

DAMEN

DAMEN SHIPYARDS ANTALYA



**Damen's long term
commitment to Turkey**



DAMEN
OCEANS OF POSSIBILITIES



Damen Shipyards Group is committed to Turkey. In addition to conducting sales to the country since the 1980s, we have been operating there for eight years with our shipyard, Damen Shipyards Antalya. During this time the yard has grown significantly. From delivering one vessel in its first year, the yard now delivers in the region of up to 28 vessels per year.

This includes everything from superyacht hulls to complete, complex fast crew supply vessels – including the Damen FCS 7011, the largest vessel built in Antalya to date. The Antalya yard has also produced a series a search and rescue (SAR) vessels for the Turkish Coastguard.

Rising employment

At the time of publication, the yard employs just one person originating from outside Turkey and all subcontractors are locally based. The yard's current activity is equal to 1.1 million personnel hours per year – covering both yard employees and subcontractors/suppliers.

The yard's successes have driven employment in the region. At the beginning of operations in 2013, Damen Shipyards Antalya employed 50 personnel. In the first year that it enlisted support from locally-based subcontractors, the yard provided employment for 25 external personnel.

Facilitating this performance is a highly skilled team of locally-based colleagues and, thanks to local industry participation, a valuable local supply chain, including numerous small, medium and micro enterprises (SMMEs). Damen Shipyards Group has been happy to play its part in the development of this local shipbuilding industry, investing in our facilities in the region as well as in the development of our personnel and the transfer of technology to the local supply chain. As a result, we are set to continue our work in Turkey, remaining committed for the years to come.

Presently, direct employees of the yard number 353 personnel. Of these, 105 are white collar personnel, including 52 highly skilled naval architects. The remaining 248 personnel are employed in blue collar functions. Additionally, the yard's activities generate employment for an additional 289 subcontractors. Thus, the Antalya yard is currently responsible for the employment of 642 personnel. This is projected to rise to 1,000 in the coming year. Since 2013, direct employment at the yard has resulted in salaries of some 15 million euros paid to personnel and an additional 6 million euros paid in social security premiums.

Ilker Halis Coordinator outfitting

I began my work at this yard in 2014 as outfitting manager. When my current role became open I felt honoured to be put forward for it by my managers and colleagues. Being offered this position was one of the best moments in my professional life.

Being part of the Damen family – a company that attaches so much importance to quality, innovation and sustainability – offers great chances for professional development.



Increasing production

Damen Shipyards Antalya has produced 168 vessels, covering 22 ship types, since it began operations in 2013 – equalling a turnover value of 116 million euros. In its first year, the yard delivered one vessel. This has risen steadily year on year and the yard is now producing in the region of 28 vessels per year

– the vast majority of which are exported. This growth is projected to increase in the coming years and it is anticipated that, by 2022, the order intake will be in the region of 150 million euros – a significant contribution to the local and national economies.

Investment in infrastructure and people

Since the beginning of its activities in the Antalya Free Zone, Damen Shipyards has invested considerably in its facilities and personnel in the area. The current level of investment has reached 18 million euros. Damen has a short term investment plan in place, which will see investment of an additional four million euros in the coming year. Damen Shipyards Antalya also invests in its people and their professional and

personal development. Since the beginning of its operations, the yard has facilitated a total of 30,153 training hours for personnel at all levels and stages of their careers. This includes 17,577 hours of internally produced training and 12,576 hours of externally produced training – conducted by locally-based training providers.



Aydin Turker

Production coordinator composites

I started at the yard in 2013 when we began with serial composite construction. My first role was on carbon 11-metre fast vessels. As the production portfolio grew, so did my career opportunities, which led to my promotion to my current role; production coordination.

Being part of the Damen family I have access to the experience and information I need to develop professionally. We are always on the lookout to improve our quality – for example switching from hand lamination to high tech vacuum infusion in our production. As a result of this, I am proud to lead one of the best, most experienced teams in infusion, a team that has produced more than 3,000 pieces of different sizes and geometry to date.

”I am proud to lead one of the best, most experienced teams in infusion.”



Developing a sustainable local shipbuilding industry

Wherever Damen operates in the world the company has the aim to develop a sustainable local ship-building industry. The Antalya yard offers a clear demonstration of that through its excellent relationships with locally-based suppliers and subcontractors.

Since 2013, the yard has contracted companies in the region, of which many are SMMEs, for projects totalling

67 million euros. This figure includes 26 million euros invested in local subcontractors and 41 million euros of local purchases.

The yard's supplier base includes approximately 1,088 companies based in Turkey covering everything from painters to main engine suppliers and electrical specialists to hull builders.



Makro
Casco builder



Mr. Fatih Kucuk
Managing director

We have been working with Damen Shipyards Antalya for eight years. The work on Damen projects has enabled us to improve our production skills with new methods and greater efficiency. It has enabled us to invest in new technologies and in extra labour. We wish Damen every success and hope to continue to be part of this great team.

An environmentally-responsible approach to shipbuilding

Damen Shipyards Group aims to become the most sustainable shipbuilder in the world. Already the group is pushing ahead with this ambition, being a frontrunner in the production of hybrid and fully-electric vessels and digitalising ships where possible in order to facilitate optimally efficient sailing.

In line with this, Damen Shipyards Antalya is committed to excellent environmental performance, in

both its production and the footprint of its products. The yard boasts a Zero Waste Certificate from the Turkish Government and is certified to ISO 45001-2015. 100% of the yard's metal waste is recycled, as is 96% of all packaging waste.

The yard is currently in the process of switching to LED lighting, which is projected to reduce energy consumption by 30%.



Agest
Electrical subcontractor



Mr. Erdem Alay
Managing director

Our company has worked on 42 projects for Damen since 2017. We've developed a growth strategy linked to our work with the yard – utilising 60% of our capacity in Damen projects. Damen's quality has led to the development of our organisational structure and stimulated our innovation. We are determined to continue our work with Damen in the firm belief that, together, we can perform better.



U4
Interior subcontractor



Mr. Umut Atak
Managing director

For three year we have had a partnership with Damen. The continuity of projects has given us the chance to increase our capacity, in terms of both machinery and people. We hope to move our business forward with Damen, to grow our operations and move to a higher level.

Elena Tuna
Administrative lead Purchasing

Since I joined Damen, I have always felt that I am at the right place to grow professionally. I started as a laminator – it's actually not very common to find a woman performing this task in the maritime sector, but Damen is committed to equal opportunities. That makes all of us women in the company feel very proud to work here.

Because I had a background in economics and administration, I was given the opportunity to work in the Logistics Department as a purchasing agent. Damen gives importance to promotion opportunities within the organisation. Last year I was promoted to administrative lead in the Logistics Department. I really enjoy being a part of this family.





About Damen Shipyards Antalya

Damen Shipyards Antalya is the go-to yard for high-tech composite shipbuilding. The yard is located in the Antalya Free Zone, and so has access to excellent shipbuilding and supply chain infrastructure, ensuring local availability of all necessary knowledge and equipment. Damen has developed state-of-the-art knowledge enabling series production of composite vessels.

With these newly developed techniques, Damen can build lighter vessels. This translates into reduced fuel consumption, maintenance and environmental pollution while still maintaining Damen quality and the strength of its port, offshore and security-related workboats. This strategy fits to Damen's overall vision on energy use and consumption for the coming years.



Bulent Yesil

Foreman Mechanical Department

I've been working here since June 2013 as head of the mechanical department. I'm proud to be part of this team and enjoy my work a lot. We are like a family and I feel a lot of loyalty to this company. Actually, I want to complete my professional life and retire from here.

Since the day I started at Damen my professional experience has increased significantly, as has my knowledge. I have developed my skills in both teamwork and management and my self-confidence has grown as a result.



DAMEN SHIPYARDS GROUP AND TURKEY

A blossoming relationship

The relationship between Damen Shipyards Group and Turkey has proven to be a successful one of mutual benefit. The yard's activities have contributed in the region of 222 million euros to the national economy to date. As a result of the work of Damen Shipyards Antalya, employment and career development opportunities have arisen locally. Additionally the regional supply chain, including numerous SMMEs, has benefitted from wider commercial opportunities – at home and abroad.

At the same time, Damen has been able to provide its customers with high quality ships built in Turkey, including the notable example of composite vessels, in which the Antalya yard has become internationally renowned. Damen sees the cooperation with Turkey as a blossoming relationship, one which has enormous potential for the future. We look forward to continuing our work in the country and remain committed to Turkey with a long-term vision.