech and seniority year reward ceremony, individual suggestion award winners were also awarded. Rewards in many categories such as Employee Health, Safety, Efficiency, Savings, Brand etc. were given to our winner employees. Champion department of the year was System Directorate.



"April 23" Talented Juniors Exhibition Was Opened to Visitors



MAY Seed celebrated "April 23" National Sovereignty and Children's Day, a day granted to our children as assurance of our future by Mustafa Kemal Ataturk, for small children of MAY Family in a special program.



On the one hand, we opened our "23 April" Talented Juniors exhibition consisting of pictures drawn by our employees' children, on the other hand, our children spent a day full of joy and creativity thanks to special entertainment and activity fields.

Completing the day with pictures taken with their parents, our juniors' smiles and their satisfaction were recorded as an unforgettable moment in MAY Seed's archive.



We Hosted Prof. Dr. Üstün Dökmen



In the conference titled, “Qualified Communication, Life and Working Enjoyment in Business World and Private Life”, we hosted Prof. Dr. Üstün Dökmen.

In this beneficial conference in which our central employees and their families were invited as participants, while so much information was obtained

related to business and private life, many points were reminded that are omitted in life despite being known in a joyful way.



Our Value is Health



MAY Seed hosted Dünya Eye Hospital and its valuable doctor, Prof. Dr. Yaşar Sait Erda.

MAY Seed employees, in the beneficial conference titled “Everything About Eye”, received information about many subjects such as points to be considered in terms of eye health, symptoms of eye disorders and actions to be taken, they found the opportunity to ask many questions in their minds.

MAY Seed Gifted a Meaningful Women’s Day Present to its Employees

MAY Seed crowed the March 8, Women’s Day with a joyful and efficient awareness seminar following a small celebration.



“Breast Cancer Early Diagnosis” seminar organized with the participation of Operating Surgeon Murat Çalıkapan, our female employees were provided with awareness related to early diagnosis of breast cancer and treatment.

HANDAN ERDEMİR

Physiological Laboratory Personnel

Breast cancer is unfortunately growing in number of occurrences day by day. I felt very happy to think that it would be beneficial for people in terms of gaining awareness about disease with this seminar.

Learning that one of every 8 women has breast cancer allowed me to realize that this disease cannot be disregarded even in a smallest pain and should not be hidden.

SEBLA GÜL

Human Resources Manager

It was a seminar that showed the value MAY Seed gives to women. Information offered by the seminar and treatment processes triggered in the seminar, it was revealed that one of my closest family members was diagnosed with breast cancer. And we got rid off this cancer again thanks to Mr. Murat. I want to thank to both MAY Family and our valuable doctor Mr. Murat Çalıkapan for this meaningful seminar that was beneficial for all female workers of MAY Seed and all women around these workers indirectly.

FİLİZ LAÇİN

Customer Services Officer-Headquarters

I used to have superficial knowledge about breast cancer before the seminar and used to visit doctor for periodic checks. Seminar was a turning point for me and I gained awareness on the subject. Without losing time, we took an appointment from the seminar guest doctor Murat Çalıkapan and went for a checkup. After checks, we learned that there were modules in my mother and her treatment process began. We were lucky, early intervention was made. Thankfully, we did not get bad results, because we were not late. I am glad that I participated in the seminar, that your company held this seminar.



Knowledge is power

MAY Seed published its education catalog in the form of guide that will answer educational needs of its employees and that summarizes personnel, basic, professional etc. included in training packages prepared on position basis and that shares the whole structure with its employees.

MAY Seed Teaches In the Field



MAY Seed continues to teach in the field thanks to on-the-job trainings designed for its each new member on position basis.

Aiming at penetrating practical experience into the process by means of experienced personnel and adapting people to company culture, MAY Seed helped its employees to take firm steps in their professional lives through 550-hour training program.



Education Everywhere



MAY Seed, with the slogan “Education Everywhere”, started Internal Trainer Education project in 2012 and continues to reap its fruits fast and luxuriantly.

In terms of gaining trainer qualities, 20 volunteers passing through necessary training and certification processes provided a total of 1497 hours of training in subjects such as Effective Presentation Techniques, Problem Solving Techniques, Basic First Aid and Fire etc.

While Internal Instructors supported their personal developments, they also ensured that a great awareness emerged in relevant training subjects within the company.

The program, in which it is aim to support employees’ personnel, technical, professional, corporate, management an leadership developments, will continue its trainings with many different subjects in 2017 as well.



**We work for a healthy,
strong and sustainable
future.**





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