

THE SUSTAINABILITY PRINCIPLES OF THE KIBAR GROUP	SUSTAINABLE DEVELOPMENT GOALS	PRIORITY SUSTAINABILITY ISSUES	TARGETS FOR 2025	PERFORMANCE INDICATORS	2019 PROGRESS*
 <p>WE GROW with sustainability principles</p>		Business Continuity	<p>Target B1. Maintaining economic growth.</p> <p>Target B2. To realize new investments within the framework of sustainability principles.</p> <p>Target B3. To increase resource efficiency for the sustainable development, to use clean and environmentally friendly technologies and processes.</p> <p>Target B4. To be prepared for disasters and emergencies.</p>	<p>B1.1. Sales revenues</p> <p>B1.2. Number of companies in the ISO 500 list</p> <p>B1.3. Most export companies ranking in Turkey</p> <p>B2.1. Full compliance of the United Nations Global Compact (UNGC) and Kibar Holding Sustainability Principles with investment and decision-making processes</p> <p>B3.1. Number of clean and environmentally friendly new products / projects</p> <p>B3.2. Full compliance with national environmental legislation</p> <p>B3.3. Actions for the regulations of Europe circular economy with low carbon</p> <p>B4.1. Disaster and Emergency Action Plan</p>	<p>B1.1. Sales revenue increased by 102% compared to the reference year 2016.</p> <p>B1.2. Our 4 companies are included in the ISO 500 list.</p> <p>B1.3. It was ranked 5th among the companies with the highest exports announced by TIM and ranked 1st in the "Ferrous and Non-Ferrous Metals" category.</p> <p>B2.1. Two new facilities, which started operations in Aksaray and Kocaeli in 2019, produce high technology and quality in accordance with international standards, in accordance with automation, and carry out their activities with a design approach.</p> <p>B3.1. Production of "solar capped roof panels" has started at Assan Panel.</p> <p>B3.2. National environmental legislation is complied with in all activities.</p> <p>B3.3. International Environmental and Energy Management System Standards are followed.</p> <p>B4.1. Emergency situations are defined, emergency actions and the procedure to be applied are determined.</p>
		Corporate Sustainability Management	<p>Target B5. Adopting sustainability practices and reporting sustainability performance.</p>	<p>B5.1. "Sustainability Internal Communication Plan"</p> <p>B5.2. UNGC Progress Report in GRI Standards</p> <p>B5.3. Inclusion of companies in at least one initiative based on sustainability practices</p> <p>B5.4. Inter-functional coordination to ensure that all stages of the sustainability strategy are implemented in harmony and integrity</p> <p>B5.5. Establishing project-based sustainability working groups</p>	<p>B5.1. In order to increase the effectiveness of Awareness / Information activities, an infrastructure has been established to diversify sustainability communication methodology and tools.</p> <p>B5.2. UNGC Progress Report has been prepared in GRI Standards.</p> <p>B5.3. Studies are ongoing.</p> <p>B5.4. Meetings and events were held with the participation of the Sustainability Committee, Sustainability Working Group and employees.</p> <p>B5.5. A working group was established to reduce the use of plastic within the scope of the Business Plastics Initiative.</p>
		Occupational Health and Safety	<p>Target G1. To continue to provide occupational health and safety at international standards at workplaces.</p> <p>Target G2. To prevent the effects of hazardous chemicals and wastes on employee health.</p>	<p>G1.1. Occupational Health and Safety training hours per person</p> <p>G1.2. Accident severity rate</p> <p>G2.1. Occupational disease rate</p>	<p>G1.1. Increased by 44%.</p> <p>G1.2. Accident severity rate is 0.198.</p> <p>G2.1. Occupational disease rate is "0".</p>
		Employee Engagement and Satisfaction	<p>Target G3. To ensure inclusive and participatory decision-making at all levels.</p>	<p>G3.1. Participation rate in Employee Opinion Survey</p> <p>G3.2. The number of employees receiving technical and vocational training</p> <p>G3.3. Employee satisfaction / loyalty research score</p> <p>G3.4. Performance culture index</p>	<p>G3.1. The rate of participation in the Employee Opinion Survey was 94%.</p> <p>G3.2. Efforts are underway to expand the suggestion reward system to all companies. It is aimed to appreciate and reward the outstanding efforts and contributions of all company employees in different categories with the online recognition and rewarding platform "BIZPLUS", which is planned to be put into use in 2020 at Kibar Holding.</p> <p>G3.3. An increased of 14% was achieved in the Employee satisfaction / loyalty survey score.</p> <p>G3.4. Performance culture index increased by 10%.</p>
		Employee Development and Talent Management	<p>Target G4. To ensure that all employees have access to quality technical and vocational training.</p> <p>Target G5. To increase the number of employees of all ages with technical and professional skills.</p> <p>Target G6. To increase employment and employee trainings.</p>	<p>G4.1. Participation rate in the "Managerial Development Program"</p> <p>G4.2. Training hours per person within the scope of the "Expert Development Program"</p> <p>G4.3. "Leadership Development Program" recommendation score</p> <p>G4.4. Number of Development Ambassadors</p> <p>G5.1. The number of employees receiving technical and vocational training</p> <p>G5.2. Number of employees receiving technical and vocational training by age distribution</p> <p>G6.1. Number of employees</p> <p>G6.2. Number of students recruited from K-Team Young Talent Internship Program</p> <p>G6.3. Training hours for employee development</p> <p>G7.1. Senior female manager ratio</p>	<p>G4.1. Participation rate is 86%.</p> <p>G4.2. 14 hours of training per person.</p> <p>G4.3. "Leadership Development Program" recommendation score was measured 9.1 out of 10 points.</p> <p>G4.4. The number of Development Ambassadors is 17.</p> <p>G5.1. The number of employees receiving technical and vocational training increased 2.6 times.</p> <p>G5.2. Technical and vocational training continues to be provided in all age groups. The distribution of trained employees by age groups will be to be reported from 2020.</p> <p>G6.1. The number of employees increased by 6.6%.</p> <p>G6.2. The number of students who recruited from the K-Team Young Talent Internship Program is 17.</p> <p>G6.3. Training hours for employee development increased 1.6 times.</p> <p>G7.1. The number of senior female managers increased by 18%.</p>
Gender and Opportunity Equality	<p>Target G7. To increase the full and effective participation of women in decision-making processes, to increase the number of senior female managers by 30% and the number of white-collar female employees by 15%</p> <p>Target G8. To ensure gender equality in employment and employee income, to increase the number of female employees by 5%.</p> <p>Target G9. To ensure equal opportunities increasing the rate of women in white-collar recruitment.</p>	<p>G7.1. Senior female manager ratio</p> <p>G7.2. Number of white-collar women employees</p> <p>G8.1. Number of women employee</p> <p>G8.2. Kibar Holding remuneration policy</p> <p>G9.1. Ratio of women in white-collar recruitment</p> <p>G9.2. Ranking in the top five among companies employing the highest number of disabled people</p>	<p>G7.2. Number of white-collar women employees increased by 12%.</p> <p>G8.1. The number of women employees increased by 2.7%.</p> <p>G8.2. In accordance with the remuneration policy, a different and unfair practice cannot be applied due to personal characteristics and preferences such as language, religion, race, gender.</p> <p>G9.1. The rate of women in white-collar recruitment is 21%.</p> <p>G9.2. Assan Hanil is the company that employs the most disabled people.</p>		
 <p>WE EMPOWER people</p>		Business Ethics	<p>Target G10. Maintaining accountability and transparency at all levels.</p> <p>Target G11. Ensuring public access to information and protecting fundamental freedoms.</p>	<p>G10.1. Compliance audits for Kibar Holding Code of Ethics</p> <p>G10.2. Business Ethics training</p> <p>G10.3. Reporting of notifications received on the ethical line and their results</p> <p>G10.4. Establishing early warning mechanisms with technology support</p> <p>G10.5. Obtaining a statement from all employees regarding whether they are in a situation that will cause conflict of interest</p> <p>G10.6. Sharing the Code of Ethics Booklet with all employees</p> <p>G10.7. Awareness studies for Code of Ethics</p> <p>G10.8. A review system that will ensure that the Code of Ethics is updated according to the needs and new developments</p> <p>G11.1. Sustainability Performance Progress Report</p>	<p>G10.1. Ethical compliance audits are carried out.</p> <p>G10.2. Business Ethics training is provided to all recruited personnel.</p> <p>G10.3. Reporting is made to the Chairman of the Board of Directors regarding the ethical notifications and results.</p> <p>G10.4. Misconduct risks are examined within the scope of audit studies.</p> <p>G10.5. Situation that may cause conflict of interest are examined within the scope of audit studies. The form and process for the statement is designed.</p> <p>G10.6. Code of Ethics Booklet is shared with all recruited personnel.</p> <p>G10.7. "Do You Think This is Ethical?" project continues. The contact information of the relevant persons regarding the Code of Ethics and Code of Ethics Consultants list is available on the company intranet.</p> <p>G10.8. Studies on updating the Code of Ethics continue.</p> <p>G11.1. Sustainability Performance Progress Report Progress Report of Kibar Group was released.</p>
		Customer Satisfaction	<p>Target Y1. Leadership in product and service quality.</p>	<p>Y1.1. Management standards, quality and safety systems followed</p> <p>Y1.2. Product and process certificates</p> <p>Y1.3. Customer satisfaction surveys</p> <p>Y1.4. Turnaround time to customer demands</p>	<p>Y1.1. Assan Aluminium ISO 31000: Corporate Risk Management System, ISO 14001: Environmental Management System and TS18001 (OHSAS): Occupational Health and Safety Management System</p> <p>Y1.2. Assan Aluminium; TSE Certificate of Conformity, DoP No 1_EC Performance Statement and ISPM15 documents and certificates. Assan Foods; Halal Food Certificate, Kosher Certificate, BSCI Social Responsibility Standard, ICS: French Trade and Distribution Organization Standard, Sedex: Supply Chain Assessment System, Walmart SCS: Supply Chain Safety Certificate. Assan Panel; LPCB: Safety and Fire Protection Certificate, TSE-14509: PIR and PUR Filled Insulation Panels Certificate, TS EN 4508-1: Roofing Plates, Trapezoidal Section Corrugated Board Certificate, FM Approval: Fire safety certificate, TS 7677: Corrugated Boards Certificate of Aluminum Alloys and Greenguard Gold: Certificate of conformity to the standards that promise that the product does not harm human health by chemical release.</p> <p>Y1.3. Efforts are underway to address "0" customer complaints.</p> <p>Y1.4. Customer requests are answered by full time teams. Feedbacks are answered as soon as possible depending on the type of request.</p>
		R&D, Innovation and Digitalization	<p>Target Y2. Creating sustainable food production systems. To implement agricultural practices that increase production, help protect ecosystems and improve soil quality.</p> <p>Target Y3. To increase added value/economic growth through technological developments, improvements and innovation.</p> <p>Target Y4. To increase resource efficiency for sustainable development, to apply clean and environmentally friendly technologies and processes.</p> <p>Target Y5. To increase R&D studies.</p>	<p>Y2.1. "Smart Agriculture" practices</p> <p>Y3.1. High-tech investments</p> <p>Y4.1. Innovative improvement investments that contribute to the circular economy</p> <p>Y5.1. R&D Laboratory / Center</p> <p>Y5.2. Collaborations in R&D studies</p> <p>Y5.3. Encouraging R&D studies</p> <p>Y5.4. R&D budget</p> <p>Y5.5. Number of patent applications</p> <p>Y5.6. Number of patents obtained</p> <p>Y5.7. Number of utility models</p> <p>Y5.8. Number of R&D employees</p> <p>Y6.1. Compliance with the "digital transformation roadmap"</p> <p>Y6.2. Corporate data architecture</p> <p>Y6.3. Analytical and Artificial Intelligence Studies</p> <p>Y6.4. Robotic process automation</p> <p>Y6.5. Industry 4.0</p>	<p>Y2.1. With the Smart Agriculture application, all plant development processes from planting to harvest have been analyzed on a 12,500 decaire land in South Marmara. The aim of this study is soil and product management, more efficient use of resources and minimization of negative effects on the environment.</p> <p>Y3.1. Two new production facilities of Assan Hanil started operations in Aksaray and Kocaeli. The facilities produce high technology and quality based on automation, in accordance with international standards.</p> <p>Y4.1. At Assan Foods, productivity has been increased with the technology investment made in the automatic pasteurization system. The purpose of the packaging weight reduction project carried out by Ispak and Assan Foods is to reduce the harmful effects on the environment. Assan Hanil contributed to fuel savings and reduction of carbon emissions with the "" Composite Fender Part certificate, TS 7677: Corrugated Boards Certificate of Aluminum Alloys and Greenguard Gold: Certificate of conformity to the standards that promise that the product does not harm human health by chemical release.</p> <p>Y5.1. All companies have R&D Labs / Centers.</p> <p>Y5.2. Collaborations with 7 different universities continued in R&D studies.</p> <p>Y5.3. The third of the "Asim Kibar Mavi Damla Awards" program was realized.</p> <p>Y5.4. R&D budget is over 30,000,000 TRY.</p> <p>Y5.5. The number of patent applications is 6.</p> <p>Y5.6. The number of patents obtained is 3.</p> <p>Y5.7. The number of useful models is 2.</p> <p>Y5.8. The number of R&D employees increased by 33%.</p> <p>Y6.1. Planned studies for 2019 have been completed according to the digitalization roadmap, which is reviewed and updated annually in line with technological developments and business processes. Studies on the targeted projects on the roadmap continue.</p> <p>Y6.2. The corporate data architecture project has been completed.</p> <p>Y6.3. As an output of the corporate data architecture project, a roadmap has been created for studies in the field of Analytics and AI. Analytics organization was determined and added to the budget.</p> <p>Y6.4. Related studies have been carried out. The project, which will be started with pilot studies in 2020, will be spread to all companies.</p> <p>Y6.5. Studies are ongoing. Projects related to digitalization of the production area, incremental manufacturing, digital twin and IoT technologies are included in the roadmap.</p> <p>Y7.1. There were no unexpected interruptions that would affect production and service.</p> <p>Y7.2. Efforts to strengthen the infrastructure are updated and maintained.</p> <p>Y7.3. ISO-IEC 27001 Information Security Management System is followed.</p> <p>Y7.4. Studies are ongoing.</p>
		Circular Economy	<p>Target O1. To ensure the sustainable management and efficient use of natural resources.</p> <p>Target O2. To reduce food losses in the production and supply chain.</p> <p>Target O3. To minimize the negative effects of wastes on the environment / To reduce waste generation through reduction, recycling and reuse.</p> <p>Target O4. To reduce water density by 15% on production basis, especially in water-intensive companies.</p> <p>Target O5. To increase the amount of recycled and reused water by 35%.</p> <p>Target O6. To reduce energy density by 5% on production basis, especially in energy-intensive companies.</p> <p>Target O7. To increase the ratio of electricity generation from renewable energy sources to consumption.</p>	<p>O1.1. Sustainability Management</p> <p>O1.2. Energy and Environmental Management Systems and compliance with the relevant legislation</p> <p>O1.3. Measurable targets for sustainability performance</p> <p>O2.1. Sustainable production program</p> <p>O3.1. Recycled / recovered raw material amount</p> <p>O3.2. Reclaimed products and packaging materials sold</p> <p>O3.3. Amount of recycled waste</p> <p>O3.4. Recycling / recovery rate of the waste generated</p> <p>O3.5. Plastic reduction amount</p> <p>O4.1. Water density based on production amount</p> <p>O5.1. Amount of recycled water reused</p> <p>O5.2. The ratio of recycled and reused water to total water consumption</p> <p>O6.1. Energy density on production basis</p> <p>O7.1. The amount of renewable energy production</p>	<p>O1.1. Sustainability Management, consisting of the Sustainability Committee and Sustainability Working Group, constitutes the main element of corporate governance.</p> <p>O1.2. Four companies within the scope of reporting have ISO 14001 Environmental Management System and two companies ISO 50001 Energy Management System certification. All companies act in accordance with the relevant legislation.</p> <p>O1.3. "Targets for 2025" are defined in the "Kibar Group 2025 Sustainability Strategy" prepared in accordance with UNGC and GRI Standards.</p> <p>O2.1. Assan Foods produce tomatoes, which it uses as a raw material, within the framework of Good Agricultural Practices defined by the United Nations Food and Agriculture Organization (FAO) and with smart agriculture.</p> <p>O3.1. The amount of recycled / recovered raw materials used as input has increased by 46.6%.</p> <p>O3.2. Reclaimed products and packaging materials sold increased by 16.2%.</p> <p>O3.3. The amount of recycled waste has increased by 311%.</p> <p>O3.4. Rate of recycling / recovery is 89%.</p> <p>O3.5. The Business Plastics Initiative protocol was signed. A commitment has been made to determine the amount of reduction in plastic use by 2021 and to make it public.</p> <p>O4.1. Due to the tracking of Assan Hanil's production amount as a tool set, the cumulative water density on production basis will be given with a different methodology.</p> <p>O5.1. The amount of water reused by recycling increased 28.5%.</p> <p>O5.2. The rate of recycled and reused water is 60%.</p> <p>O6.1. Due to the tracking of Assan Hanil's production amount as a tool set, the cumulative energy density on production basis will be given with a different methodology.</p> <p>O7.1. The ratio of electricity generation from renewable sources to total electricity consumption is 70%.</p>
		Combating Climate Change	<p>Target O9. To increase the studies for sustainable development and to reduce the negative effects of climate change and to carry out information / awareness raising activities.</p> <p>Target O10. To develop global collaborations for sustainable development.</p> <p>Target O11. To support and encourage public, private sector and NGO partnerships to achieve the targets.</p>	<p>O9.1. Awareness / informing studies for employees, internal communication</p> <p>O9.2. Measuring the awareness levels of employees</p> <p>O9.3. External stakeholder communication</p> <p>O10.1. Corporate Memberships</p> <p>O11.1. Corporate Memberships</p>	<p>O9.1. Studies are carried out through many communication channels within the scope of internal communication plan.</p> <p>O9.2. It is planned to conduct survey researches every year to measure the awareness levels.</p> <p>O9.3. The website has been revised to include detailed information on the Group's sustainability efforts. Sustainability Procedure Pack have been prepared and sent. A wide variety of activities are given to combat climate change and circular economy.</p> <p>O10.1. There are 4 cooperations with organizations operating in the field of sustainability in national and international platform.</p> <p>O11.1. TÜSIAD Climate Change Group / UNGC-TR, The Business Plastics Initiative established by TÜSIAD and SKD.</p>
 <p>WE INNOVATE for the future</p>		Sustainable Supply Chain	<p>Target T1. To ensure that suppliers and stakeholders adopt UNGC principles and objectives.</p> <p>Target T2. To define a standard regarding the reduction of environmentally harmful effects to be applied in all suppliers audits.</p>	<p>T1.1. Procurement Code of Ethic</p> <p>T1.2. Kibar Group Framework Agreement</p> <p>T1.3. Supplier training hours</p> <p>T2.1. Certifications of suppliers for compliance with environmental legislation and standards</p>	<p>T1.1. All suppliers are expected to follow the Code of Procurement Ethics. And the rules, principles, Anti-Corruption and Bribery, Forced Labor, Child Labor, Harassment, Remuneration, Working Hours, Non-Discrimination, Local People, Occupational Health and Safety, Environment, Biodiversity, Honesty, Quality and Continuous Development, and Information Security are defined in details.</p> <p>T1.2. Before starting to work with suppliers, the Framework Agreement is signed to ensure that critical sustainability priorities are adopted by the suppliers.</p> <p>T1.3. Efforts were made to double the supplier training hours.</p> <p>T2.1. ISO14001 Environmental Management System Certificate is questioned during supplier audits.</p>
		Social Responsibility	<p>Target P1. To contribute to the increase in income of small-scale food producers by providing systematic training on good agricultural practices.</p> <p>Target P2. To increase participation of employees in social responsibility activities.</p> <p>Target P3. To reach 10,000 disadvantaged children in the scope of social responsibility projects.</p> <p>Target P4. To organize trainings for children of primary school age regarding global warming, climate change, environment and children's rights within the scope of social responsibility projects.</p>	<p>P1.1. The number of farmers benefiting from the training</p> <p>P1.2. Training hour</p> <p>P2.1. The number of Kibar Volunteers</p> <p>P3.1. The number of children reached</p> <p>P4.1. The number of student participated</p> <p>P4.2. Organized training hours</p>	<p>P1.1. Systematic measurements will begin in 2021.</p> <p>P1.2. Systematic measurements will begin in 2021.</p> <p>P2.1. 542 Kibar Volunteers</p> <p>P3.1. 4,000 Children reached</p> <p>P4.1. Studies are ongoing.</p> <p>P4.2. Studies are ongoing.</p>
 <p>WE SHARE for the communities</p>		Sustainable Supply Chain	<p>Target T1. To ensure that suppliers and stakeholders adopt UNGC principles and objectives.</p> <p>Target T2. To define a standard regarding the reduction of environmentally harmful effects to be applied in all suppliers audits.</p>	<p>T1.1. Procurement Code of Ethic</p> <p>T1.2. Kibar Group Framework Agreement</p> <p>T1.3. Supplier training hours</p> <p>T2.1. Certifications of suppliers for compliance with environmental legislation and standards</p>	<p>T1.1. All suppliers are expected to follow the Code of Procurement Ethics. And the rules, principles, Anti-Corruption and Bribery, Forced Labor, Child Labor, Harassment, Remuneration, Working Hours, Non-Discrimination, Local People, Occupational Health and Safety, Environment, Biodiversity, Honesty, Quality and Continuous Development, and Information Security are defined in details.</p> <p>T1.2. Before starting to work with suppliers, the Framework Agreement is signed to ensure that critical sustainability priorities are adopted by the suppliers.</p> <p>T1.3. Efforts were made to double the supplier training hours.</p> <p>T2.1. ISO14001 Environmental Management System Certificate is questioned during supplier audits.</p>
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* The reference year in determining the "2025 Goals" is 2016, which is the first date in which performance indicators are declared in the first report prepared in the GRI Standards.