



a century in Hazelnut



Fındık Sanayi ve Ticaret Anonim Şirketi

**SUSTAINABILITY
REPORT 2018 - 2022**

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Preface

Yavuz Findik is a strong family company with a century-long commitment to continuous growth and a dedication to contemporary democratic values that resonate across generations. When considering the company's development over the years, it's evident that all investments made have been directly proportional to increased production / export capacity, quality expectations, and the empowerment of the environment and society.

The sustainability report represents just one of the steps taken in line with the principle of responsible growth, demonstrating Yavuz Findik's commitment to being environmentally and socially responsible. Within this context, Yavuz Findik is excited to share its inaugural sustainability report with the public, in accordance with its commitment to accountability. Through this report, Yavuz Findik showcases its dedication to sustainability as an integral part of its corporate culture.



Message from the General Manager

Yavuz Findik was founded in the Giresun province of Turkey in 1933. In our 89-year history, we took our first steps towards international markets from the domestic market in 1955. In 1982, by establishing our first processing facility, we continued to export processed hazelnuts with greater capability and strength.

As we entered the 2000s, we kept growing with the aim of adapting to the rapidly changing world and commerce by closely monitoring evolving production and processing technologies. Starting in 2003, thanks to increasing investments, we maintained our position among the leading companies in the globalized world where boundaries no longer applied.

In order to meet the diversified expectations of our customers in line with the requirements of the times, we established Yavuz Haselnuss GmbH in Germany in 2011 for customers who prefer customs-cleared products, enabling us to provide faster service.

In 2019, we inaugurated our modern 30,000 square meter production facility in the Giresun Bulancak Organized Industrial Zone, aiming to not only enhance our international commercial activities but also to strengthen our technological infrastructure in order to better meet our customers' expectations. Today, we continue to produce

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Bülent Yavuz
General Manager



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“As a part of the rapidly growing global economy, we closely monitor activities that support sectoral and local development in all of our operations.”

processed and natural hazelnut products in our two separate production facilities and export these products to 72 countries worldwide.

In addition to being part of the rapidly growing global economy, we closely monitor activities that support sectoral and local development in all our operations. With our commitment to accountability, we focus on ensuring that our sustainability strategy is based on principles that prioritize human rights, respect for the environment, society, and the world, and adhere to international principles and agreements. Especially in recent years, we support efforts to make production processes traceable, transparent, and accountable, aiming for a conscious approach by both producers and consumers. We do not overlook the social development aspect of global production and embrace the United Nations’ “protect, respect, and remedy” call to the business world. The Yavuz Fındık Sustainable Agriculture Project, launched in 2018, is just one of the many efforts we have undertaken under this project to pass hazelnut cultivation on to future generations, make every stage of production visible, and provide social and agricultural support to hazelnut growers and farmworkers.

Sharing Yavuz Fındık’s values in reliability, financing, promotion, and institutionalization is one of our primary objectives in the near future. With our first sustainability report, we aim to assess our efforts, share our experiences, and clearly demonstrate Yavuz Fındık’s impact on people and the world. Yavuz Fındık will continue to progress toward the future by adapting its profound history’s experiences, lessons learned, and successes to our time and with a sustainable business approach. With this report, we are pleased to share the work we have carried out over the past five years, our achieved and desired goals, and our future-oriented strategies with you.






About the Report

The Yavuz Findik Sustainability Report is a summary of the significant transformations Yavuz Findik has undergone since its establishment, and it particularly covers the activities completed within the sustainability strategy framework from 2018 to 2022. The data presented in the report encompasses the company's operations between 2018 and 2022. The report was prepared by the Yavuz Findik Sustainability Department in collaboration with an independent team and was approved by the board of directors.

The first section of the report illustrates the milestones Yavuz Findik, with its 89-year history, has achieved from its establishment to the present day. The corporate profile section provides insights into Yavuz Findik's governance model. Under the sustainability approach, the report focu-

ses on the sustainability strategy that underlies both the company's financial and corporate success. The operational indicators section attempts to decode the production processes and demonstrate their economic and social outcomes.

The economic outcomes, presented under the title of corporate added value, reflect Yavuz Findik's contribution to the national economy, while the social outcomes mirror the responsible supply chain concept. In the last section of the report, an attempt is made to view Yavuz Findik from the employees' perspective and focus on their needs. Short-term (1-3 years), medium-term, and long-term (3-10 years and beyond) performance goals, planned in line with the  UN Global Compact, are listed in Appendix 1.

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*The report is comprised of verifiable information, and the operational indicators we have disclosed, our community-focused initiatives, and the data related to employee relations were authored by an independent group of experts (Selin Ayeş and Özgür Çetinkaya) who do not work within Yavuz Findik.



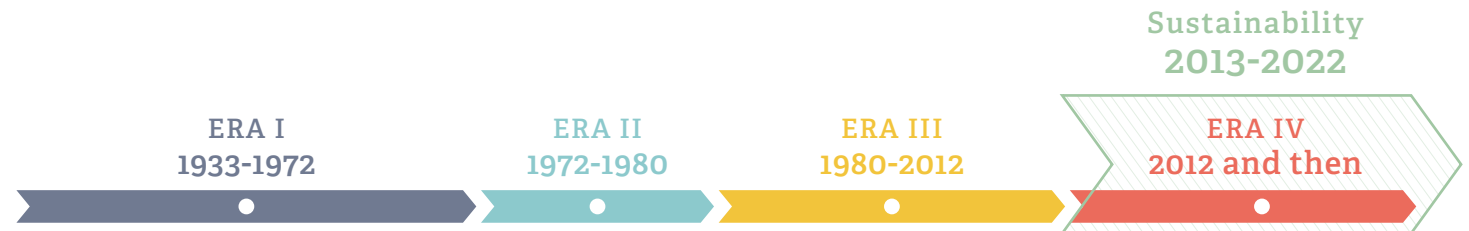
From Past to Present

YAVUZ FINDIK



In this section, a brief founding story of Yavuz Findik, a family business established in the early years of the Republic, is presented. This allows Yavuz Findik, a recognized player in the business world, to be known for its presence in other fields as well, which can be beneficial in understanding our company's sustainability perspective.

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"33

"40

"55

"62

Continuing their hazelnut trade and food wholesaling, Salih and Süleyman Yavuz Brothers established their first cracking factory.



One of the highest-capacity cracking factories of its time is inaugurated in Giresun.



The first hazelnut export season begins.

Salih and Suleyman Yavuz, brothers, commenced hazelnut trade in Giresun.



FIRST ERA

1933-1972



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“72

“80



➔ In addition to the cracking facility, the production of products like hazelnut cream and chocolate-covered hazelnuts (draje) began, and sales to the domestic market for end consumers commenced.

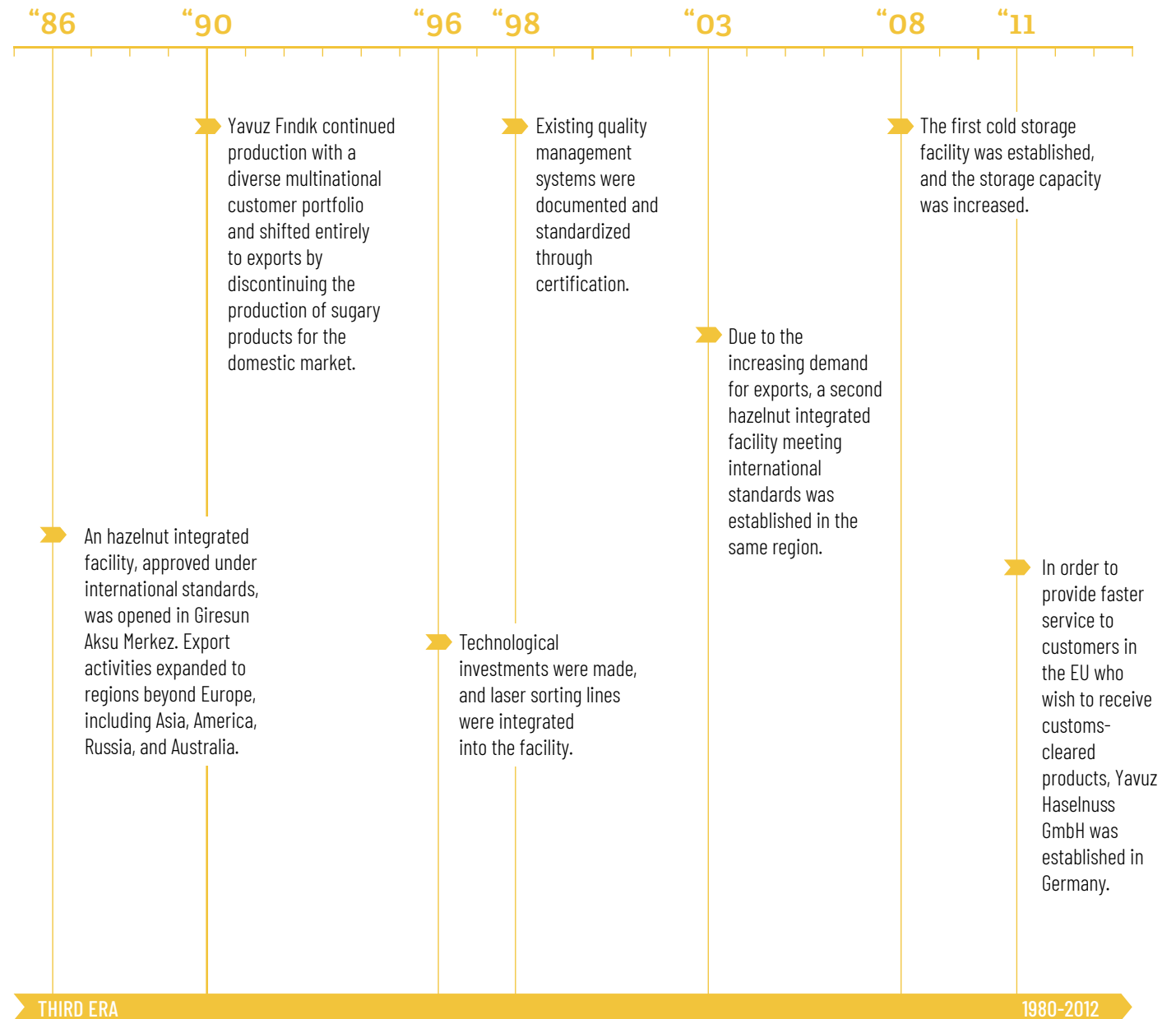
➔ An integrated processed product facility was established, and the export of processed hazelnuts commenced.

SECOND ERA

1972-1980



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➔ The largest integrated processed facility in Turkey, meeting international standards, was established using state-of-the-art equipment at Giresun Bulancak OSB.



➔ In addition to the facilities established at Giresun Bulancak OSB, modern storage investments were made.

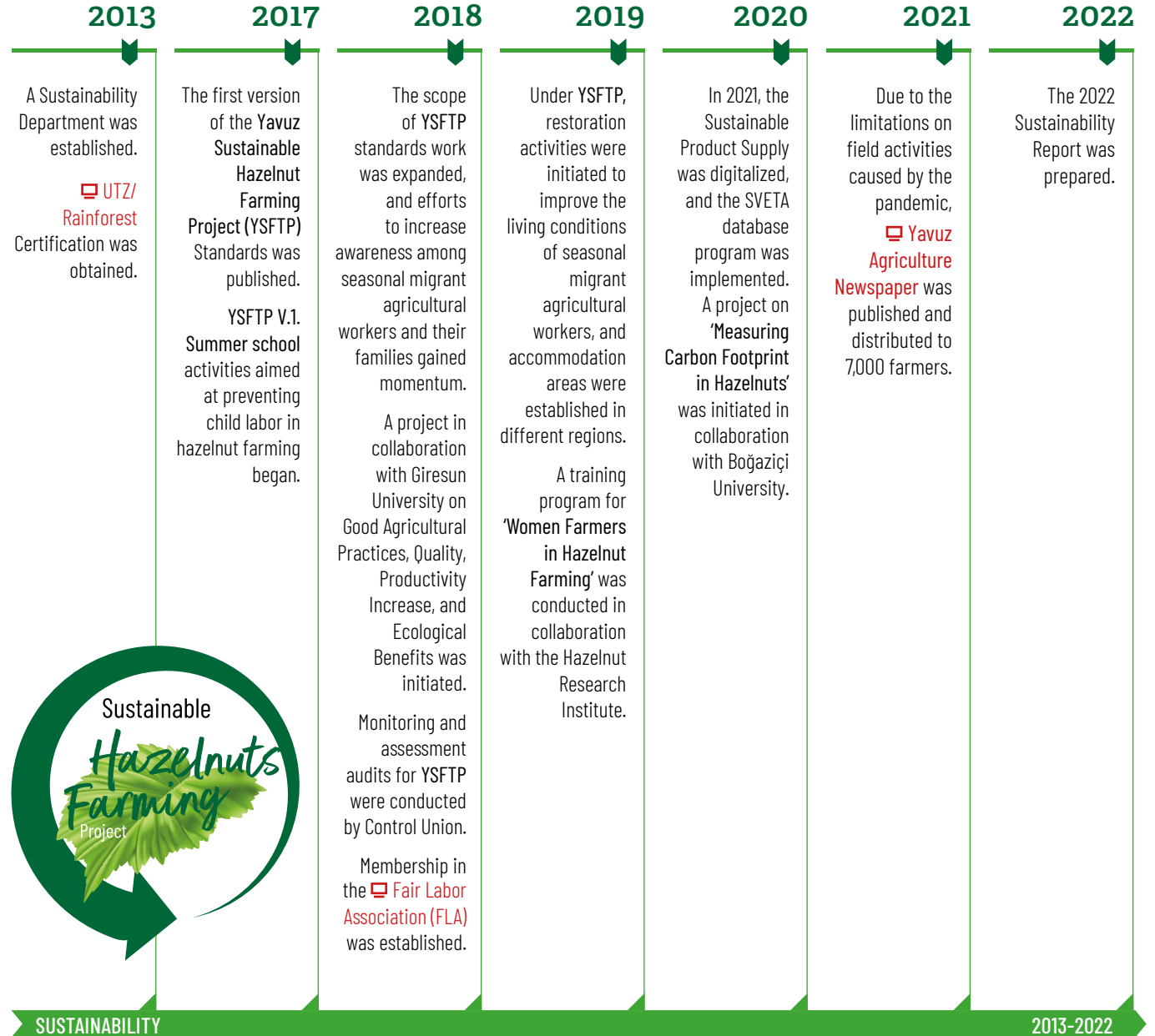
➔ An investment in a hazelnut cracking factory was made in the Alaplı region of Western Karadeniz.

FOURTH ERA

2012 and then



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Corporate Profile



Founded as a family business in 1933, Yavuz Findik has been one of Turkey's leading hazelnut exporters since 1945. Between 1970 and 1985, the company also produced confectionery products like sustainable hazelnuts from producer to consumer. In the 1980s, it began exporting processed products. Over time, Yavuz Findik has improved its operations and capacity, evolving into a corporate structure and adopting a suitable governance model.

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Yavuz Findik has two production and processing facilities built on a total outdoor area of 30,000 square meters in Giresun Bulancak Organized Industrial Zone, which is one of the leading provinces in hazelnut production in Turkey.

Total
30000
protection
area (m²)

4000
DEPOTS (m²)

4000
SECOND
FACILITY (m²)

12000
FIRST
FACILITY (m²)

The first facility (production and offices) covers an area of 12,000 square meters, and the second facility (production) covers 4,000 square meters, with a storage area of 4,000 square meters.

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(1 shift)
25000
ton/year
processing capacity

(1 shift)
25000
ton/year
natural elimination
capacity

25000
ton/year
depot capacity
15000
ton/year
climate-controlled
storage capacity

25000
ton/year
export and
domestic sales

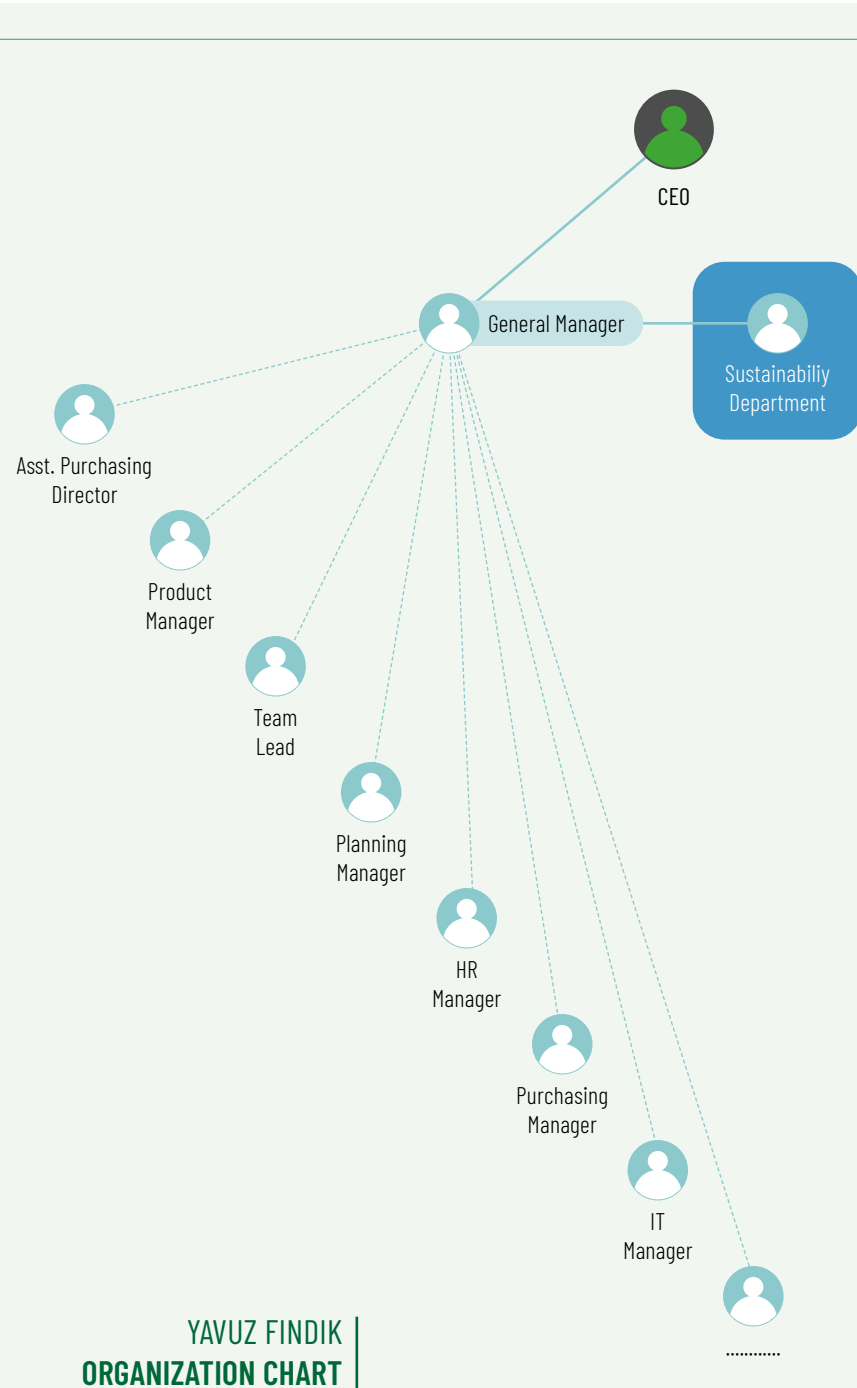
In 2018, with our completed investments, we became one of the top three companies in the sector with the highest production and storage capacity.

We continue to contribute value to the national economy through sustainable production, exports, and employment. Our in-house technological investments to ensure maximum product safety under the Industry 4.0 industrial transition strategy are increasing every year.





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YAVUZ FINDIK
ORGANIZATION CHART

At Yavuz Findik, we have embraced the inclusion of environmental, social, and corporate values in all our activities, making this fundamental principle the cornerstone of our entire governance.

Our established policies, standards, and implementation systems cover our company's accountability efforts. Every part of the organization, including shareholders, senior management, and company employees, is responsible to each other, and this entire management and employee team is responsible to consumers and the public. This accountability involves a range of activities for various stakeholders, including financial reporting, monitoring and assessment, and public information sharing. These activities align with Yavuz Findik's transparency principle.

In order to stay up-to-date, Yavuz Findik keeps a close watch on global developments and heeds the calls of international organizations, environmental concerns, and human rights issues. As a result, we regularly review and update our governance practices, focusing on transparency to ensure that we protect, preserve, and represent the best interests of our company and society as a whole.





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At Yavuz Findik, we believe that sustainable corporate success is a tangible result of trust-based collaboration among stakeholders.



With this awareness, we conduct our activities with an ethical focus, emphasizing honesty, fairness, and transparency.

We aim to encourage active collaboration among all our stakeholders and work on developing new projects with different stakeholders while ensuring their sustainability.





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Sustainability Approach

Sustainability Strategy

Sustainability Policy

Sustainability Management



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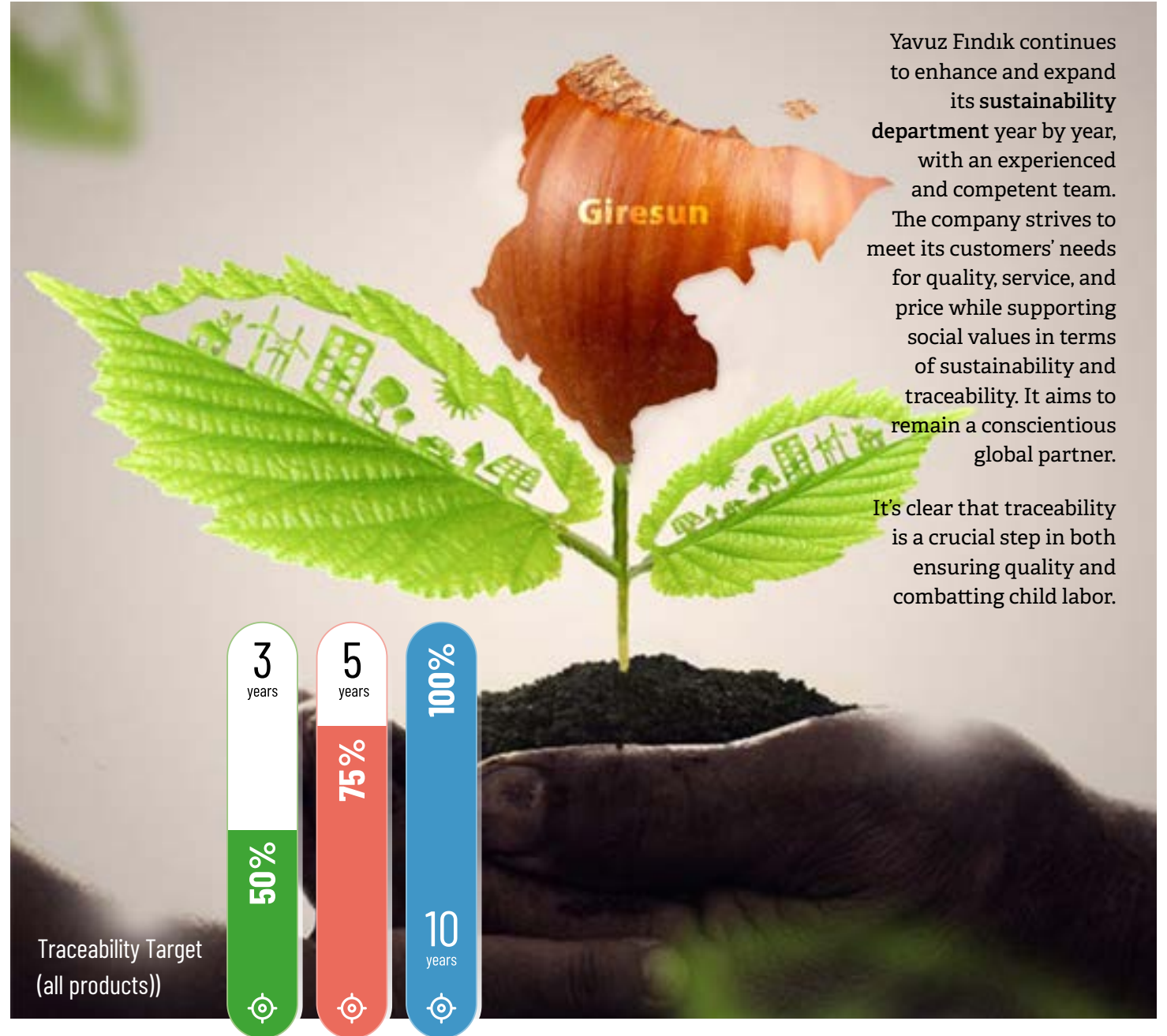
Environmental, social, governance, and economic sustainability is becoming increasingly important for companies both in our country and around the world. In simple terms, sustainability is a business approach that aims to create long-term value by considering how a particular organization operates in ecological, social, and economic environments. **Sustainability approaches are built upon the idea that such strategies contribute to the long-term viability of companies.** We are aware that creating value takes a long time and can only be realized when we act with the understanding that we are members of society. Therefore, when developing our own sustainability strategy, we took various international texts as a source.

The 2011 UN Guiding Principles on Business and Human Rights called on companies to “respect human rights,” which is a principle we have adopted in our sustainability policy. Similarly, **the UN 2030 Sustainable Development Goals** are also adopted in our sustainability policy and strategy. Within this framework, Yavuz Findik has defined its short, medium, and long-term sustainability strategy, relevant policies, and steps for managing this process, all of which contribute to stakeholders, the community it is part of, and the world by creating value (See [Appendix 1](#)).





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Yavuz Findik continues to enhance and expand its sustainability department year by year, with an experienced and competent team. The company strives to meet its customers' needs for quality, service, and price while supporting social values in terms of sustainability and traceability. It aims to remain a conscientious global partner.

It's clear that traceability is a crucial step in both ensuring quality and combatting child labor.



Sustainability Strategy

Yavuz Findik has formulated its sustainability strategy by taking into account the growing importance of companies as significant actors in social and economic development worldwide.

The strategy focuses on the preservation of the environment and natural resources, respect for human rights, and corporate accountability, which are becoming increasingly vital and impactful globally. Yavuz Findik has particularly emphasized staying attuned to sectoral changes and developments over time. The company has regularly planned various activities to closely monitor the shifting paradigm concerning the sustainability of hazelnuts and has conducted analyses to inform the development of Yavuz Findik's sustainability strategy. This adaptability to changing

paradigms has been a key aspect of their approach.



The approach to sustainability encompasses three key components, providing a framework for a set of agreed-upon actions and involving both internal and external stakeholders to enhance performance. While reducing our environmental footprint, we are also committed to creating more value for the regions in which we operate. This lies at the core of our sustainability strategy and objectives.

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Sustainability Policy



We will continue to be part of action plans formed in collaboration with public institutions, NGOs, and universities to contribute to sustainable hazelnut production that respects the environment and humanity.

We consider the policy of maintaining our leadership position by benefiting from the added value created by 100% sustainable and traceable hazelnut production in the supply chain as our fundamental policy.

Our sustainability policy includes the following aspects:

- Continuously monitoring human and environmental risks in the hazelnut supply chain where our company operates and making continuous improvements in necessary areas.
- Maintaining continuous dialogue with both our stakeholders and employees, as well as various segments of the community in your area of influence.
- Raising awareness and improving our stakeholders, employees, and suppliers on sustainability, environment, climate change, and good agricultural practices.
- Keeping a close eye on new technological developments to increase production efficiency in an environmentally friendly way.
- Taking necessary steps to ensure the balanced, effective, and efficient use of important energy and natural resources consumed in the production processes, especially water.
- Complying with national and international legal requirements in the field of our operations.
- Managing customer relationships in an open, honest, balanced manner, and with mutual understanding, placing importance on customer satisfaction.
- Continuously improving hazelnuts and our company within the framework of sustainability and good agricultural practices, taking into account the changing paradigm related to hazelnut growers, who are the most crucial link in the hazelnut supply chain.

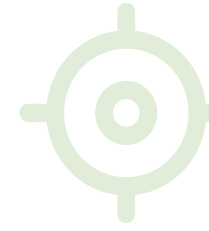




Sustainability Management

Our sustainability goal is to lead the creation of all necessary conditions for the 100% implementation of good agricultural and social practices in the hazelnut sector.

Our aim is to make quality hazelnut production more and more feasible in an environmentally friendly and sustainable manner, ensuring that all social conditions are met.



Since 2012, our sustainability projects have created significant awareness among both farmers and workers on sustainable and traceable high-quality hazelnut production, labor rights, occupational health and safety, housing conditions, and child labor.

Our farmer and worker training programs, collaborations with the public and non-governmental organizations, aim to translate the created awareness into concrete actions.

The data collected within the Yavuz database aims to measure the effectiveness of our sustainability projects, bringing us closer to our goals.

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Traceability

In 2017, we started using the Northstar program to systematically record data for all members of our supply chain. Additionally, with the Sveta data management system, we are not only recording data systematically but also making it more detailed and practical through various analyses. Initiating the creation of comprehensive data for all our business partners has enabled us to gain more control over our production processes.

We consider establishing this system, which allows us to track every step of the hazelnuts from the farm to the customer, as a significant and major step in the field of traceability. Our current goal is to make this traceability system more widely accessible.

Our goal
is to enhance our traceability system, which is currently 50% effective on digital platforms, aiming to achieve a **95%** traceability rate in the long run.





Operational Indicators

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Financial Indicators

Product and Production Indicators

Quality and Food Safety Indicators

Business Ethics

Stakeholder Relations

Responsible Supply Chain Management



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Financial Indicators

Yavuz Findik focuses on value-added products and continues its operations in two separate facilities for the production of processed and natural hazelnuts.

A+

Commercial Credit Rating is Reliable and Transparent



Selling to **6** continents and **70+** countries.



Since our establishment, we have aimed for continuous improvement in the industry, and over our 89-year history, we consistently rank in the top 10 companies exporting hazelnuts every year. We consider this an essential indicator of our company's financial sustainability.



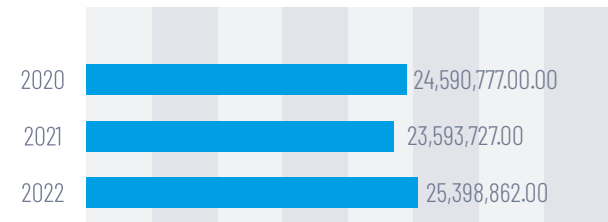
approved supplier

We are an approved supplier for many major multinational companies in the snack and chocolate industry, as well as in the baking and ice cream industry.

Yavuz Findik conducts 95% of its commercial activities through exports.



Total sales 2020-2022 (KG)





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We have managed to rank among the top thousand companies in exports within the country while conducting our commercial relations in many.

1000

TURKEY'S TOP
1000 EXPORTER

2019	189
2020	186
2021	217
2022	297

TİM TÜRKİYE
İHRACATÇILAR
MECLİSİ

We have improved this success and earned our place in "Turkey's Top 500 Industrial Enterprises" list.

500

TURKEY'S TOP
500 INDUSTRIAL ENTERPRISES

2019	394
2020	260
2021	407
2022	388



HAZELNUT EXPORTERS
RANKING IN THE FIRST 500



TURNOVER (TL)		
RANKING IN THE FIRST 500		
RANKING		
1	211	4,717,756,161
2	329	3,099,103,208
3	388	2,614,278,387
4	396	2,560,855,054
5	459	2,253,718,633



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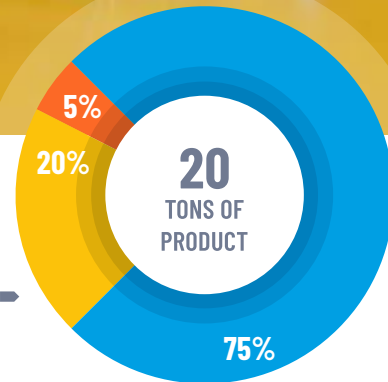
Product and Production Indicators

We conduct our production taking into account the social, economic, and environmental factors with our sustainability strategy that supports our commercial activities.

We process the hazelnuts we receive from the Black Sea region into 4 different products, including conventional, sustainable, and organic categories, and sell them both domestically and internationally.



2018-2022 years and categories / products



- Conventional
- Sustainable (YFSTP, RA+FLA)
- Organic



Product and Factory Production Capacities

**Natural
Hazelnuts**



80
ton/day

**Roasted
Hazelnuts**



40
ton/day

**Chopped
Hazelnuts**



40
ton/day

Puree



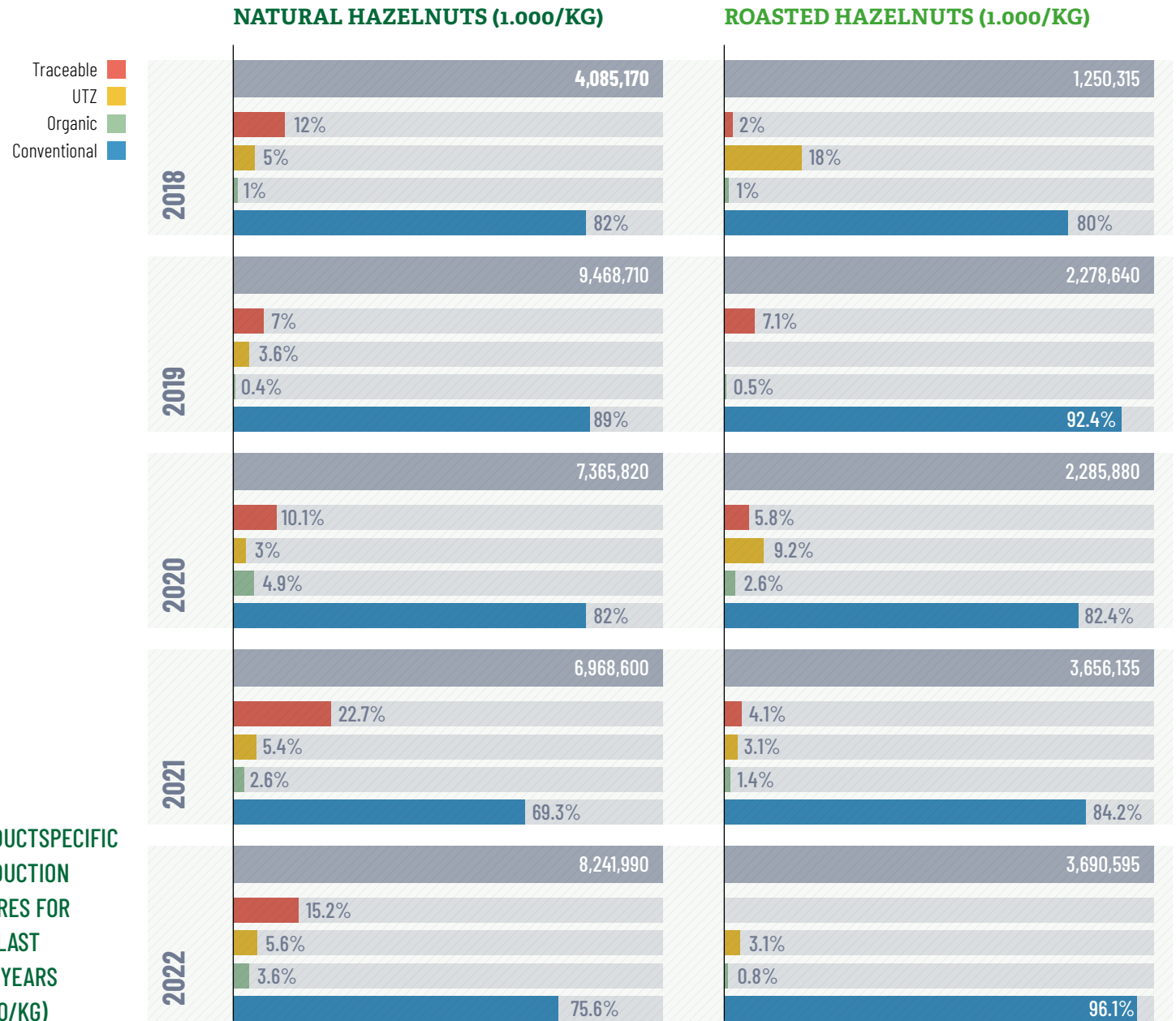
20
ton/day

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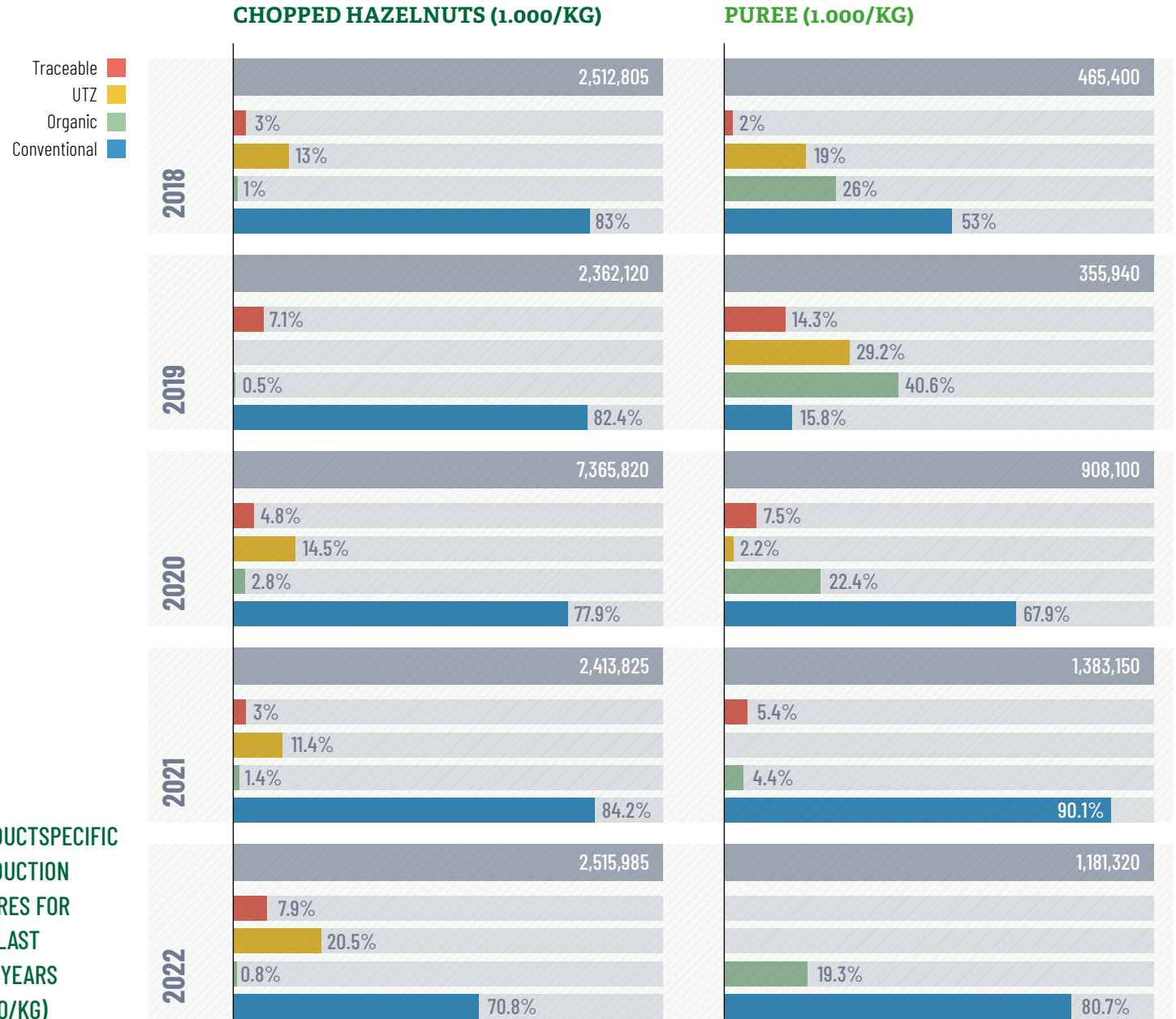
**PRODUCTSPECIFIC
PRODUCTION
FIGURES FOR
THE LAST
FIVE YEARS
(1.000/KG)**





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Quality and Food Safety Indicators



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Yavuz Findik Quality and Food Safety Policy

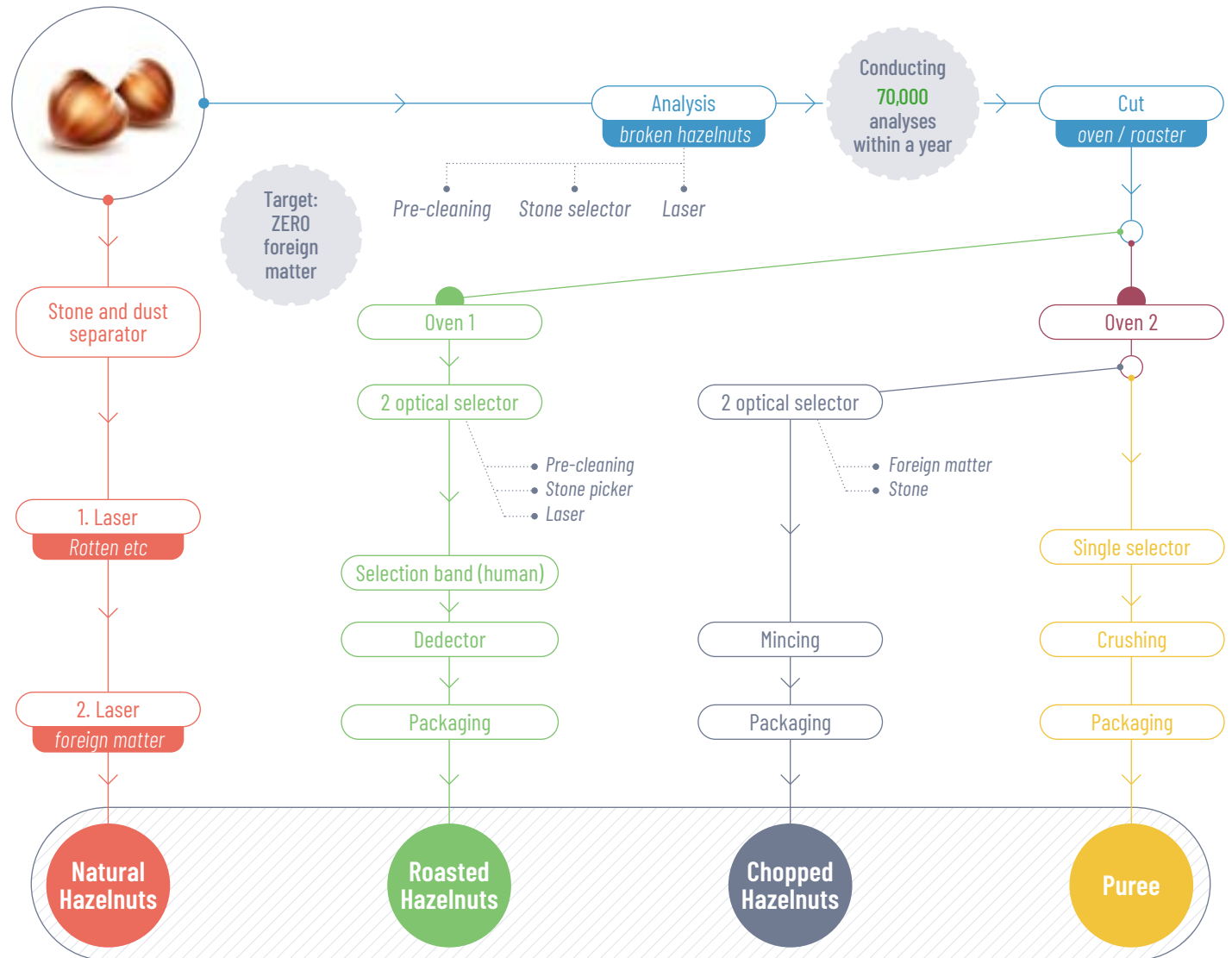
In the production of hazelnuts and hazelnut products, as an integral part of our working and production methods, we are committed to controlling the impacts on quality, food safety, environment, social responsibility, working conditions, and occupational health and safety in all activities. We aim to prevent the recurrence of errors, ensuring continuous improvement and development in all these areas. Ensuring that consumers can safely and healthily consume our products is the most important principle to increase the value of our brand. The policy focuses on quality, natural environment, human health, ethical values, and, at the same time, our goals in the leading market and distribution.

Yavuz Findik places great emphasis on quality and food safety, aligning them with our customers' demands and investments in technology. The hazelnuts that enter our processing factory go through a total of **51 different stages** and **9 quality control points** in the process of turning into the final product. At the 9 quality control stages, more than **100 analyses are conducted on the product**, covering approximately 10 different parameters. Considering the production quantity for this year, it means that around **70,000 analyses** are performed in the in-house laboratory, with **nearly a thousand more** conducted in external laboratories.



Product flow schema

Raw materials are sourced while adhering to the dynamic and global standards set by Yavuz Findik. Raw materials that do not meet these standards are not processed into products.



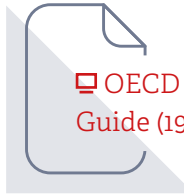
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Business Ethics

As Yavuz Findik, we have set forth our working principles and standards for all areas of production processes and we carry out all our activities within this scope. The understanding of supporting people, environment and society at the center of our corporate culture and standards is an indication that it is compatible with international standards. These standards also allow monitoring and evaluation of our production activities.

Yavuz Findik ensures its standards with **13 separate corporate policies**. These policies have been prepared taking into account international documents:



OECD Multinational Enterprises Guide (1976, 2000, 2011)



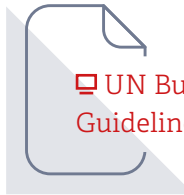
OECD Responsible Business Conduct Compliance Guide for (2018)



UN Global Compact (Global Compact) (2000)



UN 2030 Sustainable Development Goals (2000)



UN Business and People Guidelines on Rights (2011)



EU 2011-2014 Corporate Social Responsibility Strategy (2011)

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Corporate Policies

Yavuz Findik has established its basic corporate policies in order to bring its activities for its stakeholders to certain standards in the production processes in all regions and to ensure that these standards are maintained by other actors in the supply chain, and has adopted the principle that these policies are accepted by the supply chain.

Human Rights Policy

Yavuz Findik declares respect for human rights and the need to treat all individuals with dignity and respect at the highest possible standards in all processes, and commits to complying with this.

Social Management System Policy

Yavuz Findik is committed to providing all standard rights to its employees within the framework of the law, complying with occupational health and safety rules, being environmentally conscious, and creating a workplace where open and honest communication, respect, and value are at the forefront, in addition to its production.

Non-Discrimination Policy

Yavuz Findik has adopted a holistic approach towards all of its employees and the environment. It commits to rejecting any form of discriminatory behavior towards all people with whom it has direct interactions.

Anti-Bribery and Corruption Policy

Yavuz Findik commits to complying with existing legal regulations to prevent bribery and corruption during the production processes, and develops its own policies within the framework of the transparency principle.

Harassment and ill-Treatment Policy

Yavuz Findik respects the individual rights and cultural differences of its employees. Any form of discrimination, ill-treatment, or harassment, whether direct or indirect, is strictly prohibited.

Environmental Policy

Yavuz Findik has adopted an environmentally friendly production policy in its production processes. It develops strategies with the awareness of protecting the environment, improving its adverse effects, and supporting sustainability in the areas where it operates.



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Pregnant Worker Employment Policy

The Pregnant Worker Employment Policy at Yavuz Findik aims to protect the rights of female employees during their pregnancies and to support them throughout this process. The policy ensures both paid and unpaid maternity leave, as well as other rights for employees who become mothers.

Quality and Food Safety Policy

Yavuz Findik has made it a goal to control the impact of its activities on quality, food safety, the environment, social responsibility, working conditions, and occupational health and safety. It focuses on continuous improvement in all of these areas and aims to prevent the recurrence of errors.

Complaint and Suggestion Mechanism Procedure

This procedure outlines the methods for receiving, evaluating, managing, and resolving complaints, suggestions, and grievances within the scope of employment conditions and working conditions for employees, producers, contracted crushers/growers, and workers employed under contracted hazelnut growers.

Protective Equipment Policy

The purpose of this policy is to prevent potential hazards in the workplace at their source and protect employees. Therefore, Yavuz Findik commits to adopting and implementing certain rules that support the occupational health and safety policy during hazelnut production.

Occupational Health and Safety Policy

Yavuz Findik is committed to supporting sustainable development through cooperation with stakeholders to improve working conditions in the supply chain, reduce the impact of climate change, eliminate poverty and hunger, and ensure food security for future generations.

Yavuz Findik Responsible Purchasing Policy

By working in collaboration, Yavuz Findik and its stakeholders aim to create a positive impact on supporting sustainable development, improving working conditions in the supply chain, reducing the effects of climate change, ending poverty and hunger, and ensuring food security for future generations.

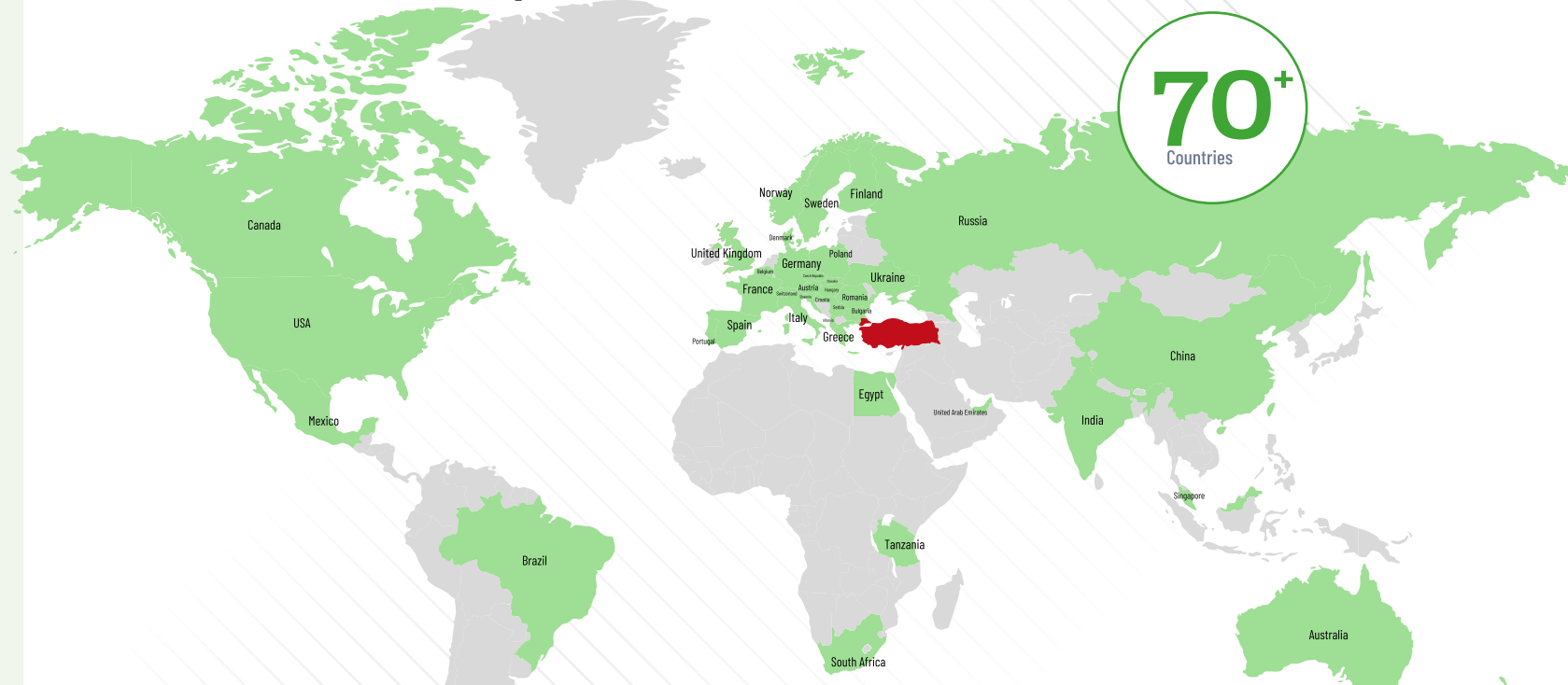


Stakeholder Relations

Customer Relationships

Shortly after our establishment, we began exporting and managed to develop our commercial activities both nationally and internationally simultaneously. We initially achieved significant commercial success domestically and then internationally, preserving these achievements by expanding our portfolio of customers from various sectors.

We meet the demands of our industrial customers in **over 70 countries** through a direct relationship we have developed with them, using state-of-the-art production methods.



USA, Germany, Albania, Australia, Austria, United Arab Emirates, Belgium, United Kingdom, Brazil, Bulgaria, Czech Republic, China, Denmark, Finland, France, South Africa, India, Croatia, Spain, Sweden, Switzerland, Italy, Canada, Hungary, Mexico, Egypt, Norway, Poland, Portugal, Romania, Russia, Singapore, Serbia, Slovakia, Slovenia, Tanzania, Ukraine, New Zealand, Greece

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For 89 years, we have been representing the hazelnut sector in Turkey, both locally and internationally, alongside numerous stakeholders. Emphasizing the development of various local partnerships in the production processes and the need to sustain it on a global scale, we have developed our strategies accordingly.

Since 2017, with our Sustainable Hazelnut Farming Project (YSFTP), we have expanded our existing stakeholder relationships by developing various collaborations for the sector, region, nation, economy, and societal benefit. At Yavuz Findik, we have placed our corporate structure at the center of society, supported by principles of respect for people and the environment, social and economic development, quality, and transparency. Within this context, we have transformed our stakeholders and our approach to them into a unique model for our organization.

Public institutions are important stakeholders in the processes of our projects and activities that focus on people, society, and the environment. Collaboration with public institutions is an indispensable stage in the implementation, support, and

dissemination of our company's activities focusing on responsible business operations. Public institutions play a facilitating role in the capacity and infrastructure at the national and local levels, making them crucial partners in our activities. Similarly, civil society organizations are essential actors in the projects we carry out in these areas. Collaborating with civil society organizations involves identifying their needs, ethical and equitable perspectives, principled advocacy, and lobbying experiences, all of which contribute to the development and implementation of our company's strategies. Sectoral and economic unions and customers are among our other stakeholders. In particular, the monitoring and implementation of sectoral developments at the national and international levels result from the relationships formed with these stakeholders.



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STAKEHOLDERS

CUSTOMERS

UNIVERSITIES

Boğaziçi University
Giresun University

CIVIL SOCIETY ORGANIZATIONS

Development Workshop Cooperative
Habitat Association
Black Sea Ecological Development Assoc.
Turkish Red Crescent
UTZ / Rainforest Alliance
ILO Turkey Office
KARGENÇ
Childef

PUBLIC INSTITUTIONS

Ministry of Family and Social Services
Ministry of Labor and Social Security
Ministry of Agriculture and Forestry
Alaplı District Governorship
Ereğli Provincial Directorate of Labour and Employment Agency
Zonguldak Governorship
Giresun Governorship
Zonguldak Provincial Special Administration
Giresun Provincial Directorate of Labour and Employment Agency
Ordu Provincial Directorate of Labour and Employment Agency
Sakarya Provincial Directorate of Labour and Employment Agency
Alaplı Public Health Center
Giresun Hazelnut Research Institute
Karasu District Governorship
Alaplı District National Education
Karasu Directorate of Social Services
Ministry of Health
District Health Directorates
Gülyalı District Governorship
Gülyalı Municipality
Alaplı Municipality
Alaplı Public Education Center
Village Headmen
Karasu Community Health Centers
Community Health Centers
Alaplı Şanlıurfa Women's Solidarity Centers
Eyyübiye Public Education
Eyyübiye Municipality
Şanlıurfa Provincial Directorate of Social Services
Siverek District Governorship
Viranşehir District Governorship
Karasu District National Education



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Responsible Supply Chain* Management

We are aware of the important role we play in the export of hazelnuts, a significant value in Turkey, where hazelnuts grown in both the Eastern and Western Black Sea regions are processed and reach all corners of the world. With a strong sense of our place in hazelnut trade in Turkey and the responsibility it brings, we strive to make the responsible supply chain in hazelnut production transparent and accessible. Therefore, within our supply chain, we have defined the working methods of all stakeholders and the standards we set, and we have worked to promote their implementation. In this way, we both institutionalize our brand by offering it to consumers under specific standards and expand activities that protect and enhance the value of hazelnut production regionally and nationally.

*The Supply Chain is the integration of all functions from raw material manufacturing to the finished product, and it ends when the product reaches the final customer. On the other hand, the Value Chain is a series of activities focused on creating or adding value to a product. The Supply Chain represents the integration of all activities involved in the supply, transformation, and logistics processes. On the other hand, the value chain represents a series of commercial transactions where a value-added program is added to the products and services offered by the company to enhance customer value.

The supply chain* represents a comprehensive process that extends from responsible producers to responsible consumers, using various stakeholder models. In the management of our company's supply chain, the responsibilities of each actor in every stage of hazelnut production have been defined, and it is clearly stated that each actor as part of the chain is expected to uphold these responsibilities.

With the **Yavuz Fındık Responsible Procurement Policy****, we aim to preserve the values of dozens of suppliers, producers, farmers, and other stakeholders who meet the need for safe, high-quality, sustainable, and traceable products within the scope of YSFTP.

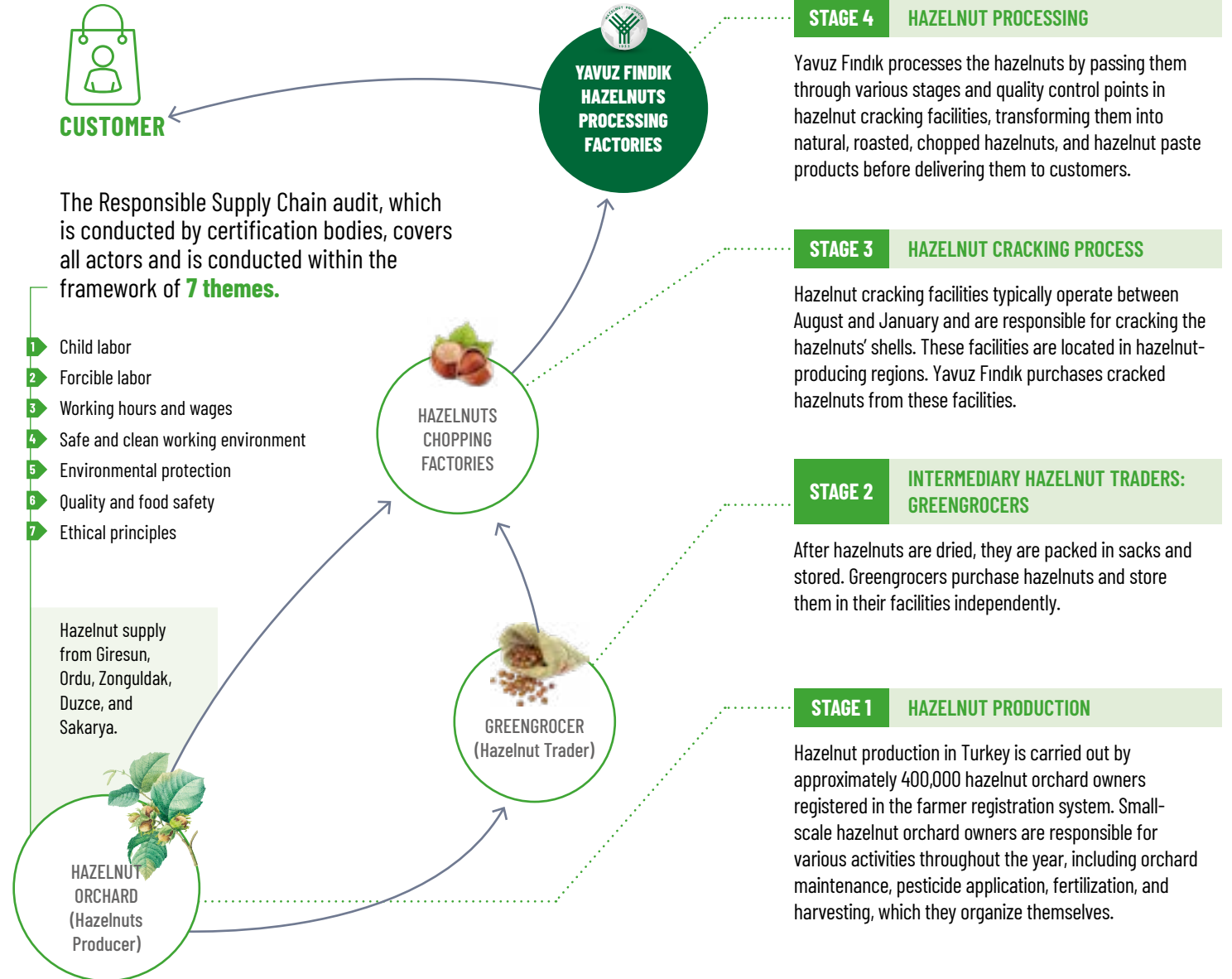
**This Policy is based on the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the United Nations (UN) Universal Declaration of Human Rights, the UN Global Compact (UNGC), the Sustainable Development Goals, and the Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises.





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Yavuz Fındık Supply Chain





Corporate Added Value

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Decent Work

Fighting Child Labor

Audit and Certification

Climate and Environment





Sustainable Hazelnut Farming Project

We refer to the work we have undertaken to reduce the adverse impacts of the production processes on people and the environment and strengthen the social structure as activities conducted with a community focus. In this area, we name our efforts as community-focused activities.

In this field, our work encompasses

human rights,
child labor,
fair working conditions,
fair wages,
gender equality,
traceability,
sustainability and
efforts towards climate and
environmental preservation.

Within the YSFTP framework, we include social and agricultural support programs that aim to pass down hazelnut cultivation to future generations. Furthermore, in the scope of the project, we collaborate with relevant ministries, local and international non-governmental organizations, and universities, implementing several projects that contribute to the development of local communities in this sector.

In addition, through the YSFTP, we aim to provide a framework for continuously improving social, environmental, and product quality practices within the hazelnut supply chain. The program includes various projects and activities related to good social practices, good agricultural practices, post-harvest quality, traceability, and the fight against child labor in hazelnut harvesting.



These efforts have been planned and implemented since 2017 within the framework of the Yavuz Sustainable Hazelnut Farming Project (YSFTP).

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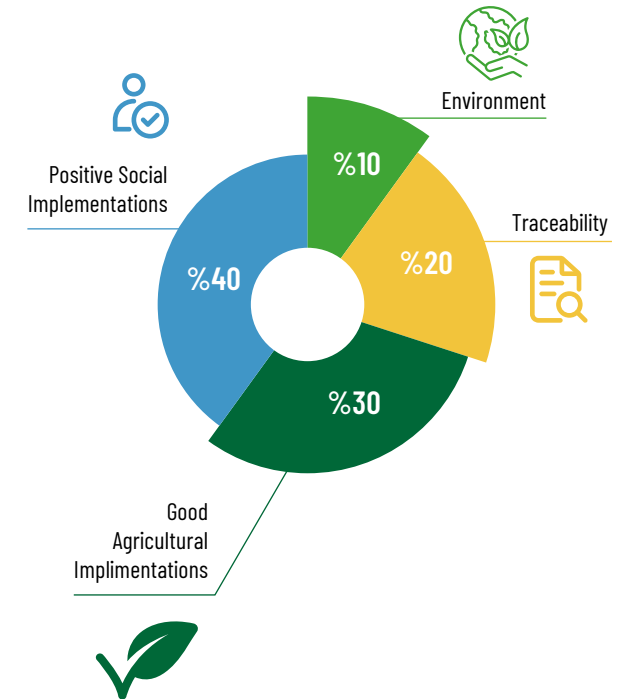
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Some of the activities carried out within the scope of YSFTP were expanded through a joint project in 2019 with the Netherlands Enterprise Agency (RVO) and the Yavuz Hazelnut Fund Against Child Labor (FBK). The scope of this project was developed to support YSFTP standards. A four-year project was designed with the aim of supporting agricultural workers in the supply chain and preventing child labor in hazelnut farming. At the end of the project, the goal is to support advocacy efforts and create model villages where child labor is not used.



With YSFTP, we provide a framework for continuously improving social, environmental, and product quality practices in the hazelnut supply chain in Turkey and other hazelnut-producing countries. In addition, we have defined the primary goal of the program as ensuring a traceable and responsible hazelnut supply that covers all stages of the supply chain.

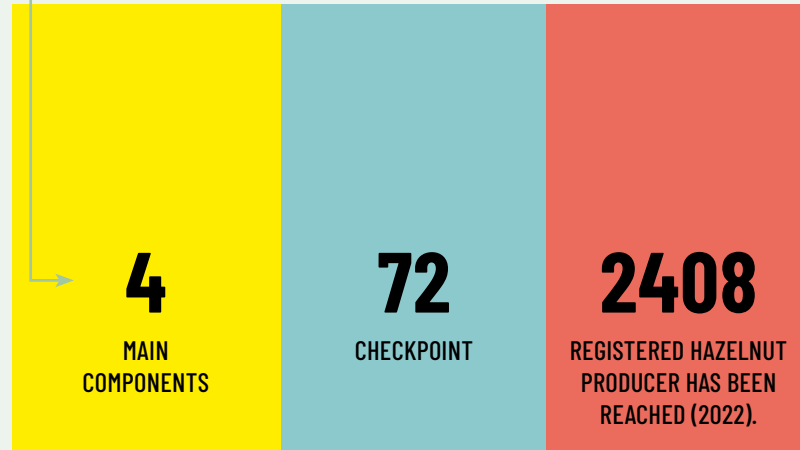
Yavuz Fındık Sustainable Hazelnut Farming Project Components





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YSFTP



Yavuz Sustainable Hazelnut Farming Project

YSFTP is the set of standards created by Yavuz Findik based on international documents to establish the **environmental, social, and corporate sustainability** of Yavuz Findik's **production activities and the traceability of these activities.**



Every year, Yavuz Findik undergoes **internal and external audits** conducted by customers, the public, and other independent auditing organizations in the areas of social compliance, quality assurance, and sustainability.

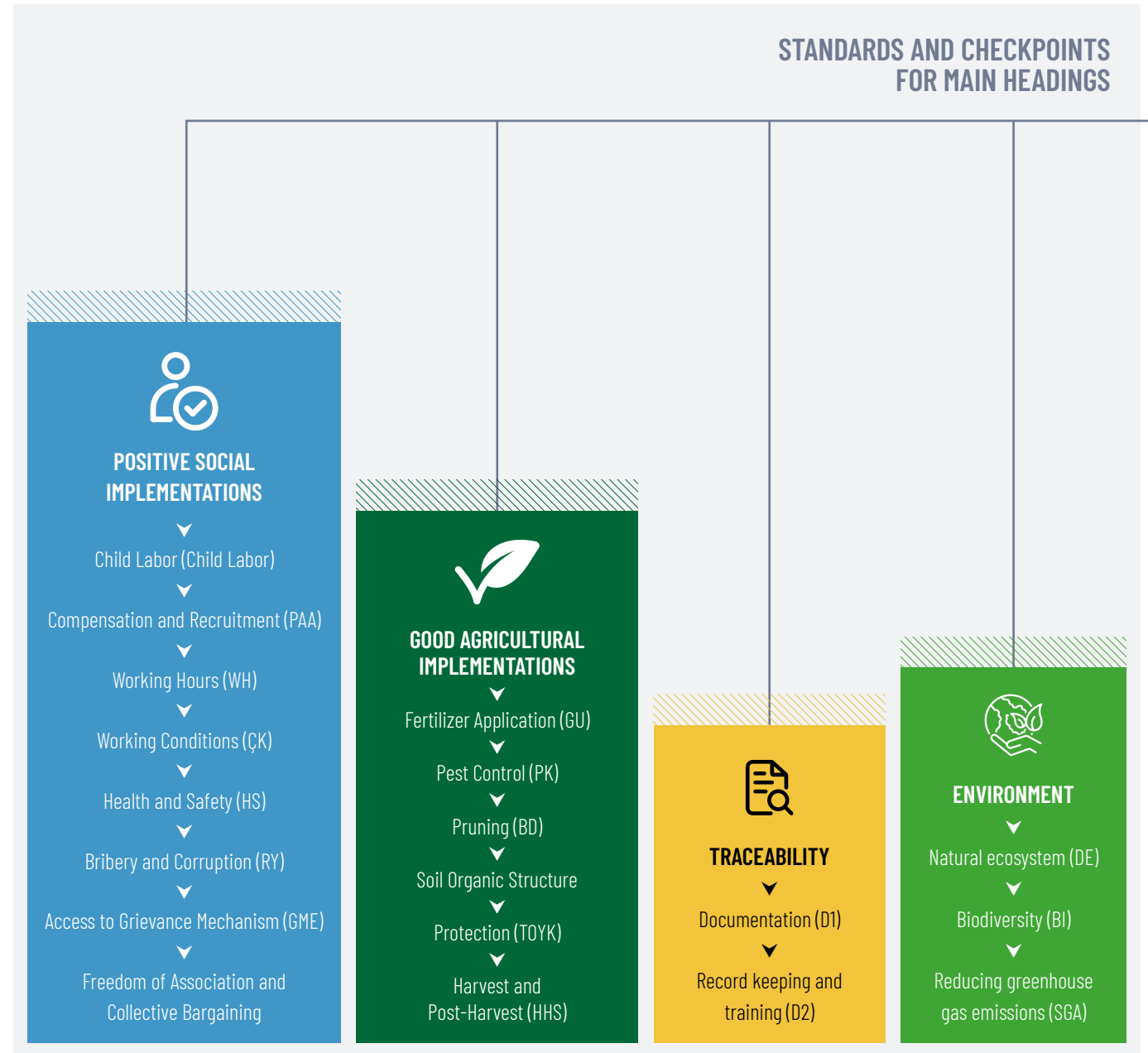
It is also supported by the standards of the internationally valid **FLA and RA certification** programs in which Yavuz Findik is involved.

Yavuz Findik Sustainable Hazelnut Farming Project (YSFTP) Standards and Control Points

Positive Social Implementation (GSP)		
Child Labor (CL) ←----- The field activity		
Standart	Checkpoints	
GSP-CL1: Preventing Child Labor	GSP-CL1.1	Critical Condition: The employer does not employ workers under the age of 15.
	GSP-CL1.2	Critical Condition: Children under the age of 15 who go to farms with their families do not participate directly or indirectly in harvesting activities, and the farm owner takes appropriate measures to ensure the child's safety.



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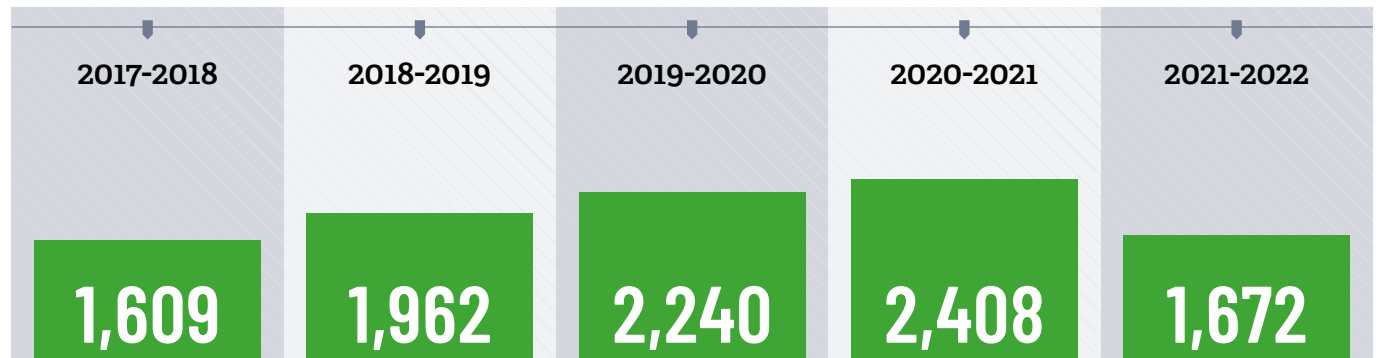


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During the 2017-2018 season, YSFTP started working with 1,609 hazelnut growers in the provinces of Giresun, Ordu, Samsun, and Zonguldak. By the time the 2021-2022 season arrived, this number had reached 2,408 growers. YSFTP continues to expand its impact in promoting sustainable hazelnut cultivation by considering social, economic, and environmental factors.

Number of hazelnut growers included in the scope of YSFTP in the last five years





Decent Work

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* These are jobs that provide fair and productive employment, offer safety in the workplace, and social protection to families. They also provide better opportunities for personal development and integration with the community. In these jobs, individuals have the freedom to express their concerns openly, the ability to organize, and participate in making decisions that affect their lives. They ensure that all women and men have equal opportunities and receive equal treatment (ILO).



We are aware that poverty reduction and social development can only be achieved through the support of fair working conditions.

Therefore, we support the decent work approach for both our employees and other actors in the hazelnut supply chain and make efforts to promote this approach.

Our perspective on decent work* is built on an understanding that values fairness, security, equal opportunities, freedom of association, and gender equality in all stages of production, and we reflect this in our corporate added value.



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2,408

Hazelnut producer

As of 2021, we have ensured the implementation of these standards in all stages of hazelnut production for 2,408 hazelnut growers registered in the YSFTP.

Supporting seasonal agricultural workers and local workers who represent one of the poorest segments of society is crucial for creating a traceable, fair, and human rights-compliant hazelnut supply chain. The YSFTP practices, which focus on hazelnut growers and seasonal agricultural workers involved in hazelnut harvesting, provide an infrastructure that tracks their working and living conditions, access to basic needs, occupational safety practices, gender equality, contract and fair wage practices, emphasizing the need for these practices to meet a certain standard.

In the regions where Yavuz Findik operates, as of 2021, we have ensured the implementation of these standards in all stages of hazelnut production for 2,408 hazelnut growers registered in the YSFTP. Their practices are monitored year-round through field visits, home visits, and collective training sessions conducted by agricultural engineers and social workers. For instance, a harvest inspection form has been created to ensure traceability, and hazelnut growers are visited during the harvest season to evaluate them based on the YSFTP standards. This approach not only supports the implementation

of YSFTP standards but also monitors current practices.

We are able to detect the changing profile of hazelnut growers and the differences between traditional and new practices, considering the factor of climate change to directly identify areas of need regarding the sustainability of hazelnuts. Furthermore, under the YSFTP, we encourage registered growers to maintain a regular producer's journal and support them in recording all their processes, allowing us to closely monitor these processes. The data obtained through harvest inspection forms is regularly reviewed, and the YSFTP activities for the next season are planned based on this evaluation.

These processes don't only involve hazelnut growers; we also track the activities and practices of local public actors in the region. By establishing collaborations in every possible area, we support the orchard practices of seasonal agricultural workers who come to the region and hazelnut growers in the area, addressing their needs to a certain extent.

Here's a summary of our Yavuz Sustainable Hazelnut Farming Project (YSFTP) activities aimed at supporting





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244

Village visits

14

Education areas

A total of 244 villages were visited and training was carried out in 14 different areas.

decent work practices and poverty alleviation in the hazelnut supply chain from the orchard to the factory:

TRAINING, CAPACITY BUILDING, AND AWARENESS-RAISING EFFORTS

Since 2017, within the scope of YSFTP, we have conducted a series of planned activities to increase awareness regarding hazelnut cultivation, orchard practices, and the living and working conditions of workers during hazelnut harvesting. These activities can be summarized as orchard and home visits, distribution of products and needs that support YSFTP standards, and conducting group training sessions in the areas where growers reside.

Activities for Hazelnut Growers

Good Agricultural Practices

Between 2018-2022, we provided training on good agricultural practices to a total of 3,711 hazelnut growers in Giresun, Ordu, Sakarya, and Zonguldak, including 149 women. For these trainings, agricultural engineers and social workers from the sustainability unit visited a total of 244

villages and conducted training sessions in 14 different fields.

These training sessions included the following topics:

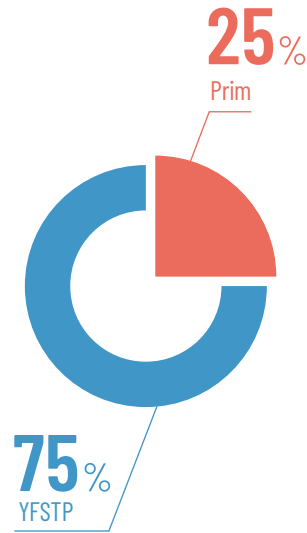
- Pruning and shoot cleaning
- Cleaning of tools and equipment
- Storage of fertilizers and pesticides
- Storage considerations
- Pesticide selection and application considerations
- Traceability and premiums
- Safe and effective use of agricultural chemicals
- Agricultural diseases and pests
- Storage of unshelled hazelnuts
- Record keeping
- First aid
- Safe use and storage of agricultural chemicals
- Personal protective equipment use
- Environmental considerations

These activities aim to enhance knowledge and practices related to hazelnut farming among growers, ensuring adherence to sustainable and quality standards, and promoting a safer and more environmentally friendly approach.





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25% of the products sold to customers are paid back to the growers as a premium. The remaining 75% is allocated to all the activities carried out within the YSFTP framework.

Positive Social Implementations

Between 2018 and 2022, the sustainability team members of our company conducted training in 278 villages, reaching a total of 2,090 hazelnut growers in the Giresun, Ordu, Sakarya, and Zonguldak provinces. The training covered 9 different topics related to good social practices, child labor, and workers' conditions. Here are the topics covered:

- Importance of Good Social Practices and Record-Keeping
- Child Labor
- Youth Labor
- Occupational Health and Safety
- Complaint Mechanism
- Discrimination
- Payment and Hiring
- Working Conditions of Seasonal Migrant Agricultural Workers
- Agricultural Employment Contract

Bonus given to farmers

A significant portion of the products sold to customers is sold with added value. Of the products sold this way, 25% is returned to the growers as a premium. The remaining 75% is allocated to all activities carried out within the scope of Yavuz Sustainable Hazelnut Farming Project (YSFTP). Within the YSFTP framework,

hazelnut growers who meet the Yavuz Hazelnut standards are supported through premium payments. Specifically, 10% of the premium is given in cash, and the remaining 15% is provided as an equivalent contribution.

Promotion distribution

Yavuz Findik provides support to hazelnut growers to produce in accordance with YSFTP standards. For example, we offer some essential products to YSFTP growers, such as soil analysis, personal protective equipment, agricultural pesticides, fertilizers, and other maintenance components, protective and warning signs, first aid kits, with the guidance of agricultural engineers. In this context, between 2018 and 2022, a budget allocation of 25% of the YSFTP budget, amounting to 810,000 TL, was used to reach 4,847 hazelnut growers.

Strengthening the capacity of agricultural intermediaries through training, expanding the distribution of brokerage licenses, and monitoring them.

Between 2018 and 2022, we collaborated with the Development Workshop to strengthen the capacity of both stakeholders in the field and Yavuz Findik's sustainability team.



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Agricultural intermediaries have had their registration with İŞKUR completed, and intermediary certificates have been issued to them.

74

Information and awareness-raising activities have been carried out for agricultural intermediaries.

The work that began with the Development Workshop continued in collaboration with FLA in the provinces of Şanlıurfa, Diyarbakır, Zonguldak, Ordu, and Giresun. As a result of these efforts, a total of 74 agricultural intermediaries were provided with various informational sessions covering regulations for agricultural job and labor intermediaries, the roles and responsibilities of intermediaries, child labor, and the living and working conditions of seasonal migrant agricultural workers. Within the scope of these efforts, 18 agricultural intermediaries were registered with İŞKUR (Turkish Employment Agency), and they obtained intermediary licenses.

Seasonal migrant agricultural workers and female worker training (working and living conditions, occupational health and safety, child labor).

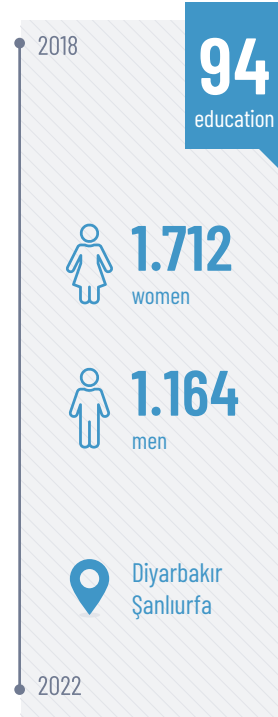
Training for female seasonal mobile agricultural workers

The majority of seasonal migrant agricultural workers who participate in hazelnut harvesting live in Şanlıurfa, and the proportion of women among these workers is relatively high. For these workers, we conducted 19 training sessions between 2018 and 2022, reaching 646 women laborers in the districts of Siverek,





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Between 2018 and 2022, we organized a total of 94 training sessions in Diyarbakır and Şanlıurfa provinces. Through these training sessions, we reached a total of 2,876 seasonal migrant agricultural workers (1,164 male and 1,712 female laborers).

Viranşehir, and Eyyübiye in Şanlıurfa, the area where they permanently reside. These training sessions were organized in collaboration with public, private sector, and civil society partners, similar to our other efforts.

Seasonal mobile agricultural worker training

Yavuz Fındık actively participated in collaborative efforts coordinated by the Fair Labor Association (FLA) involving the Ministry of Labor and Social Security, Public Education Centers, Women's Support Centers, and other companies in the hazelnut sector. During these collaborative initiatives, we organized a total of 94 training sessions in the years 2018-2022 in the provinces of Diyarbakır and Şanlıurfa, where laborers are predominantly located. Through these training sessions, we were able to reach a total of 2,876 seasonal migrant agricultural workers, including 1,164 men and 1,712 women.

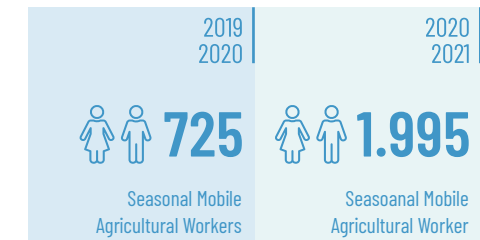
Seasonal mobile agricultural worker training during harvest time 2019-

Between 2019 and 2020, Yavuz Fındık organized a series of training sessions for seasonal migrant agricultural workers employed by hazelnut growers under the Yavuz Sustainable Hazelnut Farming Project (YSFTP) in the provinces of Ordu-

Gülyalı, Zonguldak-Alaplı, and Sakarya-Karasu. These training sessions focused on good social practices, including child labor, work areas and safety, living conditions, wages, and employment contracts. The trainings were implemented by experts from the Development Workshop Cooperative within the framework of civil society cooperation. In these training sessions held in 2019-2020, a total of 725 agricultural workers were reached. Similar training sessions were conducted in 2021 at all hazelnut collection points where Yavuz Fındık is active, with social workers and agricultural engineers from the sustainability unit conducting home and garden visits. In 2021, a total of 1,995 workers, including 1,028 women, were reached through these efforts.

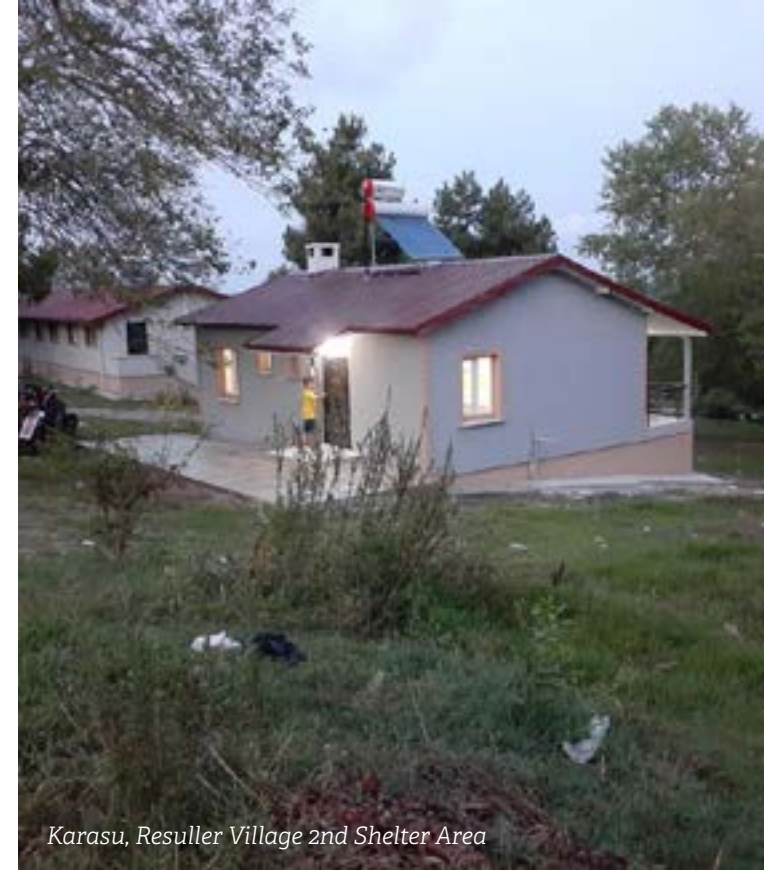


Ordu Gülyalı | Zonguldak Alaplı | Sakarya Karasu





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Karasu, Resuller Village 2nd Shelter Area

Activities to improve the living and working environments for seasonal migratory agricultural workers working in the hazelnut harvest

- Strengthening and monitoring the accommodation areas of seasonal migrant agricultural workers (MGTİ).
- Creating exemplary accommodation areas and promoting these models for wider adoption.
- Establishing and promoting the use of convenience centers for MGTİ.
- Developing a complaint mechanism for seasonal migrant agricultural workers.
- Distributing hygiene kits to MGTİ.



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Seasonal migratory agricultural workers who come to the Black Sea Region to harvest hazelnuts one of the most important problems one of them is the accommodation areas and this available in areas are possibilities.

Yavuz Fındık has been involved in a series of initiatives to improve the living conditions and facilities for seasonal migrant agricultural workers in the hazelnut harvesting regions. The company acknowledges the importance of providing adequate and standardized accommodation for these workers and their families, including safe spaces for children.

One such initiative included the restoration of two unused village schools in Resuller Village in Sakarya Karasu District and Kestane Village in Ordu Gülyalı District in 2019. These schools were transformed into safe accommodation areas, equipped with basic necessities like electricity, hot water, bathrooms, toilets, washing machines, refrigerators, beds, wardrobes, and other essential items. During the off-harvest seasons, these spaces are utilized as social activity centers for the villages under the supervision of village leaders.

Through this project, Yavuz Fındık contributes to providing seasonal migrant agricultural workers with accommodation that meets YSFTP standards. Furthermore, this initiative also benefits the local community as these unused structures are converted into housing facilities, benefiting both seasonal workers and hazelnut growers. Positive feedback from the project

has inspired the company to continue transforming unused buildings in villages into housing facilities for the mutual benefit of these groups.

In the case of temporary tent settlements where seasonal migrant agricultural workers stay, Yavuz Fındık has played a role in the installation of separate mobile toilet and shower facilities for both women and men in Aşağıdağ Village in Zonguldak Alaplı District. The company has also distributed hygiene kits containing essential items such as soap, shampoo, wet wipes, baby diapers, sanitary pads, masks, disinfectant, and toothpaste kits to improve living conditions in these temporary tent settlements.

From 2017 to 2021, Yavuz Fındık has reached a total of 5,750 seasonal migrant agricultural workers through this initiative, allocating 30% of the total budget to the project. In the future, the company plans to continue working within the scope of YSFTP to create model accommodation areas for seasonal agricultural workers during the harvest period, disseminate these models, and enhance accommodation standards for workers and facilities.



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Studies to improve the working standards of supply chain actors

- Creating a complaint mechanism for all employees within Yavuz Findik
- Supporting the conclusion of contracts between agricultural intermediaries and hazelnut growers
- Supporting equal pay practices for equal work
- Supporting local employment
- Supporting the employment of disadvantaged employees



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Lobbying activities

- Facilitation activities in the establishment of METİP areas
- Supporting the hygiene works of camping areas and METİP areas
- The Ministry of Labor and Social Security is among the stakeholders in the development and implementation of the National Program Action Plan to Combat Child Labor.
- Supporting the work to determine the wages and working hours of the Seasonal Migrant Agricultural Workers Commission.
- Participating in and supporting the work of national and local non-governmental organizations.
- Membership in sectoral associations and supporting current studies.

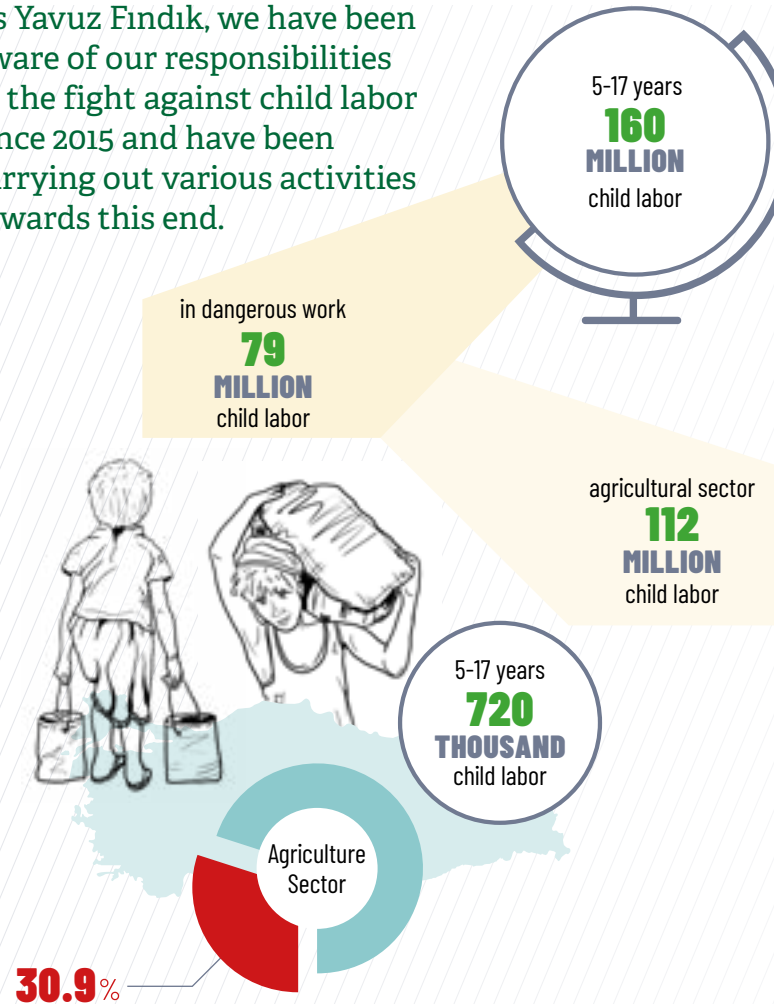
Activities focused on sustainability, environment and climate

- Measuring the carbon footprint of hazelnuts and creating a methodology (Boğaziçi University)
- Effects of Good Agricultural Practices on Hazelnut Yield and Fruit Quality Project (Giresun University)
- Hazelnut School: “Education for Change, Women for Hazelnut” (Hazelnut Research Institute)
- In cooperation with the Hazelnut Research Institute and the University of Tuscia, Italy, “In Sustainable Hazelnut Agriculture” Support and participation in the “Role of Climate Change” Workshop.



Fighting Child Labor

As Yavuz Findik, we have been aware of our responsibilities in the fight against child labor since 2015 and have been carrying out various activities towards this end.



160 million children in the 5-17 age group in the world (10 percent of the world's child population) work as child labor. Almost half of child workers (79 million children) are involved in hazardous work that directly affects their health, safety and moral development. Seventy percent of all children working globally (112 million children) are in the agricultural sector. The situation for Türkiye is no different from the rest of the world. According to the results of the Turkish Statistical Institute (TUIK) 2019 "Child Labor Force Survey", 720 thousand children work in economic activities. 30.8 percent of these children are in the agricultural sector.

65 percent of working children. It seems that it works for "economic" reasons. This also shows Child labor is actually a "necessity" for a large group of working children and their families. Child labor is a result of poverty and child poverty. These data concern actors in all sectors where child labor occurs and impose certain responsibilities on these actors.

* Number of child workers working in economic activities in Turkey (TUIK, 2019)

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We have been carrying out a social responsibility project since 2017 to prevent child labor in seasonal agricultural worker families with the slogan “Hazelnuts Grow with Labor, Children Grow with Love”. Project It is supported by the Ministry of Labor and Social Security.



Yavuz Findik & FLA partnership

*Harvesting
The future*

the project
has been realized.

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Seasonal migratory agricultural workers migrate to different regions with their families for most of the year in order to earn their living and participate in agricultural activities. Child labor in hazelnut production is seen when seasonal migratory agricultural worker families who migrate to hazelnut regions during the harvest period participate in the harvest with their children. Seasonal migratory agricultural work, which represents an important problem area in Turkey, and child labor in agriculture, which is often seen as a result of it, has become an important area of struggle for many years with the work of different actors from the public, private sector, civil society and academia.

As Yavuz Findik, we support the fight against child labor in hazelnut production with various activities in cooperation with different actors under the leadership of YSFTP. A significant part of the activities carried out within the scope of YSFTP consists of sustainable hazelnut production, living and working conditions of agricultural workers and practices aimed at combating child labour.

Trainings, capacity building and awareness increase efforts

Field visits are made regularly throughout the year by the field teams of the sustainability unit, and one-on-one meetings are provided to hazelnut growers to raise awareness about child labor. and mass training is provided. These trainings are also implemented for seasonal mobile agricultural workers. Thus, it was aimed to raise the awareness of families about child labor. The aim of the training for

agricultural intermediaries is to ensure that the seasonal migratory agricultural worker groups brought by agricultural intermediaries to the region do not include children and to raise the awareness of intermediaries about child labor. These studies showed that YSFTP at harvest time and are monitored by the audits of other certification bodies.





Summer school activities

During the hazelnut harvest, children who come to the region with the families of seasonal migratory agricultural workers are in the hazelnut gardens. We have been organizing summer schools and child development workshops since 2017 to prevent children from working and to support their families' education in a safe area while they work. By supporting children's education in summer school, they provide activities such as visual arts, music, intelligence games, board games, archery

and drama. We ensure the implementation of programs that will support children's socio-cultural development through activities. In addition, it is aimed to create a safe environment for children by supporting the development of children's talents and social skills through regular studies on hygiene, peer bullying, communication and friendship relations.



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Children participating in summer school activities by year

	2017	2018	2019	2020	2021	2022
Zonguldak / Alaplı	70	80	111	-	94	126
Sakarya / Karasu	-	-	-	-	11	24
Ordu/Gülyalı, Kestane	-	-	20	-	34	45



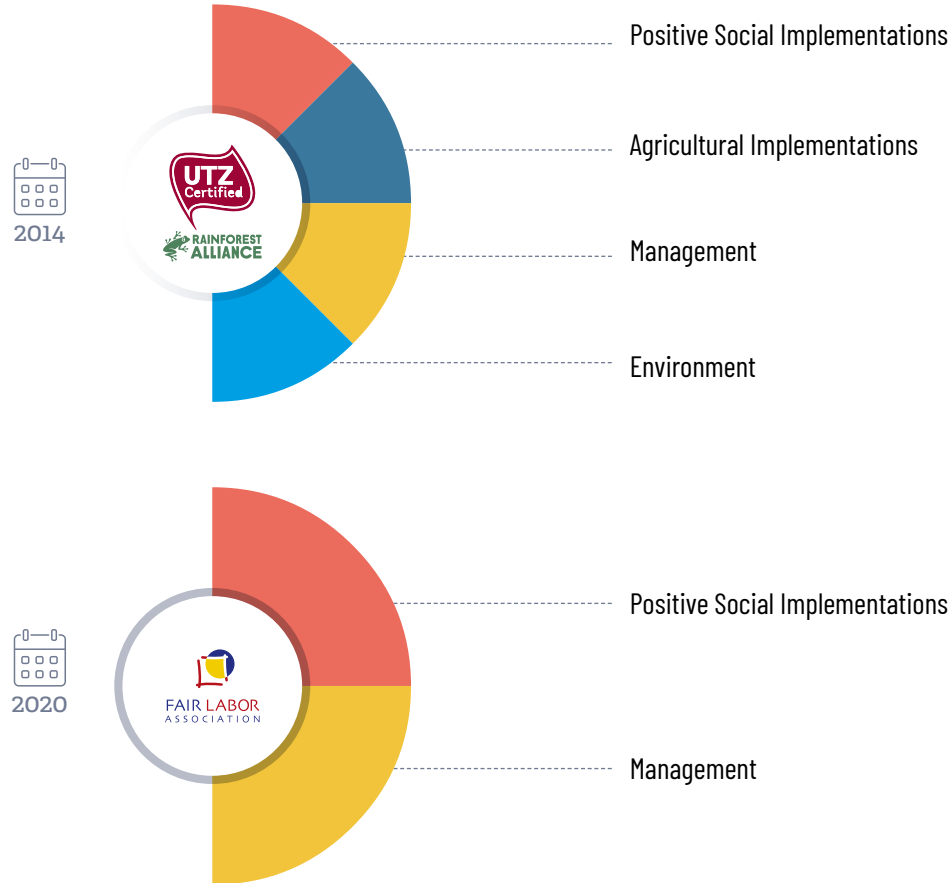
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Audit and Certification

We work within the scope of YSFTP and with internationally accredited certification bodies in the fields of quality and social compliance to ensure that the supply chain is transparent and traceable.

Certificates in the field of social compliance:



Certificates in the field of quality and food safety:





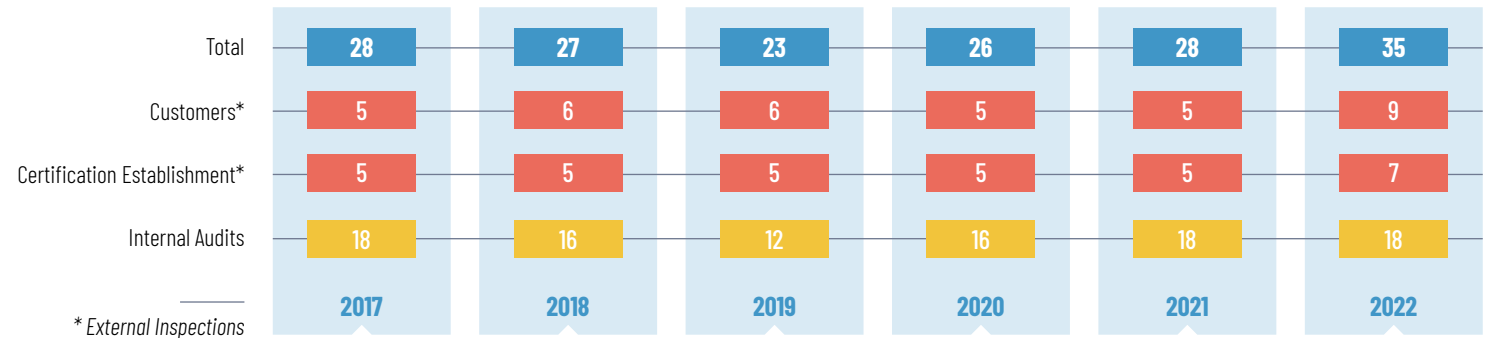
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Certified producer statistics by year

Yıl	Sertifika Türü	Üretici sayısı	Dekar (da)	Miktar (kg)	İl sayısı	Köy sayısı
2014	UTZ & Rainforest	40	667	44,450	1	18
2015		198	3,392	422,150	1	67
2016		452	6,527	1,696,950	3	58
2017		359	8,080	1,618,900	4	100
2018		570	13,979	2,471,400	4	79
2019		593	15,017	3,047,400	4	53
2020		594	20,686	2,731,150	5	77
2021	FLA	291	10,104	1,381,850	3	11
	UTZ & Rainforest	695	23,869	000	5	85
2022	FLA	000	000	000	000	000
	UTZ & Rainforest	000	000	000	000	000

For the continuity of both our own YSFTP standard and the standards that must comply with nationally and internationally; We undergo various audits in the areas of social compliance, quality and assurance and sustainability by certification bodies, customers and the public.

Factory Audits





Climate and Environment

As Yavuz Findik, we continue all our activities with the understanding of global governance that we adopt, with the awareness that it includes the protection of people's right to life, the environment in which they live, and the world.



We all know that population, social mobility, technology, production and the rapid transformation that goes hand in hand with them negatively affect our world. We see that global warming due to climate change causes environmental disasters that affect the lives of all living things. In the fight against these problems, governments, companies, national and international unions and all humanity must come together. The solution is to keep natural resources and their consumption in balance. At this point, the sustainable development approach comes

to the fore. As Yavuz Findik, we base this understanding on the impact of our own activities on the environment and society. We take care to identify damages, create and implement strategies to eliminate existing damages.

- A project was initiated with Boğaziçi University within the scope of developing a carbon footprint calculation method and field applications for the first time in hazelnut cultivation.
- Good agricultural practices project for sustainable hazelnut production with Giresun University
- Monitoring energy consumption data for less energy consumption.

We will increase production in our new facility where we continue production in 2019. We continue to use advanced production technologies. This shows that we have reached a more efficient point in our energy consumption compared to previous years.



	2018	2019	2020	2021	2022
Electric KWh	872,110.00	1,156,562.00	1,805,162.00	2,123,358.00	1,819,029.00
Gas m ³	103,851.19	163,079.34	142,608.00	204,674.00	166,948.00

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Yavuz Findik with a focus on *Employees*

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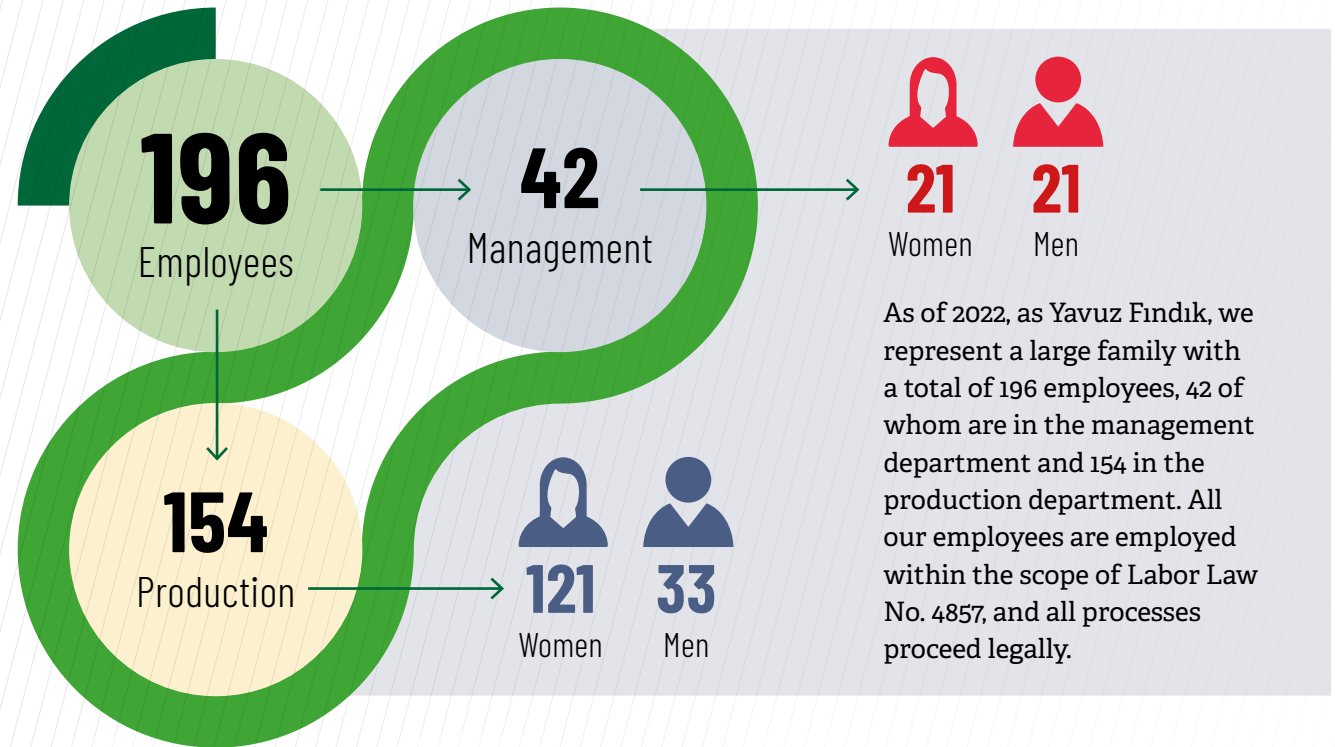
Employees

Employee Education and Development

Practices for Occupational Health and Safety



Employees



As of 2022, as Yavuz Findik, we represent a large family with a total of 196 employees, 42 of whom are in the management department and 154 in the production department. All our employees are employed within the scope of Labor Law No. 4857, and all processes proceed legally.



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Employee Education and Development

September

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Yavuz Findik every year September-July to employees from different departments between organizes in-service training on various subjects.

July

The main purpose of these trainings is to increase institutional capacity and to achieve and maintain high quality in the production chain.

The training covers employees in different departments, from managers to security personnel.

These personnel trainings, which generally intensify in July, are provided by the production manager, quality assurance manager and human resources manager. Service

In addition to in-house training, training is also planned from external, independent institutions when necessary.

Halal certification practices, environmental awareness and water management, and pest and rodent control training can be given as examples of independent training.

	Education Hour	Education / Hour Per Employee
2017-2018 Season	4,853.0	29.96
2018-2019 Season	5,739.5	32.06
2019-2020 Season	7,810.4	47.62
2020-2021 Season	5,827.0	34.28
2021-2022 Season	71	34





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Planned for
2021-2022
some of the
trainings on
29 different
themes;

Processed & Natural Product Selection Training
 Personnel Hygiene+GMP+Infectious Disease+Portrait Practices and Their Importance & Pest-Rodent Control
 Laboratory Techniques and Applications
 KKN Monitoring System (Basic training)
 KKN Monitoring System (Detailed training)
 General Maintenance Training
 EM Activity & Hygiene Verification ; Customer & Product requests
 Halal Education
 Environmental Awareness - Water Management
 GGYS & BRC Systems
 Factory Rules and Hygiene, Transportation and Storage Principles, Safe Loading
 Auditor & Internal Audit Training
 Security Training
 T&D, Environmental Hygiene & Practices, Foodborne Diseases, Food Safety and Hygiene, Nutrition Principles
 Disciplinary Procedure and Rules, Code of Ethical Conduct, Labor Conditions, Access to Grievance Mechanism
 Document Control and Applications
 Preventive Maintenance Approaches & Malfunctions
 Food Defense Training
 Production Line Applications, Hygiene and Its Importance, Packaging & Labeling
 Personnel Hygiene, Gynecology, General Hygiene and Sanitation
 Food Safety Prerequisites (HACCP)
 Allergen Education
 Supply Chain and Traceability
 Social Rights, Child and Youth Labor
 Glass Hard Plastic Training
 Cleaning and disinfection training
 Training on the use of cleaning chemicals
 Pest and Rodent Education
 Anti-Bribery and Corruption Training
 Child labor
 Gender equality, child labor and workers' rights within the scope of SEDEX



Practices for Occupational Health and Safety

By adopting the Occupational Health and Safety Law since 2012 and creating our own Occupational Health and Safety Policy in 2019, we carefully continue our activities to protect the health of both employees and the public in production processes. In this context, our company's perspective; occupational health and safety policy, zero respect and care for people and the environment they live in We implement accident policies. Among all our activities, we consider Occupational Health and Safety, our investments and We managed to make it our first priority with our efforts. Some indicators of this process, supported by training, monitoring and inspections, are as follows:

Yıllara göre iş kazası/çalışan istatistikleri

Years	Women Employee	Men Employee	Total Employee	Work Accident	Degree
2017	158	28	186	0	Minor work accident outpatient treatment
2018	143	35	178	2	Minor work accident outpatient treatment
2019	141	51	196	2	Minor work accident outpatient treatment
2020	150	54	204	2	Minor work accident outpatient treatment
2021	125	59	184	7	Minor work accident outpatient treatment
2022	142	57	199	2	Minor work accident outpatient treatment

Work accidents by years
Number of findings/near misses

Years	Findings	Near misses
2017	8	3
2018	15	9
2019	22	12
2020	35	8
2021	20	7

OHS training data by years

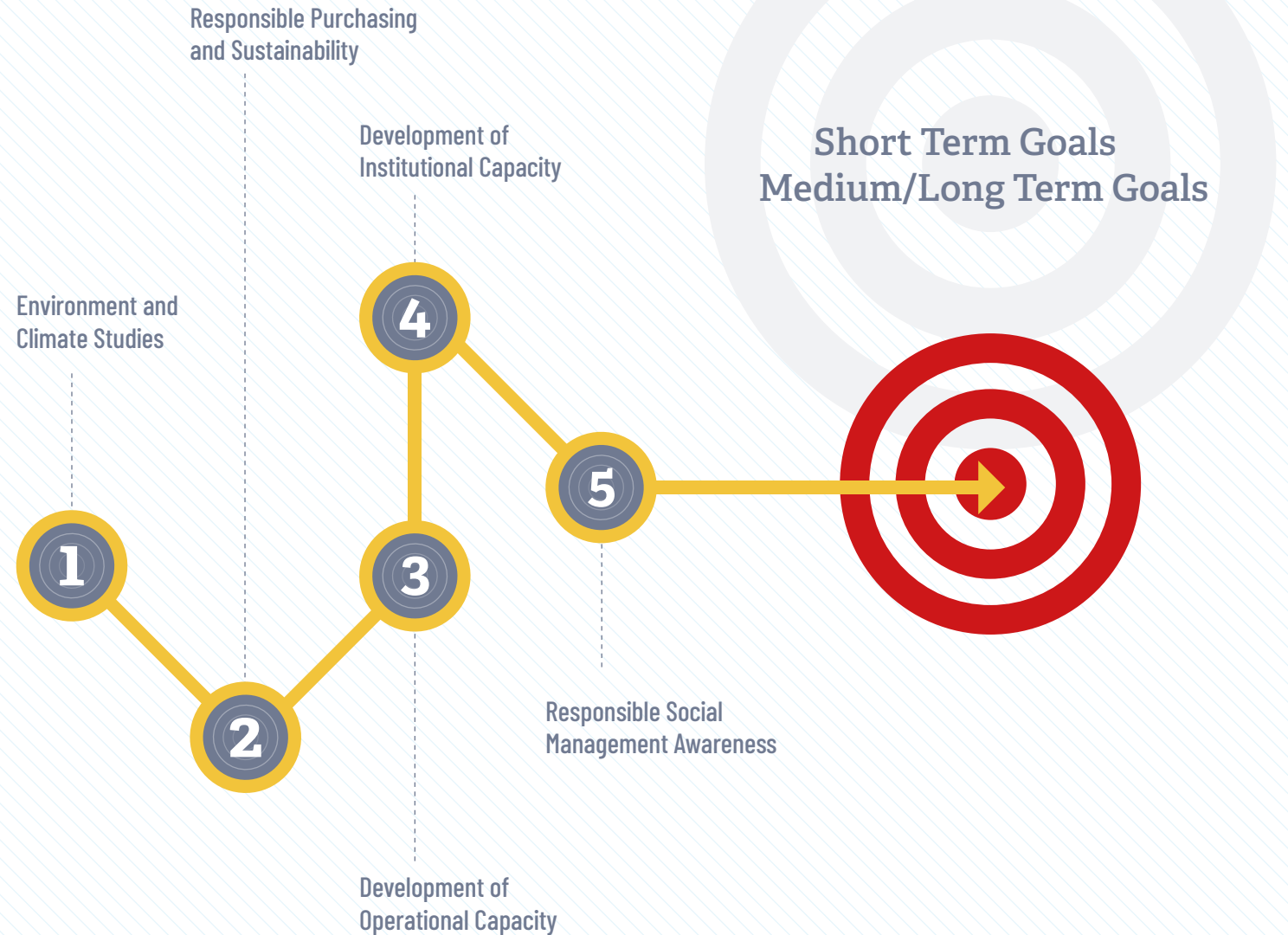
Years	Education	Employee
2017	4	139
2018	8	168
2019	8	167
2020	8	165
2021	9	160
2022	9	174

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Appendix 1

Yavuz Findik Traceability Targets



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<input type="radio"/>	Operational Indicators
<input type="radio"/>	Corporate Added Value
<input type="radio"/>	Yavuz Findik with a Focus on Employees
<input checked="" type="radio"/>	Yavuz Findik Traceability Targets
<input type="radio"/>	↳ Environmental and Climate Studies
<input type="radio"/>	Responsible Purchasing and Sustainability
<input type="radio"/>	Development of Operational Capacity
<input type="radio"/>	Development of Institutional Capacity
<input type="radio"/>	Responsible Social Management Awareness

Environmental and Climate Studies

SHORT Term

- Completion of the carbon footprint measurement model in hazelnuts
- Determining new strategies to reduce energy consumption
- Creating a program for climate change in hazelnut agriculture
- Creating awareness studies to improve environmental awareness
- Taking precautions for emergencies and accidents and making action plans accordingly

MEDIUM LONG Term

- Ensuring 100% compliance with the regulations regarding the changing environment and climate change during production activities
- In order to prevent industrial pollution in all activities, we recycle the waste by giving it to licensed companies. 100% provision
- Implementing strategies for natural energy resource consumption and keeping energy consumption below annual targets



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Responsible Purchasing and Sustainability

SHORT Term

- Social Management System Code of Conduct must be read, signed and implemented by all our suppliers
- Strengthening studies to increase the applicability of YSFTP standards in all supply chain actors
- Percentage across the entire supply chain..... traceability and percentage transparency to ensure

MEDIUM LONG Term

- Ensuring that the entire supply chain is traceable on a voluntary basis
- Elimination of fake and misrepresentations in the supply chain
- Reducing the risks identified in the Corruption Risk Assessment
- Creating systems to encourage ethical behavior
- Maintaining its place in the sector with a focus on responsible purchasing
- Increasing sustainability and responsible purchasing activities by 100 percent



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Development of Operational Capacity

SHORT Term

- Establishment of pasteurization lines
- Increasing air-conditioned storage investments
- Improving digital transformation
- Establishment of a new hazelnut cracking and selection facility (Western Black Sea Region)

MEDIUM LONG Term

- Maintaining leadership in the industry
- Strengthening the periodic maintenance of all equipment used in production processes.



<input type="radio"/> Preface
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Development of Institutional Capacity

SHORT Term

- ▶ Multi-faceted strengthening of in-house training
- ▶ Reducing complaints reaching management within the scope of the complaint mechanism
- ▶ Raising workers' awareness on issues such as overtime and fair wages

MEDIUM LONG Term

- ▶ Increasing workforce capacity
- ▶ Increasing performance within the scope of SYS
- ▶ Identifying methods to increase the social performance of key business partners
- ▶ Establishing a global complaint mechanism
- ▶ Strengthening employee rights
- ▶ Multi-dimensional development of internal communication



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Responsible Social Management Awareness

SHORT Term

- Strengthening corporate strategies for supply chain traceability and observance of human rights
- Expansion of YSTFP scope and work areas

MEDIUM LONG Term

- Strengthening efforts to combat child labor and achieving zero child labor in YSFTP producers
- Improving the working conditions of young workers
- Disseminating the carbon footprint calculation method in the entire hazelnut industry



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