

Multiply Group 2022 ESG Report

ESG Information Gathering

For: IEH/Kalyon

December, 2022

Introduction

In alignment with international best practice, Multiply Group ('Multiply') will be developing its inaugural 2022 ESG Report. The ESG Report will be a public document for national, regional, and international stakeholders, and will facilitate a number of opportunities for the organization, including demonstrating its contributions to the UAE, helping to achieve Multiply's objectives and vision, managing its performance and, overall, demonstrating world class leadership.

This data collection template is designed for you to provide the data and information required for Multiply's ESG Report. Timely access to accurate data is the most important aspect to make this project a success. Support from all parts of the organization is needed to generate a report that the CEO can approve by the January 15, 2023.

Please answer the questions and complete the tables below with data for mostly 2022 (some questions require additional years). If data is not readily available, please add 'N/A' in the relevant areas. Please provide comments for any significant variations between this year and last year's data, or regarding any data gaps, in the comments box or relevant table columns. Please feel free to submit any documents with additional information relevant to the questions below along with this filled template.

If you could please complete this data collection template by the **9th of December, 2022**, it would be highly appreciated and help the project adhere to established timelines. There will be two main rounds of data collection, the second round will occur in early 2023 to collect any outstanding data for 2022.

The questions included in this template have been developed based on key national and international guidance for sustainability reporting. If you have any questions about the definition of certain terms or the calculation methodology to be used, please contact:

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Section A. Overview

Achievements, Highlights, Awards and Certifications

- 1) Please help us get a better understanding of your overall ESG/Sustainability progress, achievements, and awards from 2022. What were the most significant milestones or projects undertaken in 2022?

PFI – ESG Project of the Year in Europe – London
 Proximo – European Solar Deal of the Year – Lisbon
 EMEA Finance – Best Green-line Syndicated Loan – London
 Bonds&Loans – ESG Loan Deal of the Year – Istanbul

Challenges

- 2) Please help us get a better understanding of the challenges faced in implementation of any ESG/Sustainability projects in 2022.
 - a. Can you list and give a brief description on the top 3 to 4 challenges faced? (e.g., communication, misalignment with stakeholders, etc)

	Challenge	Brief
1	Managing stakeholder expectations	Regular meetings created expectation on the stakeholders
2	High water consumption requirement due to dust suppression	The regional constraints such as the climate and soil conditions resulted with a high amount of dust suppression requirement. The geology of the region, especially due to the sinkhole formation, do not let the groundwater usage possible. First the water from the municipality distribution system was used. To ensure resource efficiency and cost effectiveness, the Project obtained the required permit and used the treated wastewater as an alternative to the municipality water distribution system and groundwater.
3	Working in a Key Biodiversity Area	The Project is located in a Key Biodiversity Area (KBA). Due to the high flora and fauna potential in the region and KBA, project site is identified to be a critical habitat.

	Challenge	Brief
4	Pastureland complaints	The Project site was used as a pastureland earlier and the project limited the use of the pastureland.
5	Click or tap here to enter text.	Click or tap here to enter text.

Comments:

Click or tap here to enter text.

- b. Have there been significant changes to the nature of your organization’s responsibilities or scope of work towards ESG/sustainability?

With the International Finance provided, the Project went beyond the national legislation, which requires implementation of IFC PSs. In addition to that ESMPs were revised adding the AIIB ESS-1 requirements.

Future Plans

- 3) Please list your organization’s top KPIs and associated performance targets for the upcoming year, or longer terms (2, 3, 4, 5-years; as appropriate).

#	Key Performance Indicators (KPIs)	2022	2023	2024	2025	2026
1	Lost time incident rate	Value	<10	Value	Value	Value
2	Total lost time incident rate	Value	<20	Value	Value	Value
3	Yearly training planned (man hour)	Value	>0,004	Value	Value	Value
4	Percentage of timely closed grievances	Value	%75	Value	Value	Value
5	Increase in the Endemic flora species	Value	%5	Value	Value	Value

Comments:

Due to the completion of the construction period and the start of the operation period, long-term predictions cannot be made. The Organisation is under a restructuring phase.

Case Studies

- 4) Please select 1-3 projects, programs or initiatives implemented by your organization in 2022 to serve as a potential case study in this year’s report. These should be initiatives that you believe are representative of best practice in your sector nationally, regionally, or internationally. For each case study, please fill the following tables:

Case Study 1 Report Template	
Case Study Title	Recycling domestic wastewater

Case Study 1 Report Template	
<p>Focused Areas Covered and objectives (Enhancing economic performance, developing from within, empowering communities, responsible operations...)</p>	<p>Minimizing the pressure on the ground water potential of the Konya Plain.</p>
<p>Background (Brief description, Key drivers, challenges)</p>	<p>In the Konya Plain, the community is using the groundwater for unconscious irrigation due to agricultural purposes leading to sinkhole formation as a major geological risk. In addition, based on the soil structure, the project area is open to high dust formation, causing the requirement of high amount of water suppression. For the purpose of resource efficiency, advanced domestic wastewater treatment system was established with a capacity of 150 m³/day and the recycled water was used for water spraying purposes to prevent dust.</p>
<p>Timeline (planned, achieved)</p>	<p>The advanced domestic wastewater treatment facility has started its operation as of 13.09.2021 with a temporary permit from the Ministry of Environment Urbanisation and Climate Change. Environmental Permit was received as of 08.09.2022 and the WWTP is still operating.</p>
<p>Approach (Steps and procedures undertaken)</p>	<p>The design of the plant was selected as a sequential batch reactor followed by an advanced treatment design for a capacity of 150 m³ /day. Wastewater incoming to the facility passes through the screen designed to catch the primarily arriving particles to the system. Wastewater passing through the screen comes to</p>

the equalization basin. Equalization basins are used to feed the wastewater to the biological treatment units homogeneously and regularly in terms of flow rate and pollution loads.

Wastewater is taken from here to the treatment unit by a lift pump. It is the stage where the biological treatment required for the removal of organic pollutants in wastewater takes place. The biological reaction chain in the treatment plant, where the Activated Sludge Process operating according to the SBR (Sequential Batch Reactor) principle is implemented, occurs as the organic matter turns into CO₂ and water by meeting the acclimatized bacterial population (biomass) and wastewater in an aerobic environment. The required oxygen and mixture are provided by transferring the air supplied from the blower to the water by the diffuser system at the bottom of the tank.

Aeration, settling and sludge stabilization processes are performed alternatively at certain time intervals in the same tank without the need for separate sections. At the end of the sufficient reaction time, the aeration is interrupted and the contents of the tank are subjected to precipitation.

The purified water separated from the activated sludge settling on the bottom is provided by the submersible pump in the tank by dosing chlorine on the line going to the filter feeding tank and

Case Study 1 Report Template

disinfecting it. The treated water in each cycle is discharged to the filter feed tanks. From here, it comes to the filter with the help of filter feeding pumps and is subjected to filtration.

The purified water from the filtration is sent to the clean water tank. The purpose of this tank is to provide the necessary clean water supply for filter backwashing. Filter backwashing is done at certain periods during the day. The raw water from the backwash is sent to the balancing unit and is treated again from the very beginning of the cycle. Finally, it is transmitted from the clean water tank to the basin where the discharge will be made and sent to the discharge (transmission) line.

Outcomes and Future

(Benefits, impacts and achievements, supportive data to demonstrate results, limitations, next steps)

The approval of the Ministry of Environment, Urbanization and Climate Change, General Directorate of Environmental Management, for the re-use of domestic wastewater generated within the scope of the project for dust suppression purposes after treatment was obtained. (It is the first decision taken outside of the point discharge criteria within the borders of Turkey.) The relevant decision is in ANNEX-1.

Quote from Key Persons Responsible / Beneficiary

(Please include their name, designation, and picture if possible. This may come from or be used in additional platforms such as newsletters...)

Click or tap here to enter text.

Case Study 1 Report Template

Please also feel free to provide pictures related to the case study (please include any high-resolution photo files separately)



Case Study 2 Report Template	
<p>Case Study Title</p>	<p>Animal crossing routes within the project (please see Annex-5)</p>
<p>Focused Areas Covered and objectives (Enhancing economic performance, developing from within, empowering communities, responsible operations...)</p>	<p>To ensure that the sheep in the villages closest to the project can reach the pasture areas to the east of the project for grazing.</p>
<p>Background (Brief description, Key drivers, challenges)</p>	<p>Two animal passageways were left in the project for the grazing of sheep in settlements close to the project. In order to use the animal passageways in the project, an underpass was requested from the highways and an underpass was built. In stakeholder meetings, animal owners were informed about animal passageways.</p>
<p>Timeline (planned, achieved)</p>	<p>With the start of the operation period in March 2023, animal passageways will be activated.</p>
<p>Approach (Steps and procedures undertaken)</p>	<p>Animal passages were integrated into the design and carried out in predetermined areas.</p>
<p>Outcomes and Future (Benefits, impacts and achievements, supportive data to demonstrate results, limitations, next steps)</p>	<p>Sheep will be able to reach pasture areas which are in the eastern part of the project through animal passages for grazing.</p>
<p>Quote from Key Persons Responsible / Beneficiary (Please include their name, designation, and picture if possible. This may come from or be used in additional platforms such as newsletters...)</p>	<p>Provincial Directorate of Agriculture reported that pastures are unproductive for grazing due to climate change.</p> <p>Sheep-owning people reported that there was not enough grass in the pastures</p>

Case Study 3 Report Template	
<p>Case Study Title</p>	<p>Ermes Bilim Technical College Renewable Energy Department students visited the project and 2 damaged panels were provided to the college</p>
<p>Focused Areas Covered and objectives (Enhancing economic performance, developing from within, empowering communities, responsible operations...)</p>	<p>Introducing the project to the students of the renewable energy department</p> <p>Contributing to the applied education in the renewable section thanks to the provided panel</p> <p>To provide internship and job employment to graduate student</p>
<p>Background (Brief description, Key drivers, challenges)</p>	<p>Ermes Bilim Technical College, renewable energy department students visited the project.</p> <p>Orientation and visitor training was given to the students by the HSE unit. Technical information presentation about the project was made by the operation & maintenance unit.</p> <p>Students toured the project site</p> <p>2 damage panels were supplied to the college</p>
<p>Timeline (planned, achieved)</p>	<p>80 students visited the project in 10-11 December 2021.</p>
<p>Approach (Steps and procedures undertaken)</p>	<p>Click or tap here to enter text.</p>
<p>Outcomes and Future (Benefits, impacts and achievements, supportive data to demonstrate results, limitations, next steps)</p>	<p>To provide the students of the renewables department with the opportunity to get to know Turkey's largest SPP project.</p> <p>Providing technical information about SPP projects</p> <p>To enable them to do practical work with the panel at school</p>

Case Study 3 Report Template

Quote from Key Persons Responsible / Beneficiary

(Please include their name, designation, and picture if possible. This may come from or be used in additional platforms such as newsletters...)

Ermes Science Technical High School students stated that they want to work on a project such as the Karapınar SPP project.

They were surprised by the size of the project and stated that they were happy to have the opportunity to visit.

Please also feel free to provide pictures related to the case study (please include any high-resolution photo files separately)



Case Study 4 Report Template	
Case Study Title	Bird Watching Study
<p>Focused Areas Covered and objectives (Enhancing economic performance, developing from within, empowering communities, responsible operations...)</p>	<p>Acıgöl Lake: Bird Migration Accommodation Area</p> <p>Meke Lake: Bird Migration Accommodation and First-Degree Natural Site</p> <p>Karapınar Swamp: Bird Migration Accommodation Area</p> <p>Project site: Detection and protection of migratory or native birds around the site</p> <p>Project domain: Detection and protection of migratory and native birds within the project impact area</p> <p>South OHL: In addition to the precautions found in high voltage lines (bird repellent wire, Inverted V hanger and Sheet metal) dead bird control</p> <p>North OHL: In addition to the precautions found in high voltage lines (bird repellent wire, Inverted V hanger and Sheet metal) dead bird control</p> <p>Breeding bird: Detection and protection of breeding and nesting birds within the project site</p>
<p>Background (Brief description, Key drivers, challenges)</p>	<p>In observation studies distribution</p> <p>31 uncommon (LC, NT, EN)</p> <p>30 common (LC)</p> <p>9 very common (LC)</p> <p>bird species have been identified.</p> <p>Identified species have 3 different protection status.</p> <p>Least Concern: 69 Species</p> <p>Near Threatened: 1 Species</p> <p>Endangered: 1 Species</p> <p><i>Neophron percnopterus</i> (Northern Lapwing) NT</p> <p><i>Vanellus vanellus</i> (Egyptian vulture) EN</p> <p>During the studies, snow and rain periods make bird watching difficult.</p>

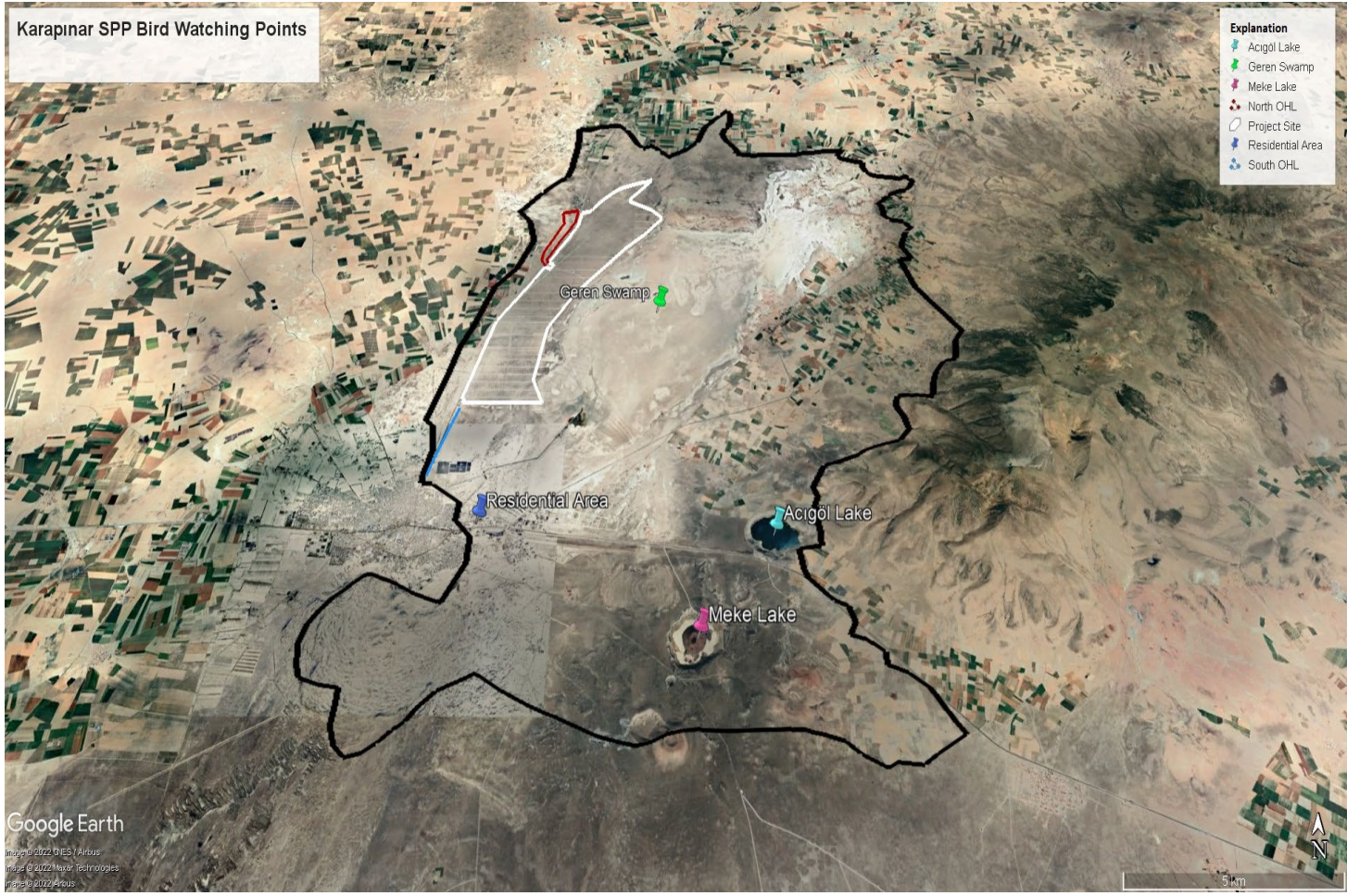
Case Study 4 Report Template	
<p>Timeline (planned, achieved)</p>	<p>Observation studies</p> <p>Winter bird watching period (November, December, January, February and March)</p> <p>Spring bird watching period (April, May and June)</p> <p>Summer bird watching period (July, August, September and October) was divided into periods.</p>
<p>Approach (Steps and procedures undertaken)</p>	<p>Bird watching activities are carried out in the form of direct observation by using binoculars, a camera and an observation form.</p> <p>Observations made on OHL lines are performed as transect observations.</p> <p>Observations were carried out between the hours of morning (05:00-08:00) and evening (17:00-20:00), when the birds were observed intensively.</p>
<p>Outcomes and Future (Benefits, impacts and achievements, supportive data to demonstrate results, limitations, next steps)</p>	<p>The total number of bird species identified as a result of the observation studies carried out in the study impact area and the project area was counted as 71. It has been determined that birds use this region in 3 different ways as migration route, shelter and breeding.</p> <p>As a result of the studies carried out on the OHL Lines, no dead or injured birds were detected.</p> <p>Birds that were found to breed in the project area were taken under protection until the breeding period was over.</p>
<p>Quote from Key Persons Responsible / Beneficiary (Please include their name, designation, and picture if possible. This may come from or be used in additional platforms such as newsletters...)</p>	<p>Click or tap here to enter text.</p>

Please also feel free to provide pictures related to the case study (please include any high-resolution photo files separately)



Karapınar SPP Bird Watching Points

- Explanation**
- Acıgöl Lake
 - Geren Swamp
 - Meke Lake
 - North OHL
 - Project Site
 - Residential Area
 - South OHL



Google Earth

Image © 2022, QIES, Airbus
Map © 2022, Maxar Technologies
Data © 2022, Airbus

5 km

Section B. Sustainability Governance

5) What are the main sustainability governance processes adopted across your organization? Is there a specific unit/ department that is responsible for managing and reporting on sustainability-related activities? What is its governance structure? Please describe the activities/ responsibilities of the unit (if applicable).

There is an HSE-Q Department at Site at the moment. A Chief Sustainability Officer is about to be hired and the position will be filled as of January 2023. Although there is the Integrated Management System in place, the department will be restructured to ensure the Sustainability & ESG Processes to be fully adopted in the organisation.

6) Are executives formally incentivized to perform on sustainability? Please describe.

In the current organisation, “no”. Sustainability Department will be newly set up.

7) Please describe how management teams oversee Environmental, Social and Governance (ESG) issues.

ESG issues have been overseen closely by the management teams during Construction phase of the Project. There is a new management structure being set up and the management will have corporate ESG meetings quarterly.

Section C. Responsible Investment

Screening, Monitoring & Engagement

Key Performance Indicators (KPIs) and targets.

8) Please fill in the table below and define the scope of coverage for the figures provided. Please include targets, if any.

Key Performance Indicators (KPIs)	Units	2020	2021	2022	Please explain all significant variances, especially those exceeding 10%	Target
Amount of assets under management (AUM), by asset class, which employ:						
(1) integration of environmental, social, and governance (ESG) issues,	MWe	Value	Value	1,000	Click or tap here to enter text.	300
(2) sustainability themed investing, and	MWe	Value	Value	1,000	Click or tap here to enter text.	300

Key Performance Indicators (KPIs)	Units	2020	2021	2022	Please explain all significant variances, especially those exceeding 10%	Target
(3) screening*	Click to select	Value	Value	Value	Click or tap here to enter text.	Value
Insert additional items (as needed)	Click to select	Value	Value	Value	Click or tap here to enter text.	Value
Percentage of portfolio engaged regarding ESG issues (%)	%	Value	Value	100	Click or tap here to enter text.	100

Comments:

* Renewable Energy Resource Areas (YEKAs) are determined within the scope of administrative and technical studies carried out by the Ministry of Energy and Natural Resources and announced in the Official Gazette. In order to promote the development of a sustainable energy model based on local and renewable sources, Turkish Government has initiated a significant reform of national energy policy in the field of renewable energies in parallel with the 2023 and 2050 strategies. To implement this strategy, a set of legislations for the purpose of supporting renewable energy investments and encouraging local manufacturing of renewable generation facilities have been enacted. The asset referred here is the site located in Karapınar District of Konya Province of Türkiye in consideration of the installation of a solar power plant (SPP) with a total capacity of 1,000Mwe.

Section D. Finance

Economic Performance

Key Performance Indicators (KPIs) and targets.

9) Please fill in the table below and define the scope of coverage for the figures provided. Please include targets, if any.

Key Performance Indicators (KPIs)	2020	2021	2022	Please explain all significant variances, especially those exceeding 10%	Target
Donations and sponsorships (AED)	15,395	20,605	23,644	Click or tap here to enter text.	Value
Community investment as a % of pre-tax profit (%)	Value	Value	Value	Click or tap here to enter text.	Value

Comments:

Lawnmower was provided to one of the villages (Seyithacı Mukhtar) around the project area, which is not included in the donations and sponsorships above.

Promotion of Social & Economic Development

Key Performance Indicators (KPIs) and targets

10) For any significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in social and economic areas (e.g.: international declarations, conventions, treaties; national or local regulations), please fill in the table below and define the scope of coverage for the figures provided. Please include targets, if any.

Key Performance Indicators (KPIs)	2020	2021	2022	Please explain all significant variances, especially those exceeding 10%	Target
Total monetary value of significant fines (AED or USD)	0	0	0	Click or tap here to enter text.	0
Total number of non-monetary sanctions (#)	0	0	0	Click or tap here to enter text.	0

Key Performance Indicators (KPIs)	2020	2021	2022	Please explain all significant variances, especially those exceeding 10%	Target
Total number of cases brought through dispute resolution mechanisms (#)	0	0	0	Click or tap here to enter text.	0

Comments:

Click or tap here to enter text.

Section E. Environment

Environmental Management

Commitments

11) Please specify any environmental related target if available with target year (e.g.: energy reductions, water reductions, GHG reductions or any other environmental criteria, are relevant under environmental management).

Click or tap here to enter text.

Key Performance Indicators (KPIs) and targets.

12) Please fill in the table below and define the scope of coverage for the figures provided. Please include targets, if any.

Key Performance Indicators (KPIs)	2020	2021	2022	Please explain all significant variances, especially those exceeding 10%	Target
Percentage of your company's sites/offices with ISO 14001 certification.	100	100	100	Click or tap here to enter text.	100

Comments:

Click or tap here to enter text.

GHG Emissions

Commitments

13) Does the company follow any carbon management policies and strategies (please include quantitative targets too, if available)? Please explain.

Company follows the national carbon management policies and strategies. The national target is to reach net zero as of 2050.

Key Performance Indicators (KPIs) and targets.

Key Performance Indicators (KPIs)	2020	2021	2022	Please explain all significant variances, especially those exceeding 10%	Target
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Direct GHG emissions (Scope 1) (tons of CO ₂ eq)	519,132.99	547,882.60	535,542.58	Click or tap here to enter text.	Value
Indirect GHG emissions (Scope 2) (tons of CO ₂ eq)	-273.48	-578.70	-672.26	Click or tap here to enter text.	Value
Other indirect GHG emissions (Scope 3) resulting from business travel & other sources (tons of CO ₂ eq)	Value	Value	Value	Click or tap here to enter text.	Value
Total GHG emissions (tons of CO ₂ eq)	519,406.47	548,461.30	536,214.83	Click or tap here to enter text.	Value
GHG emissions intensity (tons of CO ₂ eq/employee)*	-714.45	-628.97	-653.12	Click or tap here to enter text.	Value
Portfolio GHG emissions (if applicable)					
Total GHG emissions of portfolio of companies (tons of CO ₂ eq)	Value	Value	Value	Click or tap here to enter text.	Value
Carbon intensity of portfolio (please describe methodologies used in comments section).	Value	Value	Value	Click or tap here to enter text.	Value

Comments:

* The number of employees covers the construction and operation periods in this section. i.e., including both Client and Contractors/Subcontractors.

Energy Consumption

Commitments

14) Does the company follow any energy reduction policies and strategies (please include quantitative targets too, if available)? Please explain.

There is a KPI table for the efficient use of resources. In December 2021, the HSE Bulletin provided as Annex-2 was published to ensure resource efficiency through 2022.

Key Performance Indicators (KPIs) and targets.

Key Performance Indicators (KPIs)	2020	2021	2022	Please explain all significant variances, especially those exceeding 10%	Target
Direct energy consumption (GJ)	27558,3	29068	28382,87	Click or tap here to enter text.	Value
Petrol consumption from operations and vehicles (L)	-	Value	Value	Click or tap here to enter text.	Value
Diesel consumption from operations and vehicles (L)	671662	708458	691759	Click or tap here to enter text.	Value
LNG consumption from heating and food services (kg)	128564	168202	283501	Click or tap here to enter text.	Value
Indirect energy consumption (GJ)	- 1356,45	2870,38	3334.42	Click or tap here to enter text.	Value
Electricity consumption (office, storage, facilities, etc.) (kWh)	-376792	-797328	-926229	Click or tap here to enter text.	Value
Renewable energy consumption (office, storage, facilities, etc.) (KWh)	38154,4	339980,5 6	565957	Click or tap here to enter text.	Value

Key Performance Indicators (KPIs)	2020	2021	2022	Please explain all significant variances, especially those exceeding 10%	Target
Total energy consumption (GJ)	29052,105	33162,31	33754,735	Click or tap here to enter text.	Value
Total direct and indirect energy consumed (GJ)	28914,75	-31938,38	-31717,29	Click or tap here to enter text.	Value
Energy intensity (GJ/employee)*	9,96	38	-41.1	Click or tap here to enter text.	Value

Comments:

* The number of employees covers the construction and operation periods in this section. i.e., including both Client and Contractors/Subcontractors.

Water and Effluents

Commitments

15) Does the company follow any water reduction/management policies and strategies (please include quantitative targets too, if available)? Please explain.

Click or tap here to enter text.

Key Performance Indicators (KPIs) and targets.

Key Performance Indicators (KPIs)	2020	2021	2022	Please explain all significant variances, especially those exceeding 10%	Target
Total water consumption (m ³)	19984	42018	56683	Click or tap here to enter text.	Value
Water consumption intensity (m ³ /employee) **	-27,488	48,185	69,04	Click or tap here to enter text.	Value
Total amount of water reclaimed (m ³)	0	14550	-50400	Click or tap here to enter text.	Value

Key Performance Indicators (KPIs)	2020	2021	2022	Please explain all significant variances, especially those exceeding 10%	Target
Total volume of wastewater generated (m ³)	15702	22617	-3750	Click or tap here to enter text.	Value

Comments: ** The number of employees covers the construction and operation periods in this section. i.e., including both Client and Contractors/Subcontractors.

Please refer Annex-2 for the Resource efficiency bulletin.

Materials and Waste

Commitments

- 16) Does the company follow any waste reduction/management, recycling, and/or reuse policies and strategies (please include quantitative targets too, if available)? Please explain.

Please refer Annex-3 for the policies and management plans and zero waste certificate in Annex-1. There is a Waste and Waste Water Management Plan and a Pollution Prevention Plan. Waste Water Treatment Plant Operation Procedure.

Performance Indicators (KPIs) and targets.

- 17) Please fill in the table below and define the scope of coverage for the figures provided. Please include targets, if any.

Key Performance Indicators (KPIs)	2020	2021	2022	Please explain all significant variances, especially those exceeding 10%	Target
Total waste generated (kg)	13156 5.30	- 21676 9.80	49211 3.9	Click or tap here to enter text.	Value
<ul style="list-style-type: none"> Non-hazardous waste generated (kg) 	- 13156 5.30	19835 0.3	48202 4.9	Click or tap here to enter text.	Value
<ul style="list-style-type: none"> Hazardous waste generated (kg) 	0	18419	10089	Click or tap here to enter text.	Value
Total waste recycled (kg)	10692 0	18720 9	- 46190 9	Click or tap here to enter text.	Value

Key Performance Indicators (KPIs)	2020	2021	2022	Please explain all significant variances, especially those exceeding 10%	Target
<ul style="list-style-type: none"> Non-hazardous waste recycled (kg) 	106920	168790	451820	Click or tap here to enter text.	Value
<ul style="list-style-type: none"> Hazardous waste recycled(kg) 	0	18419	10089	Click or tap here to enter text.	Value

Comments:

Click or tap here to enter text.

Biodiversity Management

Commitments

18) Does the company follow any biodiversity policies and strategies (please include quantitative targets too, if available)? Please explain.

Please see Annex-3, there is biodiversity management plan and action plan.

Key Performance Indicators (KPIs) and targets.

19) Has the company disclosed any quantitative indicators on biodiversity related indicators? If so, please list below and indicate units and data for 2020-2022. Please include targets, if any.

Key Performance Indicators (KPIs)	-2020	2021	2022	Please explain all significant variances, especially those exceeding 10%	Target
<i>Spermophilus xanthophrymnus</i> (Anatolian Ground Squirrel)		188 (Nests)	380 (Nests)	While the Anatolian Ground Squirrel population is decreasing in the areas where the construction works are continuing, it has been determined that the population is increased in the energized areas (under the panel	To ensure the return of individuals who migrated from the work area during construction works.

Key Performance Indicators (KPIs)	-2020	2021	2022	Please explain all significant variances, especially those exceeding 10%	Target
				<p>shade) where the work is completed.</p> <p>This situation shows that the recovery will be in a positive way in the coming years when the work is completely finished.</p>	
<i>Lepus europaeus</i> (Hare rabbit)	-		13 (Individual)	It was determined that there were newly created actively used nests in the energized field where the study was completed, and there were individuals directly observed.	After the construction, it is expected that these species will spread throughout the site and continue their lives without any problems.
<i>Vormela peregusna</i> (Peregrine marten)	-		4 (Individual)	Newly created nests were detected in the energized field where the study ended. Living things were observed in these areas in photo trap studies.	It is expected that these species will be able to survive in the entire site after the construction.
<i>Vulpes vulpes</i> (Red Fox)	-		37 (Individual)	Newly created nests were detected in the energized field where the study ended. Living things were observed in these areas in photo trap studies.	It is expected that these species will be able to survive in the entire site after the construction.

Key Performance Indicators (KPIs)	-2020	2021	2022	Please explain all significant variances, especially those exceeding 10%	Target
Reptiles	-		5 (Species)	5 species have been identified, including the project site and the project impact area. (Many species mentioned in previous studies and literature have not been observed.)	It is expected that many more reptile species will be observed in the entire site after construction.
Flora	-		48 (Species)	<p>Within the project site, 40 more species were observed in the energized areas (at the bottom of the panel) where the work was finished, compared to the areas where the construction continues and the construction has not started.</p> <p>This is explained by the decrease in grazing and the shade under the panel.</p>	<p>It is expected that many new species will be detected in the entire project site after construction.</p> <p>It is necessary to continue the control of plants against invasive plant species in the following years.</p>
<p><u>Flora species of which the seeds are planted</u></p> <p><i>Limonium lilacinum</i></p> <p><i>Acantholimon halophilum</i></p> <p><i>Sphaerophysa kotschyana</i></p>	-	-	<p>10 (Alan)</p> <p>3 (Alan)</p> <p>3 (Alan)</p> <p>4 (Alan)</p>	No observations were made in 2022 of 3 endemic plant species, where seeds were planted in 10 different areas.	Since endemic plants are dicotyledonous (perennial) plants, the first germination will be observed within 2-3 years after planting.

Key Performance Indicators (KPIs)	-2020	2021	2022	Please explain all significant variances, especially those exceeding 10%	Target
<p><u>Taşıma Yapılan Bitkiler</u> <i>Acantholimon halophilum</i></p>		-	9 (Individual)	Plants collected from 9 different locations were planted in 5 different locations.	Since the plant is a dicotyledonous (perennial) plant, information about the plant will be observed in the next 2-3 years.
<p>Birds</p>		54 (Species)	71 (Species)	<p>During the bird watching studies carried out within the project site and its impact area, more bird species were detected than in previous years.</p> <p>In this case, it has been determined that the number of birds visiting the project area and transmission lines and its vicinity is much higher.</p> <p>As a result of the studies, no carcass was detected in the probe or under the transmission lines.</p> <p>This area is also a very important area for birds as it is on bird migration routes.</p>	<p>Carcass tests should continue under the project site and transmission lines after construction.</p> <p>Our main goal is not to have dead birds.</p>

Key Performance Indicators (KPIs)	-2020	2021	2022	Please explain all significant variances, especially those exceeding 10%	Target
Nests	-		20	A hibernaculum (hibernation nests) was built for hibernating mammals and reptiles.	It was observed that some of the nests built were adopted. With these nests, areas were created for the returning species to take shelter. It is expected that more individuals will prefer these areas in the coming years.

Comments:

Click or tap here to enter text.

Prevention of Pollution

Commitments

20) Does the company follow any pollution prevention (e.g.: spills, leaks) policies and strategies (please include quantitative targets too, if available)? Please explain.

Please refer to Annex-3 for the Pollution Prevention Plan

Key Performance Indicators (KPIs) and targets.

21) Please fill in the table below and define the scope of coverage for the figures provided. Please include targets, if any.

Key Performance Indicators (KPIs)	2020	2021	2022	Please explain all significant variances, especially those exceeding 10%	Target
No. of spills recorded (major*)	0	7	1		Value

Comments: In total, 5 of 8 the incidents were recorded as fuel spills and 3 as chemical spills.

*Please clarify your definition of "major" In 2 spills, there is a formation of over 50-kilogram contaminated soil.

Section F. Compliance/ Legal

Anti-Corruption, Anti-Competitive Behaviour

Commitments

22) Does the company follow an Ethics and/or Prevention of Corruption policy? Does it include anti-competitive behaviour? Please explain.

Yes we have a Code of Conduct and Ethics Policy (“Policy”) issued by our Holding Company (Kalyon Yatırım Holding A.Ş.) and applied for all its group companies. Please refer the document in Annex-3. The Policy does not explicitly include anti-competitive behaviour but explains its aim as conducting business activities with honesty and integrity.

Key Performance Indicators (KPIs) and targets.

23) Please fill in the table below and define the scope of coverage for the figures provided. Please include targets, if any.

Key Performance Indicators (KPIs)	2020	2021	2022	Please explain all significant variances, especially those exceeding 10%	Target
Percentage of operations assessed for risk related to corruption (%)	0	0	0	Click or tap here to enter text.	Value
Number of confirmed incidents of corruption (#)	0	0	0	Click or tap here to enter text.	Value
Number of incidents of non-compliance with laws and regulations	0	0	0	Click or tap here to enter text.	Value
Number of inquiries, complaints, or issues received by the legal and compliance office through an internal monitoring or reporting system	0	0	0	Click or tap here to enter text.	Value

Key Performance Indicators (KPIs)	2020	2021	2022	Please explain all significant variances, especially those exceeding 10%	Target
that were substantiated (#)					
Comments:					
Click or tap here to enter text.					

Anti-Money Laundering & Combating the Financing of Terrorism

Key Performance Indicators (KPIs) and targets

Key Performance Indicators (KPIs)	2020	2021	2022	Please explain all significant variances, especially those exceeding 10%	Target
Percentage of business units assessed for risks related to money laundering and the financing of terrorism (%)	0	0	0	Click or tap here to enter text.	Value
Comments:					
Click or tap here to enter text.					

Board of Directors

Measures

24) Please state if the role of the Chairman is separated from that of the CEO.

Yes, Chairman and CEO are different persons.

25) Please describe how the Board oversees ESG issues. How often are these issues reviewed?

The Board has been created in October 2022, so ESG issues have not been discussed yet. These issues will be reviewed quarterly during the year.

Key Performance Indicators (KPIs) and targets.

26) Please fill in the table below and define the scope of coverage for the figures provided.
Please include targets, if any.

Key Performance Indicators (KPIs)	2020	2021	2022	Please explain all significant variances, especially those exceeding 10%	Target
Independent ¹ members of the Board of Directors	0	0	0	Click or tap here to enter text.	Value
Non-independent members of the Board of Directors	3	3	8	Click or tap here to enter text.	Value
Executive members of the Board of Directors	3	3	2	Click or tap here to enter text.	Value
Non-executive members of the Board of Directors	0	0	6	Click or tap here to enter text.	Value
Female members of the Board of Directors	0	0	0	Click or tap here to enter text.	Value
Male members of the Board of Directors	3	3	8	Click or tap here to enter text.	Value
Comments:					
Click or tap here to enter text.					

¹ An independent director is one who, apart from receiving director's remuneration, does not have any other material pecuniary relationship or transactions with the company, its promoters, its management, or its subsidiaries, which in the opinion of the board would interfere with the exercise of independent judgment in carrying out the responsibilities of a director. In other words, an independent director has no material relationship with the company, either directly (as an employee) or as a partner, shareholder or officer of an organisation that has a relationship with the company.

Prevention of Human Rights Violations

Commitments

27) Does the company follow a human rights policy? If yes, does your human rights policy also cover suppliers and vendors?

Please refer to Annex-3 for Code of Conduct Security.

28) Does your company follow a child and/or forced labour policy? If yes, does your child and/or forced labour policy also cover suppliers and vendors?

Please refer to Annex-3 for Labour Commitment Policy.

Key Performance Indicators (KPIs) and targets.

29) Please fill in the table below and define the scope of coverage for the figures provided. Please include targets, if any.

Key Performance Indicators (KPIs)	2020	2021	2022	Please explain all significant variances, especially those exceeding 10%	Target
Employee training on human rights (# hours)	0	551	620	Click or tap here to enter text.	Value
Number of confirmed incidents of discrimination	0	0	0	Click or tap here to enter text.	Value

Comments:

Click or tap here to enter text.

Section G. Internal Audit

Audit and Internal Control

Key Performance Indicators (KPIs) and targets.

30) Please fill in the table below and define the scope of coverage for the figures provided. Please include targets, if any.

Key Performance Indicators (KPIs)	2020	2021	2022	Please explain all significant variances, especially those exceeding 10%	Target
Percentage of non-audit fees out of total audit fees	Value	Value	Value	Click or tap here to enter text.	Value

Comments:

Click or tap here to enter text.

Section H. Human Capital

Key Performance Indicators (KPIs) and targets

31) Please fill in the table below and define the scope of coverage for the figures provided. Please include targets, if any. Note: All employee numbers should be calculated as per the last day of the reporting period (e.g.: 31st December, 2022).

Key Performance Indicators (KPIs)	2020	2021	2022	Please explain all significant variances, especially those exceeding 10%	Target
Workforce size					
Total number of employees (#)	31	71	107	Click or tap here to enter text.	Value
<ul style="list-style-type: none"> Full-time employees (#) 	31	71	107	Click or tap here to enter text.	Value
<ul style="list-style-type: none"> Part-time employees (#) 	0	0	0	Click or tap here to enter text.	Value
Workforce by employment level					
Full time employees in senior management (#)	2	2	2	Click or tap here to enter text.	Value
<ul style="list-style-type: none"> Female 	0	0	0	Click or tap here to enter text.	Value
<ul style="list-style-type: none"> Male 	2	2	2	Click or tap here to enter text.	Value
Full time employees in middle management (#)	3	6	5	Click or tap here to enter text.	Value
<ul style="list-style-type: none"> Female 	0	0	0	Click or tap here to enter text.	Value
<ul style="list-style-type: none"> Male 	3	6	5	Click or tap here to enter text.	Value
Full time employee staff (other levels) (#)	26	63	100	Click or tap here to enter text.	Value
<ul style="list-style-type: none"> Female 	0	1	5	Click or tap here to enter text.	Value

Key Performance Indicators (KPIs)	2020	2021	2022	Please explain all significant variances, especially those exceeding 10%	Target
• Male	26	62	95	Click or tap here to enter text.	Value
Total workforce by gender profile	31	71	107	Click or tap here to enter text.	Value
• Female full-time employees (#)	0	1	5	Click or tap here to enter text.	Value
• Male full-time employees (#)	31	70	102	Click or tap here to enter text.	Value
Number of nationalities across the workforce (#)	1	1	1	Click or tap here to enter text.	Value
Nationals among total full-time workforce (#)	31	71	107	Click or tap here to enter text.	Value
Nationals in senior management positions and above (#)	2	2	2	Click or tap here to enter text.	Value

Comments:

The number of employees belongs only to the Client.

32) Please fill in the table below and define the scope of coverage for the figures provided. Please include targets, if any. Note: All employee numbers should be calculated as per the last day of the reporting period (e.g.: 31st December, 2022).

Key Performance Indicators (KPIs)	2020	2021	2022	Please explain all significant variances, especially those exceeding 10%	Target
New employee hires by gender					
• Female	0	1	5	Click or tap here to enter text.	Value
• Male	32	50	49	Click or tap here to enter text.	Value
Employee turnover					

Key Performance Indicators (KPIs)	2020	2021	2022	Please explain all significant variances, especially those exceeding 10%	Target
Total number of employees who left the company	1	11	19	Click or tap here to enter text.	Value
<ul style="list-style-type: none"> Full time 	1	11	19	Click or tap here to enter text.	Value
<ul style="list-style-type: none"> Part time 	0	0	0	Click or tap here to enter text.	Value
Contractor Turnover					
Total number of contractors/ consultants who left the company	6	16	4	Click or tap here to enter text.	Value
Comments:					
Click or tap here to enter text.					

Equal Opportunity

Commitments

33) Does the company follow any diversity and equal opportunity policies and strategies (please include quantitative targets too, if available)? Please describe.

Click or tap here to enter text.

Training and Development

Key Performance Indicators (KPIs) and targets.

Key Performance Indicators (KPIs)	2020	2021	2022	Please explain all significant variances, especially those exceeding 10%	Target
Total employee training (hours)	7953	13344	24658	Click or tap here to enter text.	Value
<ul style="list-style-type: none"> Training hours for male employees (hours) 				Click or tap here to enter text.	Value

Key Performance Indicators (KPIs)	2020	2021	2022	Please explain all significant variances, especially those exceeding 10%	Target
<ul style="list-style-type: none"> Training hours for female employees (hours) 				Click or tap here to enter text.	Value
Average training per employee					
Average training per employee (hours)	11	15.3	30	Click or tap here to enter text.	Value
<ul style="list-style-type: none"> Average training per male employees (hours) 				Click or tap here to enter text.	Value
<ul style="list-style-type: none"> Average training per female employees (hours) 				Click or tap here to enter text.	Value
Performance reviews					
Percentage of employees that received a regular performance review	%80	%80	%80	Click or tap here to enter text.	Value
Comments:					
Click or tap here to enter text.					

Nationalisation

Commitments

34) Please describe any nationalisation policies/ commitments in place across the company.

There is no nationalisation policy in the company.

Employee Engagement

Key Performance Indicators (KPIs) and targets

35) Please fill in the table below and define the scope of coverage for the figures provided. Please include targets, if any.

Key Performance Indicators (KPIs)	2020	2021	2022	Please explain all significant variances, especially those exceeding 10%	Target
Employee satisfaction score	72,73	74	59	Click or tap here to enter text.	RATIO OF 3 AND OVER ≥ 60%

Comments: Employee satisfaction survey were conducted on the

- 01.12.2020
- 13.04.2021
- 18.11.2021
- 21.04.2022
- 14.09.2022

Section I. Health and Safety

Occupational Health and Safety

Commitments

36) Does the company have any formal health and safety policies or committees that help monitor, collect feedback, and advise on occupational health and safety programmes, for example, OHSAS 18001? If so, please provide details.

Company has an integrated management system in place, including ISO 45001 (earlier OHSAS 18001). This integrated management system starts with the policies at the top, including the health and safety policy. The certificates were provided in Annex 4.

Monthly committee meetings are conducted regularly, the last meeting date for 2022 was on 5th of December. Employee feedbacks are received both through OHS committees and through the existing grievance redress mechanism.

Key Performance Indicators (KPIs) and targets.

37) Please fill in the table below and define the scope of coverage for the figures provided. Please include targets, if any.

Key Performance Indicators (KPIs)	2020	2021	2022	Please explain all significant variances, especially those exceeding 10%	Target
Total employee manhours (#)	664672	1573240	-2294784	Click or tap here to enter text.	Value
Total contractor manhours (#)	Value	Value	Value	Click or tap here to enter text.	Value
Employee fatalities (#)	0	0	0	Click or tap here to enter text.	Value
Contractor fatalities (#)	0	0	0	Click or tap here to enter text.	Value
Employee total recordable injuries (#)	19	56	117	Click or tap here to enter text.	Value
Contractor total recordable injuries (#)	19	52	114	Click or tap here to enter text.	Value
Employee lost-time injuries (#)	2	18	39	Click or tap here to enter text.	Value

Key Performance Indicators (KPIs)	2020	2021	2022	Please explain all significant variances, especially those exceeding 10%	Target
Contractor lost-time injuries (#)	2	18	39	Click or tap here to enter text.	Value
Absenteeism rate*	Value	Value	Value	Click or tap here to enter text.	Value

Comments:

Click or tap here to enter text.

$$*Absenteeism\ rate = \frac{\text{total number of missed workdays (for full time employees)}}{\text{total workdays (for full time employees)}}$$

Missed workdays includes following leaves:

Sick Leave

Uncertified Sick Leave

Injury Sick Leave

Escort Leave

Local Emergency Leave

Suspension Leave

Unauthorised Leave

Unpaid Leave

Eddah

Hajj Leave

Sports Leave

Health and Safety of Products and Services

Multiply Sector Applicability: Cosmetics, Telecommunication

Commitments

38) Does your company have a certified safety/ quality management system in place (ex: ISO 9001)? Yes/No If yes, please list and describe.

Company has an integrated management system in place. The certificates were provided in Annex 4.

Key Performance Indicators (KPIs) and targets.

39) Please fill in the table below and define the scope of coverage for the figures provided. Please include targets, if any.

Key Performance Indicators (KPIs)	2020	2021	2022	Please explain all significant variances, especially those exceeding 10%	Target
No. of product recalls (#)	Value	Value	Value	Click or tap here to enter text.	Value
No. of product incidents (#)	Value	Value	Value	Click or tap here to enter text.	Value
Revenue from products that contain REACH substances of very high concern (SVHC)	Value	Value	Value	Click or tap here to enter text.	Value
Revenue from products designed with green principles*	Value	Value	Value	Click or tap here to enter text.	Value

Comments:

Click or tap here to enter text.

*Please include your definition of green principles below:

Click or tap here to enter text.

Section J. Procurement

Supply Chain Management

Commitments

40) Does the company have a Supplier Code of Conduct, and is it publicly available?

Yes, please refer to Annex-3. The Code of Conduct, Labour Commitment Policy refers to Suppliers as well.

Measures

41) What percentage of your suppliers have formally certified their compliance with the code?

Click or tap here to enter text.

Key Performance Indicators (KPIs) and targets.

42) Please fill in the tables below and define the scope of coverage for the figures provided. Please include targets, if any.

Key Performance Indicators (KPIs)	2020	2021	2022	Please explain all significant variances, especially those exceeding 10%	Target
Total procurement spending (million AED)	Value	Value	Value	Click or tap here to enter text.	Value
Procurement spending on local suppliers (million AED)	11277,15	42111,05	12842,680	Click or tap here to enter text.	Value
Total number of local suppliers engaged (#)	7	9	11	Click or tap here to enter text.	Value

Comments:

Click or tap here to enter text.

Section K. Corporate Communications and CSR

Community Engagement and Investment

Commitments

43) Does the company have a community engagement/ community investment policy and strategy in place? Does it have goals and targets? How are community development initiatives identified and selected? Please describe.

Company has a Stakeholder Engagement Plan. Please refer Annex-3.

Key Performance Indicators (KPIs) and targets.

44) Please fill in the table below and define the scope of coverage for the figures provided. Please include targets, if any.

Key Performance Indicators (KPIs)	2020	2021	2022	Please explain all significant variances, especially those exceeding 10%	Target
Total number of employee volunteers (#)	0	0	0	Click or tap here to enter text.	Value
Total number of employee volunteering hours (hours; #)	0	0	0	Click or tap here to enter text.	Value

Comments:

Click or tap here to enter text.

Responsible Customer Relationships

Commitments

45) Does the company have a responsible marketing policy /customer relationship policy or a Code of Conduct that addresses customer relations? If yes, please describe, if no, please describe your company’s commitment to promote responsible and transparent marketing.

Click or tap here to enter text.

Key Performance Indicators (KPIs) and targets.

46) Please fill in the table below and define the scope of coverage for the figures provided. Please include targets, if any.

Key Performance Indicators (KPIs)	2020	2021	2022	Please explain all significant variances, especially those exceeding 10%	Target
Number of customer complaints filed (#)	Value	Value	Value	Click or tap here to enter text.	Value
Number of customer complaints resolved (#)	Value	Value	Value	Click or tap here to enter text.	Value
Customer satisfaction score (%)	Value	Value	Value	Click or tap here to enter text.	Value

Comments:

Click or tap here to enter text.

Products and Services Impact on the Community

Commitments

47) Does the company have a policy to promote access of your company's products and/or services? If yes, please describe, if no, please describe your company's approach.

Click or tap here to enter text.

Key Performance Indicators (KPIs) and targets.

48) Please fill in the table below and define the scope of coverage for the figures provided. Please include targets, if any. Please fill in only for your relevant sector.

Key Performance Indicators (KPIs)	2020	2021	2022	Please explain all significant variances, especially those exceeding 10%	Target
Healthcare & Pharma: number of patients who have benefited from healthcare facilities and/or R&D undertaken related for rare diseases	Value	Value	Value	Click or tap here to enter text.	Value

Key Performance Indicators (KPIs)	2020	2021	2022	Please explain all significant variances, especially those exceeding 10%	Target
Mobility and Logistics (Education): success rate of applicants/ students (# of first time passing/ total number of applicants)	Value	Value	Value	Click or tap here to enter text.	Value
Household & Personal Products: Units of products sold, total weight of products sold and the number of manufacturing facilities	Value	Value	Value	Click or tap here to enter text.	Value
Telecommunication: Number of subscribers/ customers	Value	Value	Value	Click or tap here to enter text.	Value
Utilities: Number of subscribers/ customers	Value	Value	Value	Click or tap here to enter text.	Value

Comments:

Click or tap here to enter text.

Section L.Information Technology

Privacy and Data Security

Commitments

49) Please describe the processes/ policies that govern privacy and ensure security of key data/ information.

- There is an ISO 27001 information technology, security techniques, and information security management system in place. In this context, there are the following policies and procedures.Information Security Policy
- Information Security System Management Policy
- Risk Assessment Procedure

50) Does your company follow a Data Privacy policy? Has your company taken steps to comply with GDPR rules?

Click or tap here to enter text.

Key Performance Indicators (KPIs) and targets.

51) Please fill in the table below and define the scope of coverage for the figures provided. Please include targets, if any.

Key Performance Indicators (KPIs)	2020	2021	2022	Please explain all significant variances, especially those exceeding 10%	Target
Number of attempted cyberattacks	Value	Value	Value	Click or tap here to enter text.	Value
Number of actuals cyberattacks	Value	Value	Value	Click or tap here to enter text.	Value
Number of data breaches	Value	Value	Value	Click or tap here to enter text.	Value

Comments:

Click or tap here to enter text.

Appendix A – Glossary

Environmental Management and Eco-design

Awareness raising	Conducting awareness raising sessions on environmental management.
Compliance	Compliance with international regulations and guidelines regarding environmental management.
Certification	Getting certified against environmental management standards (e.g. ISO 14001).
Monitoring/ Reporting	Monitoring and reporting on quantitative indicators related to environmental management.
Training	Developing learning programmes for employees on environmental management.
Dedicated department/ committee	A dedicated department or committee that is responsible for the management and/or implementation of environmental management.
Stakeholder engagement	Collaboration and partnership with third parties and public sector on environmental management.
Grievance mechanisms	Providing employees/stakeholders with grievance mechanisms that allow reporting misconduct.
Efficient use of systems/ methods/ tools/ technologies	Implementing and efficiently use of systems, methods, tools, and technologies for environmental management and eco-design.
Risk assessment	Assessing the environmental management impacts of operations.
Internal audit	Conducting regular audits of the company's performance in environmental management.
External audit	External audit of the company's performance data performed by an independent third party.

GHG Emissions

Awareness raising	Conducting awareness raising sessions on atmospheric emissions.
Compliance	Compliance with international regulations and guidelines regarding atmospheric emissions.
Certification	Getting certified against reducing atmospheric emissions standards, such as ISO 14080.
Monitoring/ Reporting	Monitoring and reporting on quantitative indicators related to atmospheric emissions.
Training	Developing learning programmes for employees on reducing atmospheric emissions.
Dedicated department/ committee	A dedicated department or committee that is responsible for the management and/or implementation of reducing atmospheric emissions.
Stakeholder engagement	Collaboration and partnership with third parties and public sector on reducing atmospheric emissions.
Grievance mechanisms	Providing employees/stakeholders with grievance mechanisms that allow reporting misconduct.
Efficient use of systems/ methods/ tools/ technologies	Implementing and efficiently use of systems, methods, tools, and technologies for reducing atmospheric emissions.
Risk assessment	Assessing the atmospheric emissions impacts of operations.
Internal audit	Conducting regular audits of the company's performance in reducing atmospheric emissions.
External audit	External audit of the company's performance data performed by an independent third party.

Energy Consumption

Awareness raising	Conducting awareness raising sessions on energy management.
Compliance	Compliance with international regulations and guidelines regarding reducing energy consumption.
Certification	Getting certified against reducing energy consumption standards, such as ISO 50001 and ISO 17743.
Monitoring/ Reporting	Monitoring and reporting on quantitative indicators related to energy consumption.
Training	Developing learning programmes for employees on reducing energy consumption.
Dedicated department/ committee	A dedicated department or committee that is responsible for the management and/or implementation of reducing energy consumption.
Stakeholder engagement	Collaboration and partnership with third parties and public sector on reducing energy consumption.
Grievance mechanisms	Providing employees/stakeholders with grievance mechanisms that allow reporting misconduct.
Efficient use of systems/ methods/ tools/ technologies	Implementing and efficiently use of systems, methods, tools, and technologies for reducing energy consumption.
Risk assessment	Assessing the energy consumption impacts of operations.
Internal audit	Conducting regular audits of the company's performance in reducing energy consumption.
External audit	External audit of the company's performance data performed by an independent third party.

Water Management

Awareness raising	Conducting awareness raising sessions on water management.
Compliance	Compliance with international regulations and guidelines regarding water use.
Certification	Getting certified against efficient water use standards, such as ISO 24526.
Monitoring/ Reporting	Monitoring and reporting on quantitative indicators related to water use.
Training	Developing learning programmes for employees on reducing water use.
Dedicated department/ committee	A dedicated department or committee that is responsible for the management and/or implementation of reducing water use.
Stakeholder engagement	Collaboration and partnership with third parties and public sector on reducing water use.
Grievance mechanisms	Providing employees/stakeholders with grievance mechanisms that allow reporting misconduct.
Efficient use of systems/ methods/ tools/ technologies	Implementing and efficiently use of systems, methods, tools, and technologies for reducing water use.
Risk assessment	Assessing the water management impacts of operations.
Internal audit	Conducting regular audits of the company's performance in reducing water use.
External audit	External audit of the company's performance data performed by an independent third party.

Waste Management

Awareness raising	Conducting awareness raising sessions on waste management.
Compliance	Compliance with international regulations and guidelines regarding waste management.
Certification	Getting certified against waste management standards.
Monitoring/ Reporting	Monitoring and reporting on quantitative indicators related to waste management.
Training	Developing learning programmes for employees on waste management.
Dedicated department/ committee	A dedicated department or committee that is responsible for the management and/or implementation of waste.
Stakeholder engagement	Collaboration and partnership with third parties and public sector on waste management.
Grievance mechanisms	Providing employees/stakeholders with grievance mechanisms that allow reporting misconduct.
Efficient use of systems/ methods/ tools/ technologies	Implementing and efficiently use of systems, methods, tools, and technologies for waste management.
Risk assessment	Assessing waste management impacts of operations.
Internal audit	Conducting regular audits of the company's performance in waste management.
External audit	External audit of the company's performance data performed by an independent third party.

Biodiversity Management

Awareness raising	Conducting awareness raising sessions on biodiversity management.
Compliance	Compliance with international regulations and guidelines regarding biodiversity management.
Certification	Getting certified against biodiversity management standards.
Monitoring/ Reporting	Monitoring and reporting on quantitative indicators related to biodiversity management.
Training	Developing learning programmes for employees on biodiversity management.
Dedicated department/ committee	A dedicated department or committee that is responsible for the management of biodiversity.
Stakeholder engagement	Collaboration and partnership with third parties and public sector on biodiversity management.
Grievance mechanisms	Providing employees/stakeholders with grievance mechanisms that allow reporting misconduct.
Efficient use of systems/ methods/ tools/ technologies	Implementing and efficiently use of systems, methods, tools, and technologies for biodiversity management.
Risk assessment	Assessing biodiversity management impacts of operations.
Internal audit	Conducting regular audits of the company's performance in biodiversity management.
External audit	External audit of the company's performance data performed by an independent third party.

Prevention of Pollution

Awareness raising	Conducting awareness raising sessions on pollution prevention.
Compliance	Compliance with international regulations and guidelines regarding pollution prevention.
Certification	Getting certified against pollution prevention standards.
Monitoring/ Reporting	Monitoring and reporting on quantitative indicators related to pollution.
Training	Developing learning programmes for employees on pollution prevention.
Dedicated department/ committee	A dedicated department or committee that is responsible for the management and/or implementation of pollution prevention.
Stakeholder engagement	Collaboration and partnership with third parties and public sector on pollution prevention.
Grievance mechanisms	Providing employees/stakeholders with grievance mechanisms that allow reporting misconduct.
Efficient use of systems/ methods/ tools/ technologies	Implementing and efficiently use of systems, methods, tools, and technologies for pollution prevention.
Risk assessment	Assessing the pollution prevention impacts of operations.
Internal audit	Conducting regular audits of the company's performance in pollution prevention.
External audit	External audit of the company's performance data performed by an independent third party.

Prevention of Corruption

Awareness raising	Conducting awareness raising sessions on prevention of corruption.
Compliance	Compliance with international regulations and guidelines regarding the prevention of corruption.
Certification	Getting certified against corruption prevention standards, such as ISO 37001.
Monitoring/ Reporting	Monitoring and reporting on quantitative indicators related to prevention of corruption.
Training	Developing learning programmes for employees on the prevention of corruption.
Dedicated department/ committee	A dedicated department or committee that is responsible for the management and/or implementation of prevention of corruption.
Stakeholder engagement	Collaboration and partnership with third parties and public sector on corruption prevention.
Grievance mechanisms	Providing employees/stakeholders with grievance mechanisms that allow reporting misconduct.
Efficient use of systems/ methods/ tools/ technologies	Implementing and efficiently use of systems, methods, tools, and technologies for corruption prevention.
Risk assessment	Assessing the prevention of corruption impacts of operations.
Internal audit	Conducting regular audits of the company's performance in prevention of corruption.
External audit	External audit of the company's performance data performed by an independent third party.

Prevention of Anti-competitive Practices

Awareness raising	Conducting awareness raising sessions on prevention of anti-competitive practices.
Compliance	Compliance with international regulations and guidelines regarding the prevention of anti-competitive practices.
Certification	Getting certified against anti-competitive practices prevention standards.
Monitoring/ Reporting	Monitoring and reporting on quantitative indicators related to prevention of anti-competitive practices.
Training	Developing learning programmes for employees on the prevention of anti-competitive practices.
Dedicated department/ committee	A dedicated department or committee that is responsible for the management and/or implementation of prevention of anti-competitive practices.
Stakeholder engagement	Collaboration and partnership with third parties and public sector on anti-competitive practices prevention.
Grievance mechanisms	Providing employees/stakeholders with grievance mechanisms that allow reporting misconduct.
Efficient use of systems/ methods/ tools/ technologies	Implementing and efficiently use of systems, methods, tools, and technologies for preventing anti-competitive practices.
Risk assessment	Assessing the prevention of anti-competitive practices impacts of operations.
Internal audit	Conducting regular audits of the company's performance in prevention of anti-competitive practices.
External audit	External audit of the company's performance data performed by an independent third party.

Prevention of Human Rights Violations

Awareness raising	Conducting awareness raising sessions on human rights.
Compliance	Compliance with international regulations and guidelines regarding human rights.
Certification	Getting certified against human rights standards.
Monitoring/ Reporting	Monitoring and reporting on quantitative indicators related to human rights.
Training	Developing learning programmes for employees on human rights.
Dedicated department/ committee	A dedicated department or committee that is responsible for the management and/or implementation of human rights.
Stakeholder engagement	Collaboration and partnership with third parties and public sector on human rights.
Grievance mechanisms	Providing employees/stakeholders with grievance mechanisms that allow reporting misconduct.
Efficient use of systems/ methods/ tools/ technologies	Implementing and efficiently use of systems, methods, tools, and technologies for preventing human rights incidents.
Risk assessment	Assessing the human rights impacts of operations.
Internal audit	Conducting regular audits of the company's performance in promoting human rights.
External audit	External audit of the company's performance data performed by an independent third party.

Equal Opportunity

Awareness raising	Conducting awareness raising sessions on equal opportunity.
Compliance	Compliance with international regulations and guidelines regarding equal opportunity.
Certification	Getting certified against ISO 26000 standards.
Monitoring/ Reporting	Monitoring and reporting on quantitative indicators related to equal opportunity.
Training	Developing learning programmes for employees on promoting equal opportunity.
Dedicated department/ committee	A dedicated department or committee that is responsible for the management and/or implementation of equal opportunity.
Stakeholder engagement	Collaboration and partnership with third parties and public sector on equal opportunity.
Grievance mechanisms	Providing employees/stakeholders with grievance mechanisms that allow reporting misconduct.
Efficient use of systems/ methods/ tools/ technologies	Implementing and efficiently use of systems, methods, tools, and technologies for promoting equal opportunity.
Risk assessment	Assessing the equal opportunity impacts of operations.
Internal audit	Conducting regular audits of the company's performance in promoting equal opportunity.
External audit	External audit of the company's performance data performed by an independent third party.

Employee Training and Development

Awareness raising	Conducting awareness raising sessions on employee training and development.
Compliance	Compliance with international regulations and guidelines regarding employee training and development.
Certification	Getting certified against training and development standards.
Monitoring/ Reporting	Monitoring and reporting on quantitative indicators related to employee training and development.
Training	Developing learning programmes for employees.
Dedicated department/ committee	A dedicated department or committee that is responsible for the management and/or implementation of employee training and development.
Stakeholder engagement	Collaboration and partnership with third parties and public sector on employee training and development.
Grievance mechanisms	Providing employees/stakeholders with grievance mechanisms that allow reporting misconduct.
Efficient use of systems/ methods/ tools/ technologies	Implementing and efficiently use of systems, methods, tools, and technologies for employee training and development.
Risk assessment	Assessing the employee training and development impacts of operations.
Internal audit	Conducting regular audits of the company's performance in employee training and development.
External audit	External audit of the company's performance data performed by an independent third party.

Nationalisation

Awareness raising	Conducting awareness raising sessions on nationalisation.
Compliance	Compliance with local regulations and guidelines regarding nationalisation.
Certification	Getting certified against local standards related to nationalisation.
Monitoring/ Reporting	Monitoring and reporting on quantitative indicators related to nationalisation.
Training	Developing learning programmes for national employees.
Dedicated department/ committee	A dedicated department or committee that is responsible for management nationalisation in the company.
Stakeholder engagement	Collaboration and partnership with third parties and public sector on management of nationalisation.
Grievance mechanisms	Providing employees/stakeholders with grievance mechanisms that allow reporting misconduct.
Efficient use of systems/ methods/ tools/ technologies	Implementing and efficiently use of systems, methods, tools, and technologies for nationalisation.
Risk assessment	Assessing the nationalisation impacts of operations.
Internal audit	Conducting regular audits of the company's performance in nationalisation.
External audit	External audit of the company's performance data performed by an independent third party.

Health and Safety

Awareness raising	Conducting awareness raising sessions on occupational health and safety.
Compliance	Compliance with international regulations and guidelines regarding occupational health and safety.
Certification	Getting certified against ISO 45001 or OHSAS 18001 standards.
Monitoring/ Reporting	Monitoring and reporting on quantitative indicators related to occupational health and safety.
Training	Developing learning programmes for employees on occupational health and safety.
Dedicated department/ committee	A dedicated department or committee that is responsible for the management and/or implementation of occupational health and safety.
Stakeholder engagement	Collaboration and partnership with third parties and public sector on occupational health and safety.
Grievance mechanisms	Providing employees/stakeholders with grievance mechanisms that allow reporting misconduct.
Efficient use of systems/ methods/ tools/ technologies	Implementing and efficiently use of systems, methods, tools, and technologies for promoting and ensuring occupational health and safety.
Risk assessment	Assessing the occupational health and safety impacts of operations.
Internal audit	Conducting regular audits of the company's performance in occupational health and safety.
External audit	External audit of the company's performance data performed by an independent third party.

Product Safety/ Quality

Awareness raising	Conducting awareness raising sessions on product safety.
Compliance	Compliance with international regulations and guidelines regarding product safety.
Certification	Getting certified against product safety standards.
Monitoring/ Reporting	Monitoring and reporting on quantitative indicators related to product safety.
Training	Developing learning programmes for employees on product safety.
Dedicated department/ committee	A dedicated department or committee that is responsible for the management and/or implementation of product safety.
Stakeholder engagement	Collaboration and partnership with third parties and public sector on product safety.
Grievance mechanisms	Providing employees/stakeholders with grievance mechanisms that allow reporting misconduct.
Efficient use of systems/ methods/ tools/ technologies	Implementing and efficiently use of systems, methods, tools, and technologies for product safety.
Risk assessment	Assessing the product safety impacts of operations.
Internal audit	Conducting regular audits of the company's performance in product safety.
External audit	External audit of the company's performance data performed by an independent third party.

Supply Chain Management

Awareness raising	Conducting awareness raising sessions on supply chain management.
Compliance	Compliance with international regulations and guidelines regarding supply chain management.
Certification	Getting certified against ISO 9001 standard.
Monitoring/ Reporting	Monitoring and reporting on quantitative indicators related to supply chain management.
Training	Developing learning programmes for employees on supply chain management.
Dedicated department/ committee	A dedicated department or committee that is responsible for the management and/or implementation of a responsible supply chain.
Stakeholder engagement	Collaboration and partnership with third parties and public sector on supply chain management.
Grievance mechanisms	Providing employees/stakeholders with grievance mechanisms that allow reporting misconduct.
Efficient use of systems/ methods/ tools/ technologies	Implementing and efficiently use of systems, methods, tools, and technologies for the supply chain management.
Risk assessment	Assessing the supply chain management impacts of operations.
Internal audit	Conducting regular audits of the company's performance in supply chain management.
External audit	External audit of the company's performance data performed by an independent third party.

Community Engagement and Investment

Awareness raising	Conducting awareness raising sessions on voluntary community initiatives.
Compliance	Compliance with international regulations and guidelines regarding voluntary community initiatives.
Certification	Getting certified against ISO 26000 standard.
Monitoring/ Reporting	Monitoring and reporting on quantitative indicators related to voluntary community initiatives.
Training	Developing learning programmes for employees on voluntary community initiatives.
Dedicated department/ committee	A dedicated department or committee that is responsible for the management and/or implementation of voluntary community initiatives.
Stakeholder engagement	Collaboration and partnership with third parties and public sector on voluntary community initiatives.
Grievance mechanisms	Providing employees/stakeholders with grievance mechanisms that allow reporting misconduct.
Efficient use of systems/ methods/ tools/ technologies	Implementing and efficiently use of systems, methods, tools, and technologies to promote voluntary community initiatives.
Risk assessment	Assessing the voluntary community initiatives impacts of operations.
Internal audit	Conducting regular audits of the company's performance in voluntary community initiatives.
External audit	External audit of the company's performance data performed by an independent third party.

Products and Services Impact on the Community

Awareness raising	Conducting awareness raising sessions on products and services Impact on the community.
Compliance	Compliance with international regulations and guidelines regarding community relations.
Certification	Getting certified against ISO 26000 standard.
Monitoring/ Reporting	Monitoring and reporting on quantitative indicators related to community investments and products and services impact on the community.
Training	Developing learning programmes for employees on voluntary community initiatives and products and services impact on the community.
Dedicated department/ committee	A dedicated department or committee that is responsible for the management of products and services impact on the community.
Stakeholder engagement	Collaboration and partnership with third parties and public sector on the impact products and services on the community.
Grievance mechanisms	Providing employees/stakeholders with grievance mechanisms that allow reporting misconduct.
Efficient use of systems/ methods/ tools/ technologies	Implementing and efficiently use of systems, methods, tools, and technologies for the management of products and services impact on the community.
Risk assessment	Assessing the community initiatives impacts of operations.
Internal audit	Conducting regular audits of the company's performance in the management of products and services impact on the community.
External audit	External audit of the company's performance data performed by an independent third party.

Responsible Relationships with Customers

Awareness raising	Conducting awareness raising sessions on responsible relationships with customers
Compliance	Compliance with international regulations and guidelines regarding relationships with customers
Certification	Getting certified against ISO 9001 standard.
Monitoring/ Reporting	Monitoring and reporting on quantitative indicators related to relationships with customers such as customer satisfaction and complaints.
Training	Developing learning programmes for employees on responsible relationships with customers.
Dedicated department/ committee	A dedicated department or committee that is responsible for the management relationships with customers.
Stakeholder engagement	Collaboration and partnership with third parties on responsible relationships with customers.
Grievance mechanisms	Providing employees/stakeholders with grievance mechanisms that allow reporting misconduct.
Efficient use of systems/ methods/ tools/ technologies	Implementing and efficiently use of systems, methods, tools, and technologies for the relationships with customers.
Risk assessment	Assessing the customer relations impacts of operations.
Internal audit	Conducting regular audits of the company's performance in the management of customer relations.
External audit	External audit of the company's performance data performed by an independent third party.

Data Privacy and Security

Awareness raising	Conducting awareness raising sessions on data privacy and security.
Compliance	Compliance with international regulations and guidelines regarding data privacy and security such as PCI DSS Compliance.
Certification	Getting certified against ISO 27001 standard.
Monitoring/ Reporting	Monitoring and reporting on quantitative indicators related to data privacy and security such as the number of data breaches.
Training	Developing learning programmes for employees on data privacy and security.
Dedicated department/ committee	A dedicated department or committee that is responsible for the management of data privacy and security.
Stakeholder engagement	Collaboration and partnership with third parties and public sector on data privacy and security.
Grievance mechanisms	Providing employees/stakeholders with grievance mechanisms that allow reporting misconduct.
Efficient use of systems/ methods/ tools/ technologies	Implementing and efficiently use of systems, methods, tools, and technologies for data privacy and security.
Risk assessment	Assessing the data privacy and security impacts of operations.
Internal audit	Conducting regular audits of the company's performance in the management of data privacy and security.
External audit	External audit of the company's performance data performed by an independent third party.