

Sustainability Policy

At Korozo Group, we aim to implement a sustainability philosophy in all our operations and to be a leader in our industry with our sustainability strategies, principles and practices. We shape a sustainable future with our operational excellence, product and service quality and innovative mindset. We consider economic, social development and environmental protection to be building stones supporting each other and carry out activities without compromising ethical values. We focus on profitability and prioritize respect for future generations, well-being and environmental protection.

Our Sustainability Policy is prepared in line with our other policies and reiterates our commitment to sustainable practices and considering our stakeholders' priorities.

In this regard, we aim to comply with both national and international standards and legislations in matters such as Human Rights, Work Ethics, Occupational Health & Safety, Sustainably Supply and Environment by determining priorities, strategic targets, identifying risks and opportunities and creating the required infrastructure.

Within a broad conceptual framework, sustainability efforts are carried out in accordance with the working principles set out in policies for Korozo Group employees and stakeholders.

Following the approval of strategic targets set by the Sustainability Committee and team members, all Korozo Group employees have the responsibility to act with a sustainability mindset.

Korozo Group adopts the following sustainability and governance principles:

- Shaping our activities to comply with the UN Global Compact and laws,
- Ensuring a sustainability mindset in all our practices and improving ourselves constantly,
- Sharing the sustainability mindset with all stakeholders and ensuring that they have the same level of awareness,
- Respecting human rights for employees and all stakeholders and providing employees a fair, equal and safe working environment in accordance with the principles set out in the Ethics Policy, respecting the values of the society,
- Not engaging in unlawful behavior such as agreements to prevent, distort or restrict competition or bribery, except within the limits permitted by law,
- Protecting company related, employee and customer information in accordance with Personal Data Protection Law,
- Promoting freedom of expression in accordance with the Human Rights Policy, which is built upon transparency and equal opportunities in operations principle, treating people fairly and equally without any discrimination,
- Creating processes bringing out the potential of all employees, supporting the development of employees, providing training and development opportunities to ensure that they take active roles in the company,

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- Respecting employees' freedom of association and collective bargaining, receiving employees' suggestions to ensure their participation and information exchange,
- Not using child labor, forced or compulsory labor,
- Not tolerating violence, oppression and harassment,
- Distributing wages fairly, complying with legislations, providing a safe working environment respecting human dignity,
- Taking a proactive approach to occupational health and safety matters to protect employees' health and safety, conducting activities in compliance with legal requirements, promoting work-life balance,
- Not destroying forest lands, taking necessary measures to prevent environmental pollution and to protect the environment, conducting activities in such a way that does not harm biodiversity,
- Raising awareness on environment, health, and safety matters, ensuring participation of business partners and communities, involving their views and suggestions in decision-making mechanisms,
- Using and recovering energy, water and natural resources efficiently,
- Adopting circular economy approach, manufacturing products which do not harm the environment, customer and consumer health,
- Carrying out efforts to improve environmental and social performance through cooperation with suppliers and business partners while considering profitability and taking decisions to maintain economic sustainability,
- Developing sustainable relations with our suppliers and ensuring that suppliers act in accordance with the sustainability principles including Ethics Rules, Environment and Workers & Human Rights, which are top priority for Korozo, and working with suppliers who fully comply with these principles.

This policy covers activities of all Korozo Group companies. The policy is reviewed annually and revised when necessary. Sustainability Committee is responsible for the implementation, monitoring and oversight of this policy.

Effective as of 10.01.2013

Filip LENS
CEO

