

KEREVİTAS

2017

**SUSTAINABILITY
REPORT**

Sustainability
Our Legacy
For The Future



YILDIZ ★ HOLDING

2017

**SUSTAINABILITY
REPORT**

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About the Report

As Kerevitaş Gıda, Sanayi ve Ticaret A.Ş., we are publishing our first sustainability report covering our works in the direction of Yıldız Holding Sustainability Platform. We intend to share its sustainability performance that has been impacted alongside its influences on its stakeholders and in line with the company's goals regarding growth. Mostly in consideration with the organisation's responsibilities towards the globe and with the inspiration acquired from its customers.

We prepared the report based on the Global Reporting Initiative (GRI) Standards and the GRI Food Processing Sector Disclosures as a reference. We also used the Sustainability Accounting Standards Board (SASB) Processed Foods Guideline.

The material issues that the report was developed on were determined by the internal and external engagement of the stakeholders in compliance with the Accountability AA1000SE Stakeholder Engagement Standards. Covering the company's performance for the period between January 1st and December 31st, 2017, the report includes comparisons with the data of the previous years and the changes achieved, where and as necessary.

Please kindly e-mail your queries, comments and/or suggestions to surdurulebilirlik@kerevitas.com.tr

MESSAGE FROM THE GENERAL MANAGER



Dear Stakeholders,

At Kerevitaş, the first and leading company in the frozen food retail sector in Turkey, we place great importance to our activities to be inspiring as well as sustainable. Kerevitaş never compromises from the quality, safety and taste of over 400 products that the company supplies to its customers in Turkey and abroad. The business model of the company, which does not only focus on the financial profitability but also the sustainability of its operations, brings success. Therefore, I am glad to share our first Sustainability Report with all of our stakeholders to transparently disclose our commitment to environmental, social and economic performance whilst performing our business activities.

We have uplifted our sustainability activities in line with the global sustainability leadership vision of Yıldız Holding. Accordingly, we determined the material issues together with the engagement of our stakeholders to be able to designate the strategic areas that we should prioritise our focus. We discussed our performance on material sustainability issues as part of the report herein.

We encourage our contracted farmers to plan their productions and create added value to the local

economy. Furthermore, we enable high efficiency in production and operational efficiency through effective use of the resources. Besides, international standards are applied at every stage of our activities for the quality and safety of our products. Providing high-quality and healthy products with high nutritional values to the consumers, we also offer high variety in our products to meet different expectations. We decrease our carbon emissions through creating solutions to increase energy efficiency of our operations.

Kerevitaş has been the leading company in the sector for approximately 30 years thanks to placing importance to the employee satisfaction at all times, meeting changing customer expectations and demands with innovative products, boosting local economies by working with local farmers and protecting environment which is the resource of our raw materials. I would like to take this opportunity to thank all our stakeholders who contributed to our sustainability efforts that follow the mentioned understandings.

General Manager
Zeynep DİLMEN

ABOUT

Kereviş operates in frozen and canned food production as well as selling and marketing these foods in Turkey and to foreign markets. Kereviş, a pioneering company of the Turkish market, also evaluates the opportunities at the foreign markets and increases its product range and enters various markets strategically. Today SuperFresh, the umbrella brand of the company, is sold in 28 countries across 4 continents.

- ✓ 1970 - The factory established in Akçalar, Bursa started to export live crawfish to Scandinavian countries.
- ✓ 1980 - Frozen fruits and vegetables production and exportation started.
- ✓ 1990 - Frozen foods were introduced to the Turkish market with SuperFresh brand.
- ✓ 1995 - Kereviş was offered to the public.
- ✓ 2008 - Kereviş joined Yıldız Holding family.
- ✓ 2017 - Kereviş bought out Besler Gıda ve Kimya A.Ş., an oil and margarine production company and an affiliate of Yıldız Holding.

Vision

To be a leading food processing company that always satisfies the consumers, customers, employees and shareholders.

Mission

To continue being a leading and innovative brand that offers the most practical, the freshest, the most delicious products to our consumers and customers through a healthy and safe value chain.

In Turkey, SuperFresh products are delivered by regional directorates located in Istanbul, Ankara, Izmir, Bursa, Adana, Antalya, Konya, Çanakkale, Gaziantep and Sakarya provinces and distributor companies operating under these directorates. Kereviş exports products to the EU member states, Scandinavian countries, Japan, Russia, the Turkic Republics, the Middle Eastern and the Far Eastern countries.

Besides the Headquarters in Istanbul, there are production facilities in Bursa Akçalar and Afyon Emirdağ. Kereviş provides over 400 products in frozen and canned food categories to the wholesale and retail customers with its SuperFresh brand.

- The products offered in frozen product category are: pizzas and baked goods, vegetables and fruits, potato products and croquettes, meat products and seafood.
- Canned food categories include canned tuna, canned vegetables and fruits as well as convenience foods.

Kereviş in Figures

- 1,670 employees
 - Factories in 2 provinces
 - 7 regional directorates + 4 direct distribution warehouses
 - 400+ products
 - 268 contract, 43 freelance farmers
 - 1,620 suppliers
 - 32,500+ customers
 - Exportation to 28 countries
 - 627M TL sales revenue
 - 147,254 tons of net sales
- Market capitalization is over 2.8B TL

CORPORATE GOVERNANCE

Our goal is to become an innovative and ever-growing company, in which the ideas of employees at every level are cherished, the employees are encouraged for continuous development, all technological advancements are followed, environmental and social responsibilities matter beyond the legal requirements and value is created for people. Our corporate governance structure was established based on ethical principles to reach our goals in a fair, transparent, accountable and responsible manner in all of our activities. Furthermore, we believe we will carry our sustainability efforts which gained momentum as part of sustainability transformation under the Yıldız Holding banner to a further level thanks to our corporate governance model.

The Board of Directors which is the highest level of corporate governance structure is composed of seven members. The Board of Directors gather in as frequently as they efficiently fulfil their tasks and with the majority of the number of members. The current members of the Board of Directors were elected during the General Assembly held on March 30th, 2015 for a term of three years. Two

independent members are assigned to the Board for a term of three years. The Corporate Governance Committee, the Early Detection of Risk Committee, the Audit Committee and the Sustainability Board are established under the Board of Directors.

The President and General Manager is in charge of the Executive Board for the short-term and long-term strategic goals and governance of the company. Chaired by the General Manager, the members of the Executive Board include Group Director of Operations and Investments, Sales Director of Turkey, Financial Affairs Director, Marketing Director, Foreign Trade Director and Human resources Group Manager.

The company follows the Capital Market Board Corporate Governance Principles as well as all laws and regulations.

Further details on the company's Corporate Governance structure can be found on Page 28 of the 2017 Annual Report.



OUR AIM IS THAT BEING AN INNOVATIVE AND EVER-GROWING COMPANY WHICH FOLLOWS ALL TECHNOLOGICAL ADVANCEMENTS AND BEING AWARE OF BEYOND THE LEGAL REQUIREMENTS SOCIAL RESPONSIBILITIES BY CREATING VALUE FOR PEOPLE.

Ethical Principles

The ethical principles guide the company in all operational processes. The goal is to enable the application and adoption of the Ethical Principles and Working Principles defined under the banner of Yıldız Holding by all employees and suppliers; while carrying out all activities in an honest and responsible manner. The Ethical Principles and Working Principles manual is distributed to all employees and a written declaration is signed by each employee indicating that they understood the rules. All contracts signed with the third parties include adoption to the ethical principles.

We have provided training to all employees regarding the ethical principles for the last three years. Employees can either call the Ethical Principles Report Line (0216 524 34 24) of Yıldız Holding or send an e-mail to etik.bildirim@yildizholding.com.tr regarding the breach of any ethical principles. External stakeholders can contact Yıldız Holding Customer Communication Centre (CCC) and the Yıldız Holding Ethics Line to report undesirable situations such as infringement.

As part of the ethical principles, all employees pay utmost attention to fight against bribery and / or potential fraud issues. Cash payments, supplier and customer relations, inventory and warehouse management processes, expenses paid to the employees, donations and aids are the primary issues that pose a risk. We supervise the compliance to the Ethical Principles and Working Principles throughout these processes. The Audit Committee carries out audits with the independent auditors to supervise work processes. In the event of an infringement, the issue is reported to the Yıldız Holding Ethical Board and, if required, an injunction is taken and applied in line with the decision of the Board.

Detailed information on the Yıldız Holding Ethical Principles and Working Principles can be found on Yıldız Holding official website. www.english.yildizholding.com.tr

Risk Management

The risk management activities of the company are carried out by the Early Detection of the Risk Committee. The Committee is in charge of early detection of risks that may threaten the existence,

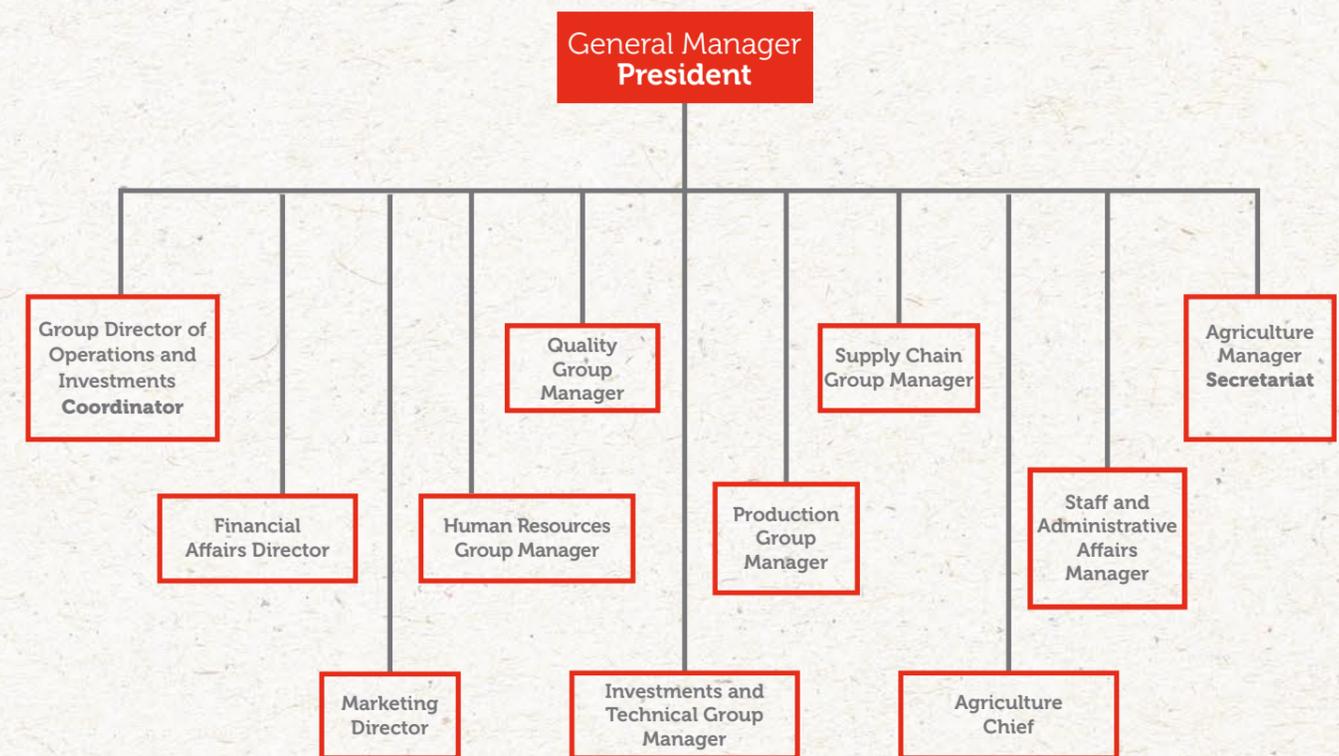
development and continuance of the company, taking necessary action for the risks detected and the management of these risks. The Committee particularly focuses on financial, operational, strategic and external risks and mitigates to control the risks by continuously auditing the work processes, procedures and employees' authorities and responsibilities. Furthermore, the audit units of Yıldız Holding, as well as multiple independent audit companies continuously carry out periodical audits. The findings of the audits are reported to the members of the Audit Committee, besides the other members of the Board.

Sustainability Board

As part of the sustainability transformation uplifted within all the companies under Yıldız Holding, the Sustainability Board was established in 2017 to carry out the sustainability efforts in a more coordinated and robust manner. The Sustainability Board is in charge of following the performance of the company in environmental, social and corporate management and defines sustainability strategy and executes policies, goals and practices in terms of sustainability and reports these activities to the Board of Directors for monitoring and auditing purposes.

The Sustainability Board directly reports to the Board of Directors. The 12 members of the Sustainability Board include the Company's General Manager, Group Director of Operations and Investments, Financial Affairs Director, Marketing Director, Human Resources Group Manager, Quality Group Manager, Investments and Technical Group Manager, Production Group Manager, Supply Chain Group Manager, Agriculture Manager, Staff and Administrative Affairs Manager and Agriculture Chief. The Board is chaired by the General Manager. Coordination of the Board is the responsibility of the Group Director of Operations and Investments. Agriculture Manager carries out the secretariat works of the Board, which gathers at least biannually when required. Further details on roles and working principles of the sustainability board can be found on our official web site.

Organizational Structure of the Sustainability Board



We will manage our sustainability activities and guide our sustainability strategies more efficiently in the upcoming years thanks to the structure that we have established. Accordingly, new practices will be started to be applied and we will follow the developments. We will organise working groups and enable continuous engagement of all stakeholders in 2018 to internalise sustainability throughout the company.

“
**THE ETHICAL PRINCIPLES
 GUIDE THE COMPANY
 IN ALL OPERATIONAL
 PROCESSES.**
 ”



	Make Happy Be Happy	Material Issue	Relevant Report Section	Sustainable Development Goal
	Product - Safe, appealing products as part of a healthy diet and lifestyle	Product safety and quality Healthy products with high nutritional values	Healthy and Safe Products	
	People - Diverse, safe and satisfied employees and partners	Supporting local producers Sustainable agricultural applications Employee investments, OHS, human resources policy based on equality	Sustainable production chain Employees	
	Planet - Restorative environmental impact within a circular economy	Water management Circular economy Climate change	Environmental	

Stakeholder Communication

We get in touch with both internal and external stakeholders through various means of communication. We effectively manage stakeholder relations through continuous exchange of views using separate forms of communications for each particular stakeholder group. Hence, this year, we

took the comments and suggestions of our key stakeholder groups with the first stakeholder analysis that we developed in accordance with the international Accountability AA1000SE Stakeholder Engagement Standards. We will periodically repeat this new method, which strengthened our communication regarding sustainability.

Stakeholder Group	Method of Communication	Frequency of Communication
Employees	Internal information e-mails, meetings, workshops, surveys	Continuously
Corporate Customers	Website, means of online communication, product catalogues, customer visits, audits, information e-mails, meetings, surveys	Continuously
Suppliers	Audits, surveys	At least once a year
Investors	Briefings, annual report, surveys	At least once a month
Analysts	Meetings, internal information e-mails, surveys	At least once a month
Public Institutions and Regulatory Authorities	Institutional & public meetings, workshops, meetings, surveys	At least once a month
Media	Interviews, press releases, bulletins, surveys	Continuously
Non-governmental Organizations and Associations	Project collaborations, congresses, conferences, seminars, surveys	Continuously
International Organizations and Initiatives	Congresses, conferences, seminars, surveys	Continuously
Universities	Joint projects, conferences, surveys	Continuously



“ WE EFFECTIVELY MANAGE STAKEHOLDER RELATIONS THROUGH CONTINUOUS EXCHANGE OF VIEWS USING SEPARATE FORMS OF COMMUNICATIONS FOR EACH PARTICULAR STAKEHOLDER GROUP. ”

01

PRODUCTS

INSPIRE

We inspire people to have healthy diets with our products that have high nutritional values. We attach great importance to producing healthy and high-quality, as well as exceptionally delicious products in line with our customer-oriented approach.

We encourage our customers to adopt a lifestyle through a healthy and balanced diet.

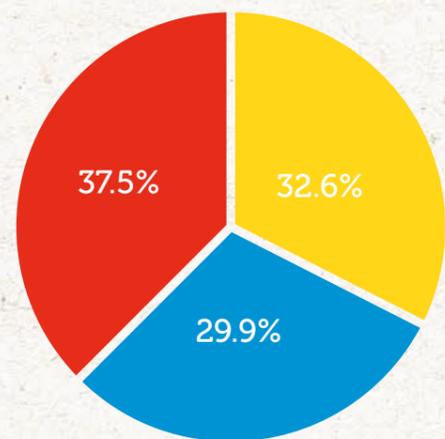
PEASE FIELD
Bursa, Karacabey

HEALTHY AND SAFE PRODUCTS

We have successfully maintained our leading position in the sector since 1990, when we first introduced frozen foods to the Turkish market. As we pay the utmost attention to hygiene and quality and mainly thanks to our innovative approach and ever-expanding product variety, we have become the most-preferred brand. We meticulously apply international standards to all processes of our operations to be able to offer healthy and high-quality products from the farm to the fork. The goal is to make use of frozen foods, which are the closest to the fresh products at the farm with high nutritional values, more common. Accordingly, we encourage people for healthy diets and inspire them for a healthy lifestyle. We attach great importance to produce healthy and high-quality, as well as exceptionally delicious products. We follow the demands and expectations of our customers and offer them new products.

We provide service to our customers with 405 products under SuperFresh brand through the retail and out-of-home consumption channels.

Product Portfolio



- Out of home consumption
- Retail
- Exports

Healthy Meals

We are committed to providing high-quality, delicious and fresh products with high nutritional values during the meals where Kerevitaş products are preferred. A good process planning and efficient use of advance technology lies behind these products with the aforementioned qualifications.

We plant non-GMO, high efficient seeds in compliance with the taste and appearance criteria to be used for frozen products. The products grown to their ideal maturity levels are harvested and delivered to the factory within half an hour to 8 hours to keep them fresh.

After completing the preliminary processes, the products are quick-frozen at -40°C with IQF (Individual Quick Frozen) method keeping their central temperature at -18°C. IQF technology prevents products to lose their vitamin and mineral values, so the products stay fresh. No additives are required in this method for the foods to stay fresh for long periods. Additionally, periodical tasting tests (organoleptic checks) are carried out to guarantee that all packages have the same taste. Keeping the products at the required temperatures during packaging and delivery, the cold chain is never broken.

WE ATTACH GREAT IMPORTANCE TO PRODUCE HEALTHY AND HIGH-QUALITY, AS WELL AS EXCEPTIONALLY DELICIOUS PRODUCTS. WE FOLLOW THE DEMANDS AND EXPECTATIONS OF OUR CUSTOMERS AND OFFER THEM NEW PRODUCTS.



As fresh as the first day

As fresh as the first day

With the frozen product, we offer our consumers products as fresh as the day of harvesting. The goal is to minimize the loss of nutritional value during the quick freezing and packaging processes after the products arrive to our facilities following harvesting. During the nutritional values research that we carried out together with Scientific and Technological Research Council of Turkey (TUBITAK), we compared some of the nutritional values of the harvested products, the products processed and frozen in our facilities and products bought from grocery store. As one would expect, the product at the farm has the highest nutritional values; however it was observed that the frozen product has higher vitamin C and beta carotene values compared to the grocery product. So, we inform the consumers accordingly with the "as fresh as the first day" logo on our packages.

None of our products contain trans fats. Therefore, we included informative logos on all product packages to raise awareness of the consumers. Furthermore, we are performing tests on the meat ball product group to reduce salt without compromising from the taste. In the following periods, we are planning to include pastries and pizzas to these tests.

Customer Satisfaction

The way to upgrade our products and achieve continuous improvement is through understanding the changing demands and requirements of the consumers. Accordingly, the feedbacks of our consumers are of great importance to us. The feedbacks received from Yıldız Holding Customer Communication Centre are delivered to the related departments of the company. Quality Group Department is in charge of the assessment of the customer complaints conveyed to the Customer Communication Centre, as well as giving internal information and taking necessary actions, while Sales Directorate is in charge of visiting the consumer for consumer's satisfaction. The visits to be held by the sales executives regarding the customer complaints are performed within 3 working days following the complaint. During this time, the information received is sent to the attention of the related departments and the customer is informed about the actions taken. For

the last three years, 100% of the received feedbacks have been replied and all the subject issues were resolved.

A Brand Health Survey is carried out biannually to be able to follow consumer satisfaction. In 2017, the consumer satisfaction level increased to 99% and 47% of the consumers were found out to prefer SuperFresh while buying frozen products.

We carry out a Brand Health Survey every six months, in which our consumers assess the image of the brand. The researches reveal that SuperFresh is the top brand in terms of brand awareness and loyalty in the frozen food products industry. In 2016, we organised special events to increase consumer loyalty and contact consumers directly to understand their expectations better. 2 million households were contacted directly as part of these events. We are the one and only company organising so many direct visits to the consumers. Many products, including frozen pizza, canned corn, etc., have been introduced to the consumers for the first time by SuperFresh for approximately 30 years. Combining our innovative approach and consumer tendencies, we enrich our variety of products. We have Halal Certification on meat, cereal, fruit, vegetable, seafood products as well as Vegan certification on our "Bean Burger" product to meet different requirements of our consumers. We improve our products according to the preferences of the consumers by comparing our highly-preferred product groups to the other products in the market.

Kristal Elma and Effie Awards

This year SuperFresh brand of Kerevitaş was presented the Silver Apple Award in Fast Moving Consumer Goods category at Kristal Elma (Crystal Apple) Festival, where the most creative products and services from various sectors are evaluated. We were also awarded Silver Effie Awards for two consecutive years in 2015 and 2016 in Staple Food category in Effie Awards Turkey Advertising Contest.



Quality in Production

We continuously improve our standards to be able to offer the same quality to our consumers at each product. International quality standards are applied at every stage of production, including planting, harvesting, processing, packaging, etc.

We have certifications at international standards to effectively administer our quality management activities. Accordingly, we are certified with TS EN 9001:2015 Quality Management System.

We began carrying out our Food Safety Management System activities based on prevention-oriented approach in 1997. As part of these activities, we initiated the HACCP (Hazard Analysis and Critical Control Point) System, which identifies specific hazards and measures to ensure the safety of food, and were certified with TS 13001-HACCP Food Safety Management System. Furthermore, we also have TS EN ISO 22000 Food Safety Management System certification. In 2012, we received Halal Food Certification provided by Turkish Standards Institute (TSE). In addition, our company also has Food Safety System certified by

BRC (British Retail Consortium), which is an important organization in retail sector. Furthermore, Kerevitaş proved that its productions are at global standards with the Good Manufacturing Practices (GMP) approval of the AIB (American Institute of Banking) as a result the audits carried out. Besides our quality system certification audits, we are also audited by our local and global customers. As a result of the audits carried out by pioneering global companies in retail and convenience food industry for the last three years, Kerevitaş was assessed successful.

We attach great importance to the protection of all kinds of information related to our customers and consumers. As a result of the works carried out in line with this approach, we follow in-house procedures to manage information security more efficiently. Besides, in 2018, we will be certified with ISO/IEC 27001 Information Security Management System to be compatible with international standards.

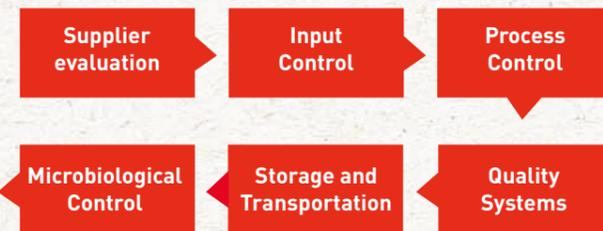
“ WE HAVE CERTIFICATIONS AT INTERNATIONAL STANDARDS TO EFFECTIVELY ADMINISTER OUR QUALITY MANAGEMENT ACTIVITIES. ACCORDINGLY, WE ARE CERTIFIED WITH TS EN 9001:2015 ISO 22000:2005, BRC (BRITISH RETAIL CONSORTIUM) QUALITY MANAGEMENT SYSTEM. ”



Quality Assurance Processes

During our journey from the farm to the fork, we never compromise from food safety and quality and perform our activities in a systematic manner. Quality Assurance Department carried out six processes including supplier evaluation, input control, process control, microbiological control, storage-delivery and food safety-quality systems. Physical, chemical and microbiological analyses are performed by experts at our laboratories within the facilities, which are equipped with cutting-edge technology devices.

We also assess our suppliers of agricultural products, as well as non-agricultural products such as charcuterie products and red meat used in baked goods, pizzas in terms of food safety and quality.



The first step is to select the right supplier to produce safe and high-quality products. We only work with the suppliers that meet the legal requirements, as well as the national and international quality standard requirements adopted by our company. During the input control process, we check whether or not the raw materials and packaging materials are in compliance with the standards defined to be able to protect the quality standards of our productions. In the event of a non-conformance, we request corrective and improvement actions and follow up the improvements in the system of the suppliers. During the third step, we control the compliance of the processes of the produced goods to quality control process standards. We enter the produced foods through the system and take them to quality control inventory. Following the approval of all goods as a result of the analyses, these products are taken to the dispatch inventory. In the final step, the products in the inventory are delivered to the warehouses of the regional directorates or contracted distributors. The warehouses are audited every year in terms of quality and food safety. Improvement activities are initiated according to the results of these audits. We monitor all warehouses through the remote temperature monitoring system for the safety of the products at the final point.

R&D and Innovation

It is of strategic importance to become dissimilar in the highly-competitive food sector, enable customer satisfaction and carry out R&D and innovation works in various fields, particularly in food safety.

We attach great significance to develop new ideas and collaborate with public institutions and universities. As a result of our intense works, the R&D Department was certified with an R&D Centre certification by the Ministry of Science, Industry and Technology and became the first of its kind in food processing industry.

Besides the projects developed in the R&D Department, we also receive project ideas from other channels as well. As part of our Brainbox program, employees and consumers who reach out to Yıldız Holding Customer Communication Centre can share their ideas with us. We perform laboratory trials for the approved ideas, of which the preparation phases are completed. The successful recipes at the end of the trials go into production adaptation. Following the recipe, cost and taste approval stages, the product is launched. R&D Department accompanies the production of the first batch of the new product to make sure the production is proper and of desired quality.

There are several projects ongoing in collaboration with Scientific and Technological Research Council of Turkey (TUBITAK), Uludağ University, Düzce University, Middle East Technical University, Bursa Central Research Institute of Food and Feed Control on nutritional elements analyses, product development, decreasing the use of pesticides, detection of foreign materials in pastries, etc. We applied to TUBITAK Technology and Innovation Funding Programs Directorate (TEYDEB) for an R&D Project to carry on and increase public, industry and university collaborations.





02

PEOPLE

EMPOWER

We adopt a business model through which we support socioeconomic development of the employees as well as the society and get stronger together with our stakeholders.

We empower our employees and business partners with the development opportunities we provide; so we achieve our goals together.

SPINACH FIELD
Eskisehir-Tepebasi

SUSTAINABLE PRODUCTION CHAIN

We follow up our social, economic and environmental impacts at every stage of our journey, which was initiated with the goal to achieve full integration of sustainability to our business model. We apply sustainable production practices at every stage of our production chain from selection of raw materials to delivering the goods to final consumers. Accordingly, designing a responsible supply chain management and supporting the socioeconomic development of the society that we live in are among our priorities to empower together.

We endeavour to contribute to the welfare of the people with the awareness of our responsibility towards employees, local producers and consumers. We are the part of a value chain, of which the impact area includes farmers, suppliers, production facilities, distribution channels, customers and final consumers. We adopt offering healthy, high-quality and tasty products by exhibiting a responsible and meticulous behaviour at every step of the chain.

We attach great significance to local recruitment at the regions we contact through farmers, factories, etc. and contribute to the local development. Whilst 96% of our suppliers are composed of local suppliers, 80% of the total supplier payments go to this group as well. Kerevitaş Supply Chain Policy is followed during supplier selections and management and defines environmental, ethical and social criteria for the suppliers.

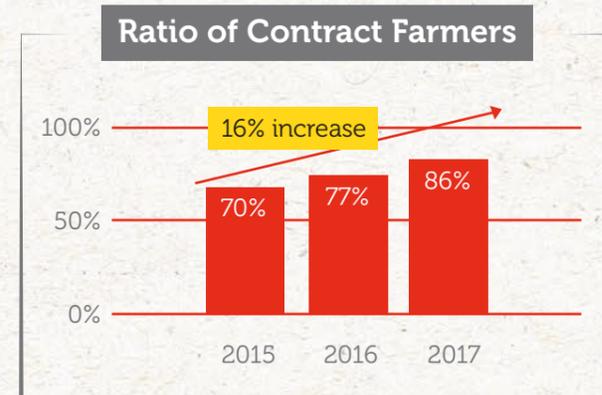
Detailed information on Supply Chain Policy can be found on our official website.
www.kerevitas.com.tr/en

We are supporting the development of Emirdağ Organized Industrial Zone. We provided financial support to remove the obstacles for other companies to start production and complete the waste water infrastructure in the region.

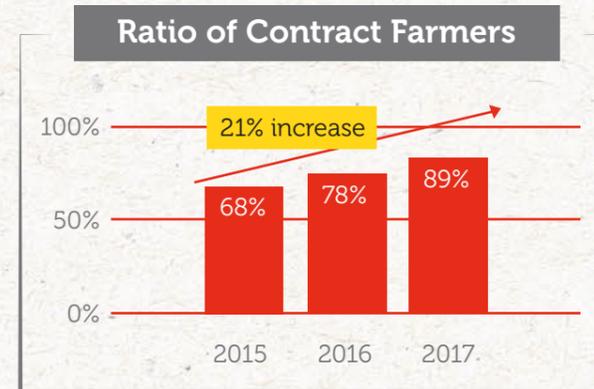
Contract Farming

We provide all agricultural raw materials from contract or freelance local farmers. It is very important for us that the farmers we work with have products in compliance with our quality standards. Accordingly, we encourage planned production through contract farming and support the farmers, our business partners, through training opportunities.

The share of the number of contract farmers to total agricultural raw materials increased by 16% and reached 86% compared to 2015. The share of contract purchases to the total purchase of agricultural raw materials increased by 21% and reached 89%. We continue to increase the number of contract farmers and the volume of raw materials we purchase from them thanks to contract farming model. The amount of raw materials purchased from contract and freelance farmers has increased by 42% since 2015 and reached approximately 123,000 tons.



“ THE SHARE OF THE NUMBER OF CONTRACT FARMERS TO TOTAL AGRICULTURAL RAW MATERIALS INCREASED BY 16% AND REACHED 86% COMPARED TO 2015. THE SHARE OF CONTRACT PURCHASES TO THE TOTAL PURCHASE OF AGRICULTURAL RAW MATERIALS INCREASED BY 21% AND REACHED 89%. ”



We initiated a significant transformation in terms of sustainability among the regions we operate with the contract farming model. This year, we purchased the products grown by the contract farmers in Emirdağ over an area of 28,000 decares as raw materials.

The farmers, who fulfil the criteria designated during the supplier evaluation process, are found eligible to be contract farmers. As part of contract farming model, we determine the production amount and the price beforehand. As a result, contract farmers get the opportunity to plan what to plant and how much to sold. Thus, farmers are not affected by the price fluctuations thanks to the production planning. We financially and technically

support contract farmers regarding various subjects. We assist them in supplying certified seeds, enabling efficient variation according to the region and time of planting, supplying nutrients, selecting and supplying pesticides, overcoming deficiencies in plant growth, deciding on the optimum harvesting time, harvesting corns, peas, green beans and spinach by the latest technological harvesting machines, offering bonus to drip irrigation, plant growth and harvesting. Planned production enables the most efficient use of the resources. Hence, the production becomes more efficient and the market requirements and increasing demands are fulfilled in the best possible way.

We have been encouraging to our contract farmers in sweetcorn production to use drip irrigation method since 2015 and offering bonus to those who prefer this method. Drip irrigation allows filtered water with or without dissolved fertilizers to drip slowly to the roots of plants, either from above the soil surface or buried below the surface. Drip irrigation method keeps the water and nutrient levels that the plants require at the optimum level. As a result, farmers use water more efficiently, produce more efficient and high-quality products and require less fertilizers and pesticides. Sweetcorn fields increased 5% compared to 2015 and reached 80% this year. In 2018, the goal is to reach 85% in drip irrigation of sweetcorn fields.



Training and Audit

We continuously provide consultancy to contract and freelance farmers that we purchase raw materials from. We organize training on the issues that they require assistance to improve and develop their activities, as well as increasing efficiency. The purpose of the training, which are offered in various issues including proper methods to use nutrients and pesticides, how to improve the soil structure, etc., is to enable farmers to grow high-quality crops in a more efficient way. The contract farmers were provided 1.5 hours of training per farmer in the last three years. In addition, we continuously audit farmers to preserve product quality throughout the entire processes, from planting the seeds until harvesting the crops. We analyse the soil and check all agricultural practices. In 2015, only 82% of the contract farmers were audited; however, as of this year, we audit all farmers that we are working with.

The Ratio of Audited Farmers



We check the products throughout the procurement process, either contract or freelance, according to our company standards and never accept the unfavourable raw materials. We periodically analyse these products for pesticides, heavy metals, GMOs, etc. in line with Turkish Food Codex Regulation on Contaminants.

WE ANALYSE THE SOIL AND CHECK ALL AGRICULTURAL PRACTICES. IN 2015, ONLY 82% OF THE CONTRACT FARMERS WERE AUDITED; HOWEVER, AS OF THIS YEAR, WE AUDIT ALL FARMERS THAT WE ARE WORKING WITH.



Production

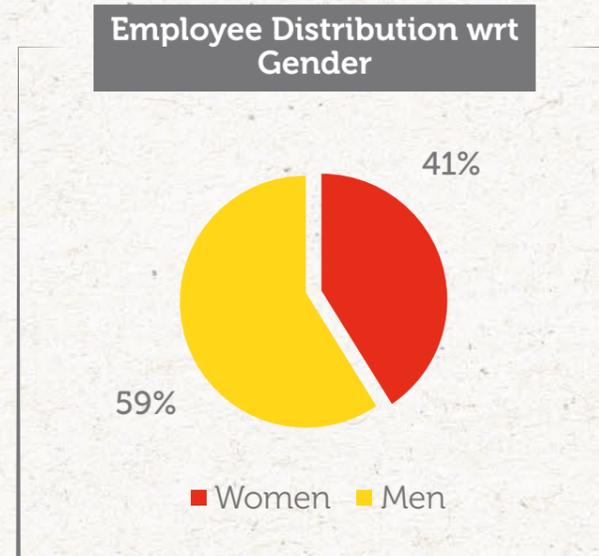
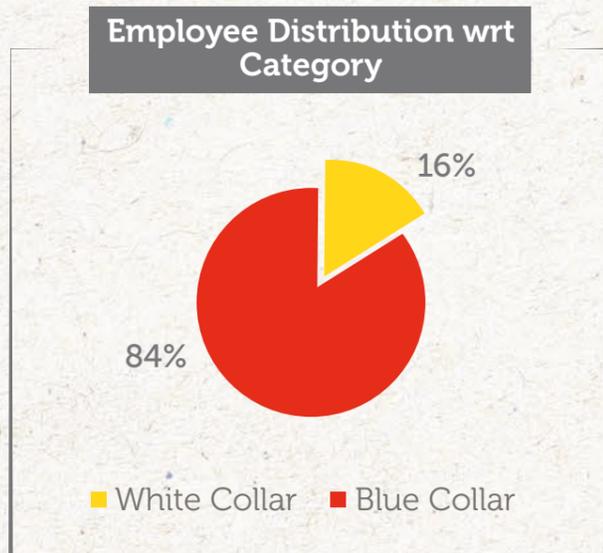
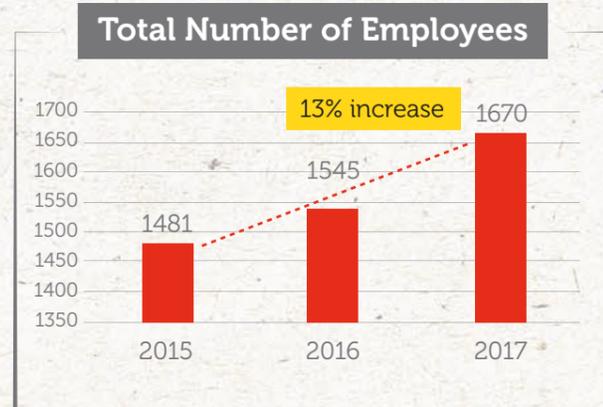
Kerevitaş offers over 400 products to approximately 32,500 export, retail and out-of-consumption customers with its SuperFresh brand. The productions take place at the factories in Akçalar, Bursa, which includes seven main production facilities, and in Emirdağ, Afyon. The products meet the consumers through regional directorates located in Istanbul, Ankara, Izmir, Bursa, Adana and Antalya and 54 distributor companies operating under these directorates. Our products are exported to a total of 28 countries, including Europe, Middle East and the USA.

Logistics

We also endeavour to increase the efficiency in our logistics operations. There are 11 distribution warehouses, of which two are located in Istanbul, while the remaining warehouses are in Ankara, Izmir, Bursa, Adana, Antalya, Çanakkale, Hendek, Konya and Gaziantep. Accordingly, we increased the fill rate of our vehicles by 2% during dispatches. We followed and decreased the idle running times of our micro-distribution trucks. As a result, we achieved both operational efficiency increase and energy saving because of efficient use of resources.

Employees

The success of our qualified employees lies behind the works that make us different and be the leading company in the sector since our establishment. We design our human resources processes to enable the satisfaction of employees, who are the most valuable assets of the company, and reach our goals with their valuable contributions. Accordingly, we provide a fair, participating and safe work environment to our employees for them to improve their skills for their satisfaction and therefore we get stronger together. We keep contributing to the recruitment requirements of our country with our ever-growing human resources. The number of employees working at the headquarters, production facilities and regional directorates increased by 13% compared to 2015 and reached 1,670.



We attach great importance to offer equal opportunities and increase diversity in the company. We particularly support women to increase in number in the business world and have equal rights during recruitment. Women comprise 41% of our total workforce and 23% of the senior management. In addition, the Executive Board has 7 members and 3 of them are women. We were awarded **Women Friendly Workplace**



Our General Manager Zeynep Dilmen received the Women Friendly Business Award, which we won with our human resources practices based on equality, from Mrs. Emine Erdoğan.

certification as part of the Project for Certification of Women Friendly Workplaces through Social Dialogue carried out by the HAK-İŞ Confederation and Centre for Labour and Social Security Training and Research (ÇASGEM) collaboration for our human resources practices based on equality. Furthermore, we participated in the Equal Opportunity for Women in the Workplace Project carried out by the Ministry of Labour and Social Security to improve gender mainstreaming at workplaces and to raise awareness in employers, in particular.

Investments in Employees

We care about the personal and professional development of our employees, their skill developments and satisfaction at the workplace to be able to reach our strategical goals. In order to be a preferred company by the employees and proceed with them, we follow the trends in the sector and design our human resources practices accordingly.

Performance and Career Management System

We want our employees to remain employed with our company for a long time and decide on their career path according to their talents and



expectations. As part of Performance and Career Management System, we primarily assess the performances of our employees in an objective and fair manner based on goals and skills. The purpose of the system is to contribute to the organizational development starting with the personal development.

Performance and career management rules are defined by Yıldız Holding and applied by our company. The goals, skills and potentials of our white-collar employees are assessed by their managers once a year and the employees then apply to Career Development Program in line with the feedbacks they are provided. Career planning, development steps, coaching requirements of the employees are determined during the Human Resources Planning Meeting held every year and the plans are put into schedule to be applied throughout the year. Moreover, rotation programs are implemented to learn the ropes of different departments and other Yıldız Holding companies to increase the communication within the company and gather different views and skills together.

Remuneration and Reward System is integrated to the performance management. We apply an equal and competitive remuneration policy compatible with the market conditions, considering the job evaluation results and wage researches carried out in the market. Depending on the work definitions and performance of the employees, we give a pay raise every year.

As a result of the performance evaluations, we reward white-collar employees with an annual performance bonus. The employees working at the Sales Department are given sales bonuses to encourage high performance. The performances of the blue-collar employees are evaluated considering efficiency, compliance to occupational health and safety, customer feedbacks, etc.

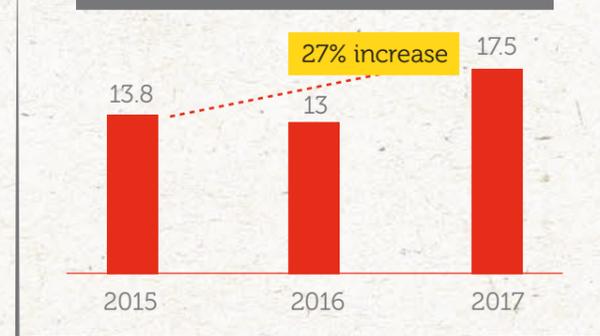
Furthermore, we reward the success of the employees who have achieved significant contributions to the company with Immediate Rewarding. Managers can nominate any employees to be rewarded. If the suggestions and evaluations of the related employee reported directly to their senior manager are deemed appropriate, the employee is rewarded.

Training and Development Opportunities

We offer training opportunities to support the personal and professional developments of all employees. The training subjects are planned considering the company goals human resources planning processes, performance indicators and expectations of the employees. Accordingly, we initiate preparation to management, management development and leadership development programs.

70/20/10 model of learning is applied in training. The model holds that employees obtain 70% of learning comes from on-the-job experience, 20% from interactions within the company such as mentorship, networking, etc., and 10% from formal learning. Some of the training and development subjects include Leadership Development Programs, mentorship and coaching, foreign language education, e-libraries and online development tools, orientation program and standard training. In 2017, the average training hours assigned to our employees per annum increased by 27% to 17.5 hours compared to 2015.

Training Hour per Employee



Leadership development training programs are provided to the employees who lead a team. Executive Development Training is provided. Employees working at manager, director, coordinator, group manager positions are provided various training regarding Codes of Management Practice and Forward Steps in Management. Furthermore, we offer a series of training titled For Me, For My Team and For My Job to strengthen the personal and professional development fields of the employees.

Employee Satisfaction

As a leading company in a highly competitive industry, we are aware that we can only maintain our success with the qualified and professional human resources we have. We measure the loyalty



of our employees through Employee Satisfaction Surveys to be filled out once in every two years and try to increase the loyalty. In 2015 and 2017, 90% of the employees filled out the surveys. Accordingly, the employee loyalty increased by 7% and increased to 78% by surpassing the world's average loyalty in fast moving consumer goods industry, which is only 76%.

We placed grievance boxes at the headquarters and facilities for the employees to provide feedbacks. Human Resources Department takes all the feedbacks into consideration to improve and develop the practices. Solutions are suggested and action plans are discussed during the monthly coordination meetings attended by the managers of the departments related to the feedbacks provided. Furthermore, our employees can send an e-mail to etik.bildirim@yildizholding.com.tr or call +90 216 524 34 24 about any actions and processes that they may suspect to breach Yıldız Holding Ethical Principles and Working Principles and/or be illegal. All of the feedbacks provided in 2016 and 2017 were resolved.

Yıldız Göz (Yıldız's Eye) an Brainbox Programs

The suggestion platforms of Yıldız Holding assist us to improve employee loyalty and include the ideas of the employees in product development. Yıldız's Eye platform enable employees to provide suggestions on issues regarding control of production processes; while Brainbox platform encourages suggestions on various issues including occupational health and safety, saving, quality, R&D, etc. As part of Yıldız's Eye, one of the suggestions from 18 technical units is rewarded each month and we have rewarded 630 employees since 2015. As part of Brainbox project, we have rewarded 120 employees.

Occupational Health and Safety

The goal is to achieve Zero Work Accident and Zero Occupational Disease. We take all measures to prevent any kind of work accident and occupational disease and provide a safe work environment to our employees at the headquarters, as well as the production facilities. Investments and Technical Group Manager is in charge of Occupational Health and Safety and reports to Group Director of Operations and Investments.

We apply occupational health and safety practices in compliance with the national legislation and international standards. We initiated works to be certified with OHSAS 18001 Occupational Health and Safety Management System at our factory in Bursa and the goal is to receive the certification in 2018. We expect Emirdağ factory to be certified with OHSAS 18001 in 2019.

We provide OHS training to our employees and the employees of our subcontractors. We nearly doubled the number of OHS training provided compared to 2015 and each employee has received 9 hours of OHS training on the average. This year, OHS training comprises approximately half of the 19 hours of training provided per employee, 8.8 hours to be exact.

We strive to raise awareness on occupational health and safety of our employees, subcontractors and suppliers. As a result of the survey conducted among the employees, we defined 10 Golden Rules of OHS. We distributed these rules together with the employee handbooks and announced them on information boards. Moreover, we continuously send various OHS-related messages to our employees through SMS and use visuals on information boards

10 Golden Rules of Kerevitaş

1. I call 4444 emergency line in the event of an emergency
2. I use pedestrian walks
3. I do not try to work on an operating machine before i turn it off
4. I use earplugs in noisy environments
5. I wear personal protective equipment where required
6. I follow all occupational health and safety rules
7. I do not work unless i am authorized
8. My priority is occupational safety
9. I take all necessary safety measures before i start working
10. Power-related issues are the concern of electricians; while machine-related issues are the concern of mechanics

03

PLANET

RESTORE

We protect natural resources to be required by future generations for the continuity of our lives and profession.

We save energy and decrease carbon emissions during our activities to have a restoring impact on environment.

SPINACH FIELD
Eskisehir-Tepebasi

ENVIRONMENTAL MANAGEMENT

The health of the soil that provides us raw materials and sufficiency of water resources have critical importance for the continuity of our activities as a food processing company. In addition, companies shall behave responsibly and create solutions for environmental problems, particularly regarding the decrease in natural resources, climate change, food wastes, etc. Hence, we follow the environmental impacts of our activities and endeavour to mitigate the negative impacts and restore our performance while we achieve growth. We guarantee the continuity of our activities and enable operational efficiency. We focus on saving energy through efficient use of resources and reduce carbon emission.

For more efficient energy management, we continue operating in compliance with the international standards. Thus, we have the purpose to have our production facilities certified with ISO 50001 Energy Management System.

Circular System

According to the data of the Food and Agriculture Organization of the United Nations (FAO), the population of the world is expected to increase by 34% to reach 9.1 billion in 2050. The importance of the efficient use of resources as well as waste management increases day by day to avoid the imbalance between the increasing population and decreasing number of resources. We adapt approaches such as effective planning of farming, minimizing wastes generated during production processes during our activities, considering the supply-demand optimization. Accordingly, we have the goal to continuously reduce food and packaging wastes. We re-use the majority of the food wastes in animal husbandry and the remaining wastes are re-evaluated in biogas plants to generate energy.

We provide 89% of the raw materials that we require in our production processes from contract farming. Thanks to this model, farmers plan their productions in line with our requirements. Thus, the supply is planned according to the demand, which enables us to save both in production and from resources. Further details on sustainable farming can be found at the Sustainable Production Chain section of this report, herein.

We put emphasis on not to lose any product during the assortment, selection and washing processes carried out at our facilities. Therefore, we avoid food losses from soil to fork for the SuperFresh

products delivered to the final consumer. Furthermore, we prevent losses during cooking as our frozen and canned products are convenient foods. We reduce waste generation at our facilities and re-use the wastes. We attach great importance to increase the recycling amount of the papers, cardboards, plastics, glasses and metal wastes. We deliver the mineral oil and vegetable oil wastes to the oil recycling plants. 5% of the total amount of wastes generated is recycled.

We endeavour to develop our practices on minimizing and re-using food and packaging wastes and using recyclable materials for packaging for more efficient environmental management. This year, we included using 100% recycled paper for sweetcorn boxes instead of craft paper to these practices.

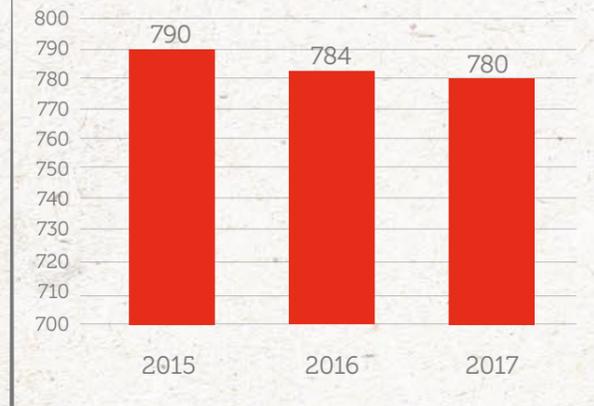
Tackling Climate Change

Private sector has great responsibilities towards tackling climate change, which one of the most significant global problems. At Kerevitaş, we endeavour to save energy and reduce carbon emissions during our activities and supply chain to tackle climate change, which is of great concern to food sector.

We strive to increase our environmental performance through projects carried out to use resources, particularly agricultural ones, efficiently, enable efficient water and waste management, save energy, etc. As part of the aforementioned projects, Kerevitaş invested in 4 million TL in total in maintenance, repair, efficiency increase projects, data

measurement and record in the last three years. The production facility in Bursa, which comprises approximately 60% of our production capacity, has a pioneering role in Turkish frozen food market. In the last three years, as a result of using the resources efficiently and increasing the efficiency of processes, the increase in production capacity surpassed the increase in energy use. Energy intensity, indicating the energy consumption per unit ton production, of the facilities in Bursa has been decreasing for three years.



Bursa Factory Energy Intensity - Energy Consumption (kWh) / Production (tons)

We analyse the processes carried out in the production facilities and logistics, determine the areas where we can increase efficiency and design improvements in these areas. Accordingly, we changed five diesel-powered forklifts with electrically-powered ones in our facilities and we intend to increase the number. We changed most of the shuttles used in our Bursa factory with the ones having new engine technology that requires less power. As part of quality process improvement works, controlled production system was adopted at producers, which resulted in 53.8% decrease in the number of returned goods to our suppliers compared to 2016. We saved energy equivalent to the power consumption of 40 houses in total thanks to the improvements we achieved in 2017. We created an Energy Team at our Bursa factory to raise awareness on saving energy and initiate projects. In 2018, the projects developed by the team are expected to result in a 3% reduction in the energy consumption of Bursa factory compared to 2017.

We also follow up our GHG emissions as part of energy management. We continuously follow up our direct emissions as well as indirect emissions from operations. Accordingly, we recorded GHG emissions of 84,621.9 tons CO₂e in 2017. Whilst GHG intensity (CO₂e/ton), which was an indicator of GHG emission from unit production, was 0.86 in 2015; the figure decreased to 0.82 as of the end of 2017. As a result, we achieved a reduction in GHG gas production resulting from unit production.

Water Management

Global climate change, irregularities in precipitation regime and drought caused efficient use of water resources to become very important. We effectively manage water usage as the basis of our activities depends on soil and water. Therefore, we encourage drip irrigation technique which enables saving in energy and water.

Drip irrigation has an important place in terms of efficient use of resources. Comparing drip irrigation method with sprinkler irrigation, drip irrigation enables 37% and 30% saving in water and energy, respectively. We reached a ratio of 80% by expanding the drip irrigation method in our sweetcorn fields in the last three years. This year, we saved 5.4 million tons of water, resulting in approximately 680,000 TL financial saving, as well as 1.7 million kWh energy saving. At the same time, we achieved water saving equivalent to water use of 100,000 people per annum. You can access the details of our activities regarding drip irrigation in Sustainable Production section.

As of 2017, 89% of the total water consumption becomes waste water; while 11% of it stays within the products, and is used in garden irrigation and technical heating processes as steam. Water is used particularly in washing process of the products, besides in the doughs of the pastries during the production processes. We also use water at Emirdağ and Bursa factories to generate energy from steam through the boilers.

“ THIS YEAR, WE SAVED 5.4 MILLION TONS OF WATER, RESULTING IN APPROXIMATELY 680,000 TL FINANCIAL SAVING, AS WELL AS 1.7 MILLION KWH ENERGY SAVING. ”



PERFORMANCE INDICATORS

Environmental Performance Indicators

	2015	2016	2017
Total Energy Consumption (kWh)	79,606.624	94,827.963	102,730.180
Total Production (tons)	84,857	97,091	102,947
Energy Intensity (kWh/ton)	938	977	998

	2016	2017
Total energy saving per annum (kWh)	324,191	224,496
Total GHG emission decrease per annum (ton CO ₂)	139	96
Total energy saving per annum (TL)	76,185	52,757

GHG Emissions (tons CO ₂ -equivalent)	2015	2016	2017
Scope 1	53,832.6	57,157.1	62,454.6
Vehicles	2,216.2	2,432.2	2,697.0
F-gases & SF6	0.0	0.0	0.0
Fuels used inside the buildings	51,594.0	54,703.0	59,739.6
Generators (diesel-powered)	22.4	21.9	18.0
Scope 2	19,447.5	20,669.4	22,167.2
Power consumption	19,447.5	20,669.4	22,167.2
TOTAL	73,280.1	77,826.5	84,621.9
GHG Emission Intensity (ton CO ₂ -e / ton production)	0.86	0.80	0.82

	2015	2016	2017
Total environmental investments and expenditures (TL)	1,475.816	1,665.099	525,079

	2015	2016	2017
Water usage (Groundwater) m ³	704,662	827,514	756,998
Amount of Wastewater m ³	619,244	731,935	671,723

Amount of waste wrt types (tons)	2015	2016	2017
Amount of hazardous waste	35.6	37.7	45.4
Recycled as by-product	20,325.8	31,370.9	28,599.4
Disposal to landfill	1,630	1,530	1,456
Recycled	1,900.5	1,820.8	2,105.5
Recovered for energy	34.3	39.8	8,609.9

Raw materials and materials used in packaging (tons)	2015	2016	2017
Paper	886,5	895	721
Plastics	323	328	336
Tin	392,5	341	438

Social Performance Indicators

	2015		2016		2017	
Number of Employees wrt Gender and Category	Women	Men	Women	Men	Women	Men
Total number of employees	670	811	671	874	693	977
Number of white collar employees (number of employees out of the scope)	71	151	75	168	73	186
Number of blue collar employees (number of employees within the scope) - union member	477	299	498	307	515	317
Number of blue collar employees (number of employees out of the scope) - not union member	122	361	98	399	107	474

	2015		2016		2017	
Number of New Recruits wrt Gender and Age	Women	Men	Women	Men	Women	Men
Number of newly recruited employees within the year	207	204	138	246	122	237
50+ years old	2	3	2	3	1	1
Between 30-50 years old	123	103	87	138	64	132
30- years old	82	98	49	105	57	104

	2015		2016		2017	
	Women	Men	Women	Men	Women	Men
Number of Employees Resigned wrt Gender and Age						
Number of employees resigned within the year	302	335	317	362	334	336
50+ years old	8	10	14	16	15	7
Between 30-50 years old	171	192	122	146	188	155
30- years old	123	133	142	178	131	174

	2015		2016		2017	
	Women	Men	Women	Men	Women	Men
Number of employees wrt term of employment and gender						
What is the number of employees working between 0-5 years?	387	649	407	690	429	738
What is the number of employees working between 5-10 years?	249	86	187	105	194	142
What is the number of employees working for 10+ years?	34	76	77	79	70	97

Number of subcontractors' employees	2015		2016		2017	
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time
Total number of employees	12		90	6	93	7

	2015		2016		2017	
	Women	Men	Women	Men	Women	Men
Number of Employees on Maternity Leave and back from Maternity Leave wrt Gender						
Number of employees taking maternity leave	12	26	20	47	20	71
Number of employees returning to work after maternity leave	9	26	15	47	10	71

	2015		2016		2017	
	Women	Men	Women	Men	Women	Men
Average number of training hours per employee per annum	13.8		13.0		17.5	
OHS training per employee	4.92		5.11		9.0	

	2015		2016		2017	
	Women	Men	Women	Men	Women	Men
Subcontractor training	4.92		5.07		8.97	

	2015		2016		2017	
	Women	Men	Women	Men	Women	Men
Number of employees subject to performance evaluation wrt gender	70	151	74	168	72	186

	2015		2016		2017	
	Women	Men	Women	Men	Women	Men
Distribution of senior management positions wrt gender and age						
30- years old		1				
30-50 years old	8	27	10	30	9	30
50+ years old		1		1		1

	2015		2016		2017	
	Women	Men	Women	Men	Women	Men
Distribution of the members of the Board wrt gender						
Board of Directors	0	7	0	7	0	7
Executive Board	2	5	3	4	3	4

Number of challenged employees wrt gender and years	2015		2016		2017	
	Women	Men	Women	Men	Women	Men
	7	28	7	33	5	37

GRI Standard	Disclosure	Page Number / Link
GRI 101: Foundation 2016		
GRI 102: General Disclosures 2016		
GRI 102: General Disclosures 2016	Organizational profile	
	102-1	4
	102-2	4
	102-3	https://www.kerevitas.com.tr/en/contact
	102-4	4
	102-5	https://kerevitas.com.tr/documents/assets/pdf/31_Aralik_2017_-Faaliyet_Raporu-1.pdf
	102-6	4
	102-7	4
	102-8	13, 15, 16
	102-9	13
	102-10	No change within the period of reporting.
	102-11	https://kerevitas.com.tr/documents/assets/pdf/31_Aralik_2017_-Faaliyet_Raporu-1.pdf
	102-12	https://kerevitas.com.tr/documents/assets/pdf/31_Aralik_2017_-Faaliyet_Raporu-1.pdf
	102-13	6
	Strategy	
	102-14	5
	102-15	5
	Ethics and integrity	
	102-16	5
	102-17	5
	Governance	
	102-18	5
	Stakeholder engagement	
	102-40	6
	102-41	20
	102-42	6
	102-43	6, 7
	102-44	6, 7
	Reporting practice	
	102-45	https://kerevitas.com.tr/documents/assets/pdf/31_Aralik_2017_-Faaliyet_Raporu-1.pdf
	102-46	3
	102-47	6, 7
102-48	Non-existent.	
102-49	Non-existent.	
102-50	3	
102-53	3	
102-54	3	
102-55	22	
102-56	Non-existent.	

GRI Standard	Disclosure	Page Number / Link
GRI 200: Economic Standard Series		
Procurement Practices		
GRI 103: Management Approach 2016	103-1	13
	103-2	13
GRI 204: Procurement Practices 2016	103-3	13
	204-1	13
Anti-corruption		
GRI 103: Management Approach 2016	103-1	5
	103-2	5
	103-3	5
GRI 205: Anti-corruption 2016	205-1	5
GRI 300: Environmental Standard Series		
Energy		
GRI 103: Management Approach 2016	103-1	7, 18
	103-2	7, 18
	103-3	7, 19
GRI 302: Energy 2016	302-1	18, 19, 20
	302-3	19, 20
	302-4	18
Water		
GRI 103: Management Approach 2016	103-1	19
	103-2	19
	103-3	19
GRI 303: Water 2016	303-1	19, 20
	303-3	19
Emissions		
GRI 103: Management Approach 2016	103-1	18, 19
	103-2	18, 19
	103-3	18, 19
GRI 305: Emissions 2016	305-1	18, 19, 20
	305-2	18, 19, 20
	305-4	19
	305-5	19
Effluents and Waste		
GRI 103: Management Approach 2016	103-1	19
	103-2	19
	103-3	19
GRI 306: Effluents and Waste	306-2	20
Environmental Compliance		
GRI 103: Management Approach 2016	103-1	18
	103-2	18
	103-3	18
GRI 307: Environmental Compliance 2016	307-1	No incidents of non-compliance or any penalties due to this reason.

GRI Standard	Disclosure	Page Number / Link
Supplier Environmental Assessment		
GRI 103: Management Approach 2016	103-1	11, 13
	103-2	11, 13
	103-3	11, 13
GRI 308: Supplier Environmental Assessment 2016	308-1	14
GRI 400: Social Standard Series		
Employment		
GRI 103: Management Approach 2016	103-1	15
	103-2	15
	103-3	15
GRI 401: Employment 2016	401-1	20, 21
	401-2	15, 21
	401-3	21
Training and Education		
GRI 103: Management Approach 2016	103-1	16
	103-2	16
	103-3	16
GRI 405: Diversity and Equal Opportunity 2016	404-1	16
	404-2	14, 16
	404-3	21
Diversity and Equal Opportunity		
GRI 103: Management Approach 2016	103-1	15
	103-2	15
	103-3	15
GRI 405: Diversity and Equal Opportunity 2016	405-1	15, 20, 21
Local Communities		
GRI 103: Management Approach 2016	103-1	13
	103-2	13
	103-3	13
GRI 413: Local Communities 2016	413-1	13
Supplier Social Assessment		
GRI 103: Management Approach 2016	103-1	11, 13, 14
	103-2	11, 13, 14
	103-3	11, 13, 14
GRI 414: Supplier Social Assessment 2016	414-1	14
Customer Health Safety		
GRI 103: Management Approach 2016	103-1	9, 10
	103-2	9, 10
	103-3	9, 10
GRI 416: Customer Health Safety 2016	416-1	9, 10

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