



## Ülker Bisküvi Sanayi Anonim Şirketi

### Environmental Policy

**Ulker Bisküvi** commits to address all environmental risks and impacts associated with its operations (food manufacturing plants, warehouses, distributions centers, and sourcing operations) through avoidance and/or mitigation<sup>1</sup>. To achieve this environmental objective, **Ulker Bisküvi** develops/implements an environmental management system, consistent with ISO 14001 Standards, to continually improve its environmental performance across all class of assets.

- The environmental performance requirements applying to the Environmental Management System includes, among others, all applicable country-level legal and regulatory requirements and international standards such as IFC Performance Standards, World Bank Group (WBG) General and Sector-Specific EHS Guidelines, ISO Standards for its food manufacturing plants and voluntary agricultural standards for its raw materials sourcing (where applicable)
- **Ulker Bisküvi** will identify the environmental risks and impacts associated with its operations through the adoption of a systematic risk assessment and management approach, including the preparation of comprehensive environmental management plans, as per the Environmental Impact Assessment Study (ESIA) and/or EHS audits;
- **Ulker Bisküvi** minimize and eliminate any possible negative risks and impacts of its operations, especially related to air emissions, effluents, and hazardous and solid wastes through the installation of equipment which technical specifications meet Good International Industry Practices (GIIPs). The performance of these equipment shall meet WBG EHS Guidelines and/or applicable country-level Environmental Quality Guidelines, whichever is stricter;
- **Ulker Bisküvi** promotes resource efficiency, especially for water and energy usage, prevents pollution through waste minimization, promotes reuse and recycling at all sources and eliminates possible environmental incidents caused by our operations.
- **Ulker Bisküvi** focuses on protecting ecosystems, habitats, all species especially endangered species and endemic species, preventing land degradation and deforestation, maintaining, continuously improving and developing the capacity of natural ecosystems and aim to manage impacts on biodiversity in a sustainable manner,
- **Ulker Bisküvi** assigns a competent Sustainability Director at corporate level and EHS team at corporate and plant-level to ensure effective and timely implementation of the E&S Management Plans, Standard Operating Procedures (SOPs), and, as needed, Corrective Action Plans;
- The EHS team define annual EHS targets and ensure the implementation of environment management plans, SOPs and Work Permit System of its own staff, contractor's workers and service providers through training, monitoring oversight and provision of appropriate Personal Protective Equipment (PPE) by allocating required resources
- **Ulker Bisküvi** measures, monitor and communicate its environmental impact, including point source air emissions, ambient air quality, noise, treated effluents, including its greenhouse gas emissions (GHG) emissions. The EHS Key Performance Indicators (KPIs) will be publicly released within an annual **Ulker Bisküvi** sustainability (EHS) report and will be disseminated to local stakeholders and published on its website;

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<sup>1</sup> Scope: this policy shall be enforced in all wholly owned and/or controlled **Ulker Bisküvi** operations, including its food processing plants, warehouses, distribution centres and raw material sourcing operations.



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- **Ulker Bisküvi** encourages, through its technical services good agricultural production practices among its raw materials sourcing, through promotion of Integrated Pest Management (IPM), and safe use of agro-chemical products, as last resort, through field farmer training.
- **Ulker Bisküvi**, under the oversight of its Sustainability Committee, Sustainability Director, country-level EHS team and plant-level EHS team, will conduct annual environmental audit to monitor, measure and recommend any corrective actions to improve environmental performance;
- **Ulker Bisküvi** encourages its staff members and customer towards continuous improvement of its environmental performance;
- **Ulker Bisküvi** pro-actively resolve community grievance relating to any matter that is alleged to constitute a breach of existing environmental rules in timely and duly responsible manner and also develops an employee feedback mechanism to collect ideas on environmental issues.
- **Ulker Bisküvi** will evaluate the environmental impacts of new investments, mergers, and acquisitions to ensure the establishment of environmentally conscious business facilities with implementation this Policy. **Ulker Bisküvi** implements measures to raise environmental awareness activities for the society and our entire value chain to leave a clean and healthy environment to the future generations.
- **Ulker Bisküvi** will conduct trainings, audits, environmental performance monitoring, and awareness rising activities for the implementation of this Policy for our employees, distributors, subsidiaries, authorized services, suppliers (raw materials, logistics, etc.), contractors, subcontractors, joint venture partners, visitors and other operational stakeholders; will encourage our business partners to reduce their environmental impact and improve their environmental performance.

The policy will be made available and displayed at all operating sites and sales centres, translated in local language. Awareness sessions will be conducted to train all **Ulker Bisküvi** employees, contractors and service providers. Every employee in **Ulker Bisküvi** has the responsibilities for the effective implementation of this environmental policy. Violations of this Policy may result in administrative sanctions, including termination of employment.

Our aim is to create synergy, share good practices, develop and expand cooperation, integrate good practice principles and standard into business processes.

The Environmental Policy is reviewed and updated under the coordination of country level EHS team when necessary. The Board of Directors of **Ulker Bisküvi** plays a leadership role in the implementation of this policy through the establishment of annual environmental objectives, allocation of budgetary provisions for the implementation of the environmental management and monitoring plans, and annual review the effectiveness of the Environmental Management System and its performance.

On behalf of the **Ulker Bisküvi** Board of Directors, **Ulker Bisküvi** Chief Executive officer (CEO) hereby adopts this policy.

Mete BUYURGAN, **Ulker Bisküvi** Chief Operating Officer (CEO)