

# STRATEGIC SUSTAINABILITY GOALS

The Sustainable Development Goals (SDGs) were established in 2015 by the international community as part of the UN 2030 Agenda for Sustainable Development through which countries of the world collectively pledged to eradicate poverty, find sustainable and inclusive development solutions, ensure everyone’s human rights, and generally make sure that no one is left behind by 2030.



Our Strategic Sustainability Goals are the blueprint to achieve a better and more sustainable future for all. They address the global challenges we face, including those related to poverty, inequality, climate change, environmental degradation, peace and justice.



As a member of the United Nations Global Compact (UNGC), we modify our operations and strategies to meet the 10 universally accepted principles in the areas of human rights, labor, the environment, and anti-corruption.

While determining our Strategic Sustainability Goals, **2024** was accepted as the base year and the targets were given according to 2024 values.

## LABOUR & HUMAN RIGHTS

### INCREASING AWARENESS AND COMPETENCY BY EXTENSIVE TRAININGS BY 2030



Advanced trainings will be planned for **all employees** about MS office programmes by 2026.



By 2030, all employees will be trained about financial literacy, sales, ecological literacy, sustainable supply, etc., in accordance with the positions they work in. A total of hours of training will be **100 h per employee**.



**10%** of all employees will have a postgraduate degree or higher by 2030.

### EMPOWERING WOMEN BY 2030



The percentage of women employee will be preserved which is **minimum 50%** and **%50** of management positions will be filled by women by 2030.



By 2025, we will be a signatory to the **Women's Empowerment Principles** created in partnership with the United Nations Global Compact (UNGC) and the United Nations Gender Equality and Women's Empowerment Unit (UN Women).

## LABOUR & HUMAN RIGHTS

### CREATING HEALTHIER WORKPLACE BY 2026



«**Zero incident**» target will be maintained throughout the activities.



Activities related to employees' **mental health** will be planned, including stress management, limiting working hours and ensuring that employees work in a healthy posture at their desks.

### INCREASING THE SUPPORT FOR YOUNG GENERATION BY 2026



Employing interns up to **5%** of the total number of employees.



Children's educational institutions will be supported in order to support the principle of **equal opportunity** in education and **qualified education**.

### IMPROVING SUSTAINABILITY PERFORMANCE BY 2026



A sustainability report will be prepared and presented to stakeholders **by 2026**.

## SUSTAINABLE PROCUREMENT

### EMPOWERING THE SUPPLIERS BY 2040



**20%** of suppliers must have sustainability reports by 2030.



By 2040, **100%** of logistics services will be provided by companies with Green or Sustainable Logistics Certificate.



By 2030, **70%** of strategic suppliers will be assessed on providing fair wages to their employees.



The rate of suppliers signing the Supplier Code of Conduct should be **100%** by 2027.



The rate of suppliers who has **women** owner or at least 50% shareholder will be increased by **3%** by 2030.

### IMPROVING OUR SYSTEM BY 2030



**ISO 20400:2017** Sustainable Procurement certificate regarding sustainable supply will be obtained by 2030.



All relevant department managers will be trained about **sustainable supply chain** by 2025.



All suppliers will be evaluated regarding **CSR** performance by 2027.

## ENVIRONMENT

### REDUCE ENVIRONMENTAL IMPACT BY 2030



By 2030, scope 1 & 2 greenhouse gas emissions will be reduced by **70%**.



Fluorinated gases with a global warming potential of 2500 and above will be replaced by gases with a lower global warming potential by 2029.



«**Zero environmental incident**» target will be maintained throughout the activities.



Rainwater will be collected and used for garden irrigation.



At least three foundations, associations or organizations related to the protection of biodiversity will be supported by 2026.

### INCREASING CARBON CAPTURE AMOUNT BY 2030



By planting **50,000 trees** by 2030, increasing carbon sink areas will be supported.

### IMPROVING SUSTAINABILITY PERFORMANCE BY 2026



A sustainability report will be prepared and presented to stakeholders **by 2025**.