

ESG REPORT 2024

27 NOVEMBER

POLY GÜRTEKS A.Ş.

Writer:QUALİTY ASSURANCE ÜNİT



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This report has been prepared to provide information on POLY GÜRTEKS A.Ş.'s targets for sustainable operations for the year 2024. All information in this report has been prepared by POLY GÜRTEKS A.Ş. The information and data contained in the report have not been independently verified and have been prepared for information purposes only and do not constitute investment advice.

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Poly Gürteks A.Ş.

ABOUT US

POLY GÜRTEKS

In 1970, Gürteks Group of Companies, which started with a small business by our Founder and Honorary President Mehmet Hayri ÖZKAYA and has come to this day with its works, continues its way with the belief and effort of the first day...

Gürteks, which has been operating only in the textile field for a long time, has started to operate in different business lines in recent years, which were planned long ago. In this context, Poly Gürteks Tekstil San. Ve Tic. A.Ş. was established. Thus, Gürteks Group has reached a position that includes companies on a national and global scale and employs over 1,500 people.

Gürteks Group companies, which always prioritise the peace and happiness of their customers, employees and society, will be decisive in the sectors in which they operate, both with their production quality and their vision and philosophy.



CIPS

POLIMERY

POLY GÜRTEKS A.Ş. is among the companies engaged in the production of polyester and pet chips in the global framework and national structure.

POLY GÜRTEKS A.Ş. is a joint stock company with an autonomous structure established within Gürteks.

POLY GÜRTEKS A.Ş. started factory construction in 2020 in order to produce value added chips, ppt chips, polymers, pet resin, dimethyl Terephthalate and polyester yarn. After the start, Poly Gürteks A.Ş. shows the importance it attaches to renewable energy sources by installing a solar power plant with a power of 2301.71 kWp/1750 kWe.

POLY GÜRTEKS A.Ş., which uses Oerlikon Barmag, Intec, Tonghui, Salmoiraghi, technologies in its activities, produces POY and CP building as a high capacity production facility.

POLY GÜRTEKS A.Ş. is a company established in Gaziantep 5th Organised Industrial Zone with a daily production capacity of 300 tons per day.

Within the scope of this project, POLY GÜRTEKS A.Ş. will carry out its activities in textile fields such as polymer and yarn.

POLY GÜRTEKS A.Ş. is a company that makes its effects felt on its vision and mission in sustainability.



VISION

As Poly Gürteks, to keep Turkey among the world lists as a polyester producer with a sustainable growth perspective. To aim to be one of the leading polyester manufacturers on a global scale.

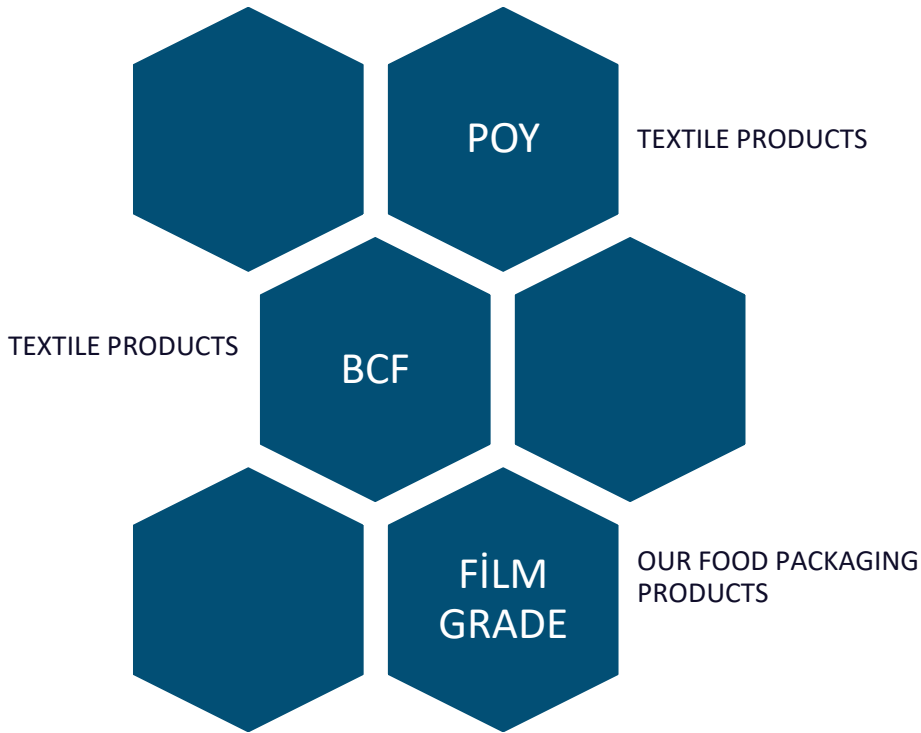


MISSION

- To create value, especially for our employees, suppliers, customers and society. To present this value in a fair way for our society.
- To utilise resources effectively through continuous improvement.
- To offer / deliver quality products to domestic and foreign customers.
- To reach the destination in one go.



COMPANY PRODUCTS AND CAPACITIES



- Textile

POY and FDY yarn production, BCF polyester yarn production, spanbond production.

- Film

All kinds of film applications, especially food packaging.

Textile type chips with IV values between 0.64 and 0.65 (dl/g) and super-bright properties are produced. Super glossy chips production is amorphous and cylindrical cut.

SUSTAINABLE DEVELOPMENT GOALS AND POLYMER INDUSTRY

Gürteks A.Ş. is committed to developing and activating the United Nations Sustainable Development Goals (SDGs) within its system.

It is determined to ensure welfare by finding responsible practices and innovative solutions and using them in its systems, and it is planned to realise the ideas. We actively contribute to SDG 3 (Good Health and Wellbeing), prioritising the safety and wellbeing of our employees and consumers.







Our focus on SDG 6 (Clean Water and Sanitation) ensures efficient water use and wastewater management system in our operations. We invest in Sustainable Development Goal 7 (Affordable and Clean Energy) through renewable energy. We strive to prioritise the use of renewable energy sources, working towards energy initiatives that minimise our environmental impact.

We support Sustainable Development Goal 8 (Decent Work) by promoting decent working environments and inclusive economic growth. And Economic Growth), while our commitment to Sustainable Development Goal 9 (Industry, Innovation and Infrastructure) is to work with the chamber of industry by working on innovation and sustainable industrial practices.

Our environmental efforts also include climate action under SDG 13 (Climate Action); we aim to implement waste reduction strategies through sustainable materials and sustainable materials, supporting Sustainable Development Goal 14 (Protect marine ecosystems by supporting Sustainable Development Goal 14 (Life Below Water) through sustainable materials, and we are working to establish a unit for this.



SUSTAINABLE DEVELOPMENT GOALS AND POLYGURTEKS CONTRIBUTIONS

PRIORITISED ISSUES	RELEVANT SUSTAINABLE DEVELOPMENT GOAL (SKA)	SAMPLE APPLICATIONS
Energy and Emission Management	7 ERİŞİLEBİLİR VE TEMİZ ENERJİ 	Renewable Energy (GES) Application Energy Efficiency Project
Natural Resource Utilisation	12 SORUMLU ÜRETİM VE TÜKETİM 6 TEMİZ SU VE SANİTASYON  	Improvement Targets for Water Management Waste Management Sustainability Reports
Circular Economy	12 SORUMLU ÜRETİM VE TÜKETİM 	Environmental Policy and Practices
Sustainable Purchasing	12 SORUMLU ÜRETİM VE TÜKETİM 	Environmental Policy and Practices
Biodiversity	15 KARASAL YAŞAM 	Afforestation Works
TRANSITION TO LOW CARBON ECONOMY		

In order to transition to a low carbon economy, we emphasise the above-mentioned activities within our company. Evaluating our SDG development projects in sections is more efficient both for our company and for making our project accounts.

In the following, we will focus on explaining the work we have shown above and the work we have done for sustainable development purposes one by one.

SUSTAINABLE DEVELOPMENT GOALS AND POLYGURTEKS CONTRIBUTIONS

The goal of affordable and clean energy includes ensuring access to affordable, reliable, sustainable and modern energy for all. The global economy based on fossil fuels and the increase in greenhouse gas emissions are creating huge changes in our climate system. As POLY GÜRTEKS A.Ş., we carry out annual studies for clean energy. As a company, we know and adopt that the energy of our country has a very important place in our development project.

PURPOSE

As POLY GÜRTEKS, our roof SPP project, which has been in the installation phase since 2023, has been completed. We have taken a step towards the beginning of progress in line with our goals of supporting the development project and using clean energy. In addition to our support for SDG projects, we aim to provide a more beneficial living space to the world by calculating the emission account of our company by supporting the greenhouse gas emission calculation of ISO 14064-1.



"Clean Water and Sanitation' is the global goal of securing accessible water and wastewater services and sustainable water management for all. Water scarcity affects more than 40 per cent of people worldwide, and is projected to rise further due to global warming as a result of climate change. While 2.1 billion people have had access to better water and sanitation since 1990, the decline in safe drinking water supplies is considered a major problem affecting all continents. The company is continuously dependent on water use. Operations continuously monitor water withdrawn and discharged to ensure both employee health and process safety. In addition, regular audits and tests are carried out to

ensure that employees have Access to clean water is important for our employees and our company.

PURPOSE

As POLY GÜRTEKS A.Ş., we aim to calculate ISO 14046 to calculate clean water. In addition to this, as a company, we make coi calculation and calculate the oxygen in the water and pay attention to mixing it with groundwater, which is seen as common waste water, depending on the results of laboratory analyses. For these purposes, we show our support for sustainable development goals as aims and management.

SUSTAINABLE DEVELOPMENT GOALS AND POLYGURTEKS CONTRIBUTIONS

Ensure sustainable production and consumption patterns. To achieve economic growth and sustainable development, we need to immediately reduce our ecological footprint by changing the way we produce and consume goods and resources. The efficient management of our shared natural resources and the way we dispose of toxic waste and pollutants are also important targets in achieving this goal. Encouraging industries, businesses and consumers to recycle and reduce waste is equally important as encouraging developing countries to adopt more sustainable consumption patterns by 2030. There are 11 targets in total for this, and we intend to work towards these targets as a company already.



PURPOSE

As POLY GÜRTEKS, we aim to work with a focus on the use of natural resources, circular economy and sustainable purchasing under SDG 12, responsible production and consumption. Within the scope of these, we aim to carry out joint studies with an environmental consultant for sustainability reports, waste water management, environmental policy practices and to ensure that the products we purchase with sustainable purchasing and the products we use in our company consist of recyclable products in general. As POLY GÜRTEKS team, we attach importance to the responsible consumption project and aim to carry out consultancy and individual studies on it.





The 'Life on Land' goal includes the objectives of protecting, restoring and promoting the sustainable use of terrestrial ecosystems; ensuring sustainable forest management; combating desertification; halting and reversing land degradation; and preventing biodiversity loss.

PURPOSE

As POLY GÜRTEKS, we envisage to work on biodiversity and we aim to think benevolently to nature by increasing biodiversity and afforestation as a foundation as Gürteks outside our company.

SUSTAINABLE DEVELOPMENT GOALS AND POLYGURTEKS CONTRIBUTIONS

PRIORITISED ISSUES	RELEVANT SUSTAINABLE DEVELOPMENT OBJECTIVE(SKA)	SAMPLE APPLICATIONS
Being a Preferred Workplace	 	Occupational Health and Safety Studies Human Resources Policy
Innovation and Corporate Entrepreneurship		Innovation and Entrepreneurship Programme
Equality and Diversity		Every human being is one and unique for us
Increase in Economic Added Value		Sustainable Procurement Policies
SOCIAL CULTURAL CHANGE		

As POLY GÜRTEKS, we address issues on social and cultural change under the name of sustainability within our company and we work for this situation. We explain these in the following ways. As listed above, we indicate our priority issues and our work for them.

SUSTAINABLE DEVELOPMENT GOALS AND POLYGURTEKS CONTRIBUTIONS

" Quality education' is the global goal to ensure inclusive and equitable quality education for all and to promote lifelong learning opportunities. Due to severe poverty, armed conflicts and other urgent crises in some developing regions, it has been very difficult to make progress in education. There are 10 goals in the quality education plan, for which we are doing our best as a company.

PURPOSE

As POLY GÜRTEKS, we attach importance to quality education. For this, as Gürteks Foundation, we provide material and moral support to our employees and employees' relatives as well as our students who go to school. In addition, we care about the education level of our employees. Our reason is that we aim to be a preferred workplace with development goals. In line with our goals, we aim to be a chosen institution in line with the goals of our company by making careful studies on occupational health and safety and giving importance to human resources policy.



The title 'Gender Equality' refers to the goal of achieving gender equality and empowering all women and girls. It has been repeatedly proven that empowering women and girls creates a multiplier effect and accelerates economic growth and development in all areas. As Poly Gürteks, we are working on this issue.

PURPOSE

As POLY GÜRTEKS, we care about women and the discrimination of our female employees. We do not have a discriminatory structure for them. We defend their rights in line with their goals and lead them to raise awareness for their rights. It is important to ensure the awareness of our employees in line with our goals.

SUSTAINABLE DEVELOPMENT GOALS AND POLYGURTEKS CONTRIBUTIONS

POLY Gürteks attaches importance to growth and foresees its economic activities for this. It attaches importance to the economic growth of people and employees in the same way. And it aims to be the biggest company in its region. It envisages economic growth for its employees and aims to act in a manner befitting this. We are a company that acts on inclusive and sustainable attitudes.

PURPOSE

POLY GÜRTEKS does not discriminate among its employees and provides equal rights to all of them. It is included among the companies that aim to raise awareness about the values of their employees who comply with their ethical values. For these, it has taken the issue of innovation and corporate labour among the priority issues and is working on this issue.






Making cities and human settlements inclusive, safe, resilient and sustainable. Extreme poverty is often concentrated in urban areas, where national and local governments are struggling to accommodate growing populations. Making cities safe and sustainable means providing safe and accessible housing and transforming slums. It also means investing in public transport, creating public green spaces, and improving urban planning and management to be both participatory and inclusive. Our company works to fulfil its meanings and ensure its inclusiveness.

PURPOSE

As our company, providing economic added value is among our priorities. Poly Gürteks aims to work for a sustainable society.

SUSTAINABLE DEVELOPMENT GOALS AND POLYGURTEKS CONTRIBUTIONS

PRIORITISED ISSUES	RELEVANT SUSTAINABLE DEVELOPMENT OBJECTIVE(SKA)	SAMPLE APPLICATIONS
Smart Mobilise Applications		Smart Mobilise Application
Digitalisation		Digitalisation Applications
A Way of Doing Business Beyond Legal Regulations		Corporate Governance Practices
TRANSITION TO LOW CONTACT ECONOMY		

POLY GÜRTEKS uses plastic and petroleum-based products by nature. Through innovation and R&D studies, the company aims to work to produce 100% recyclable and biodegradable products. POLY GÜRTEKS was commissioned in 2024 and aims to produce PET production and poy production equipped with quality understanding. It is planned to be commissioned in January 2025 as POLY GÜRTEKS A.Ş. as Poy division. PET Flake production of 300 tonnes per month was started with the latest technology machines. POLY Gürteks continues its activities with the latest technology machines and products. The latest technology was started to be used as much as possible in all of them, including the units in the installation phase.



SUSTAINABLE DEVELOPMENT GOALS AND POLYGURTEKS CONTRIBUTIONS

PURPOSE

The company aims to increase the trade of biodegradable products and plans to manufacture and sell polyester yarn products as production. It aims to increase the sales of our commercial products through customer demands and aims to expand more abroad. While aiming to work to obtain 100% food-safe and 100% sustainable products, it aims to produce products with zero waste and quality values by recycling. As our company policy, it aims to transform all the products inside with the storage system or to be recycled for reuse in different forms.



The Peace, Justice and Strong Institutions goal means building peaceful and inclusive societies for sustainable development, ensuring access to justice for all and building effective, accountable and inclusive institutions at all levels. High levels of armed conflict and insecurity have a devastating impact on a country's development, affecting economic growth and creating injustices that can often last for generations. Where there is conflict or where there is no rule of law, sexual violence, crime, abuse and torture are common, and countries must take measures to protect those most at risk. POLY GÜRTEKS works on ethical values for the situations explained in the definition.

PURPOSE

POLY GÜRTEKS aims to make progress on ethical values and social responsibilities. Due to this situation, it aims to raise personnel who comply with the values as a way of working and to create awareness. It aims to draw a company policy that aims to anticipate the same situations to be experienced again with our new employees who will come and aims not to leave the awareness from its hands. It follows the corporate governance policy by aiming to do things beyond legal regulations for peace, justice and strong institutions. POLY GÜRTEKS, working in line with its objectives, aims to be a regional example in justice and ethics.

ENVIRONMENTAL SUSTAINABILITY AND ENVIRONMENTAL MANAGEMENT

POLY GÜRTEKS needs an effective environmental management system to ensure sustainability in its operations.

The most important part of effective environmental management is the company's environmental policy. POLY GÜRTEKS AŞ's environmental policy includes commitments and declarations regarding the following issues: water, energy management, customer health and safety, air pollution, waste and chemicals.

The company's overall goal is to be a commercial and environmentally compatible industrial entity in line with its environmental policy.

Poly Gürteks will conduct environmental reviews in its production processes and products. And with this situation, it will ensure continuous environmental improvement. These will be done for these;

- To ensure continuous improvement.
- The necessary activities for the environmental compliance of our facilities must be organised.
- Environmental management will be managed by the environmental officer.
- The company will ensure compliance with environmental legislation and administrative regulations by following all relevant laws and regulations.

PURPOSE

Our environmental goal in the short term is to monitor energy, water, chemical consumption and waste as POLY GÜRTEKS.

To meet our targets about quantities.

Our long-term environmental target is to reduce energy consumption by approximately 1%.

And to reduce water, chemical consumption and waste by 3% annually:

All of the above-mentioned operational activities and values have been researched for certification and implementation within the scope of the ISO 14001 system and are among our objectives. The activities have been prepared in accordance with ISO in general terms.

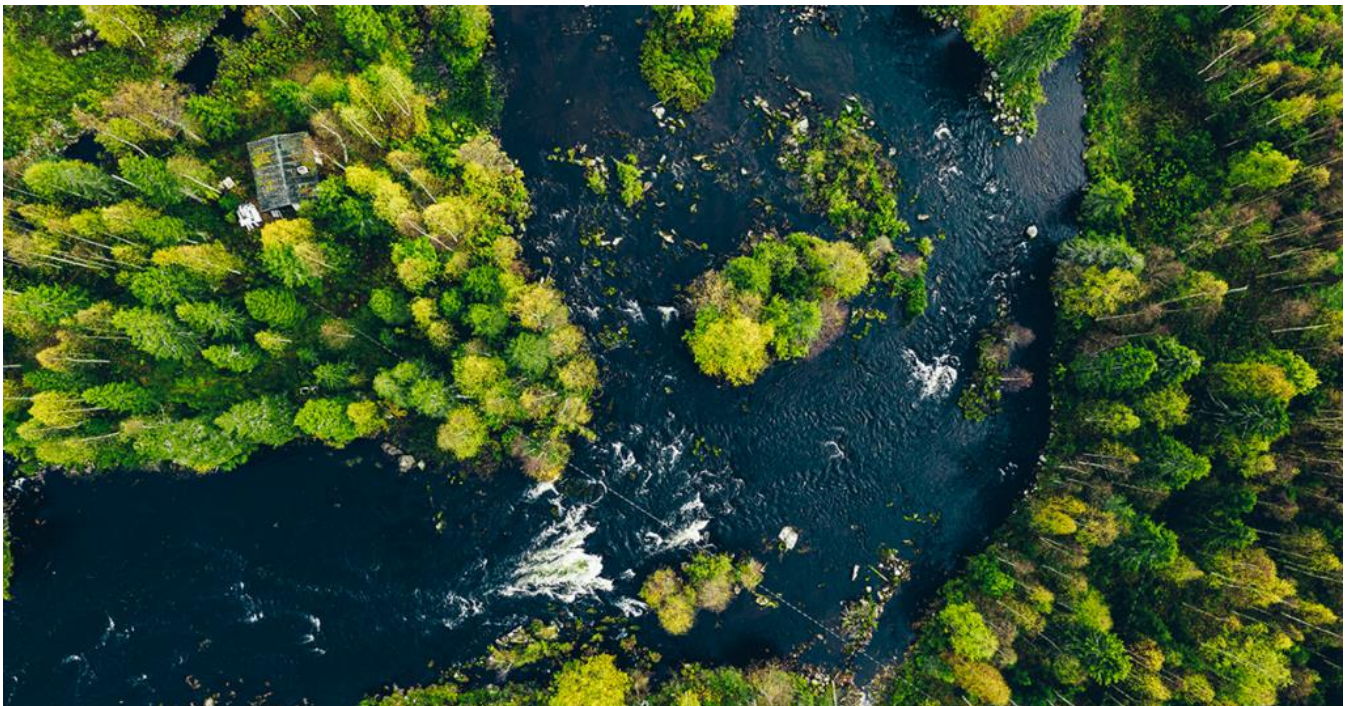
BIODIVERSITY POLICY AND BIODIVERSITY MANAGEMENT

As POLY GÜRTEKS, we are committed to integrating the protection of biodiversity and sustainability principles into all our investments and activities. In line with this commitment, we try to adhere to the following principles and are shaped around these principles.

When selecting our facilities and areas of operation, we take care not to establish operations in areas rich in biodiversity, natural reserves or areas of historical and cultural importance.

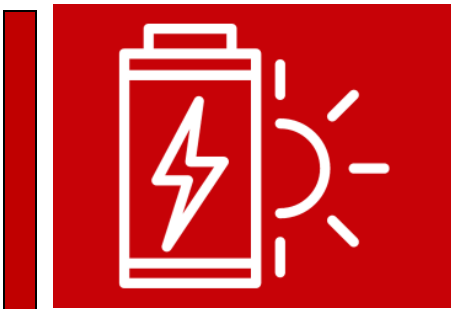
- We support the protection of ecosystems to ensure the sustainability of natural resources.
- We envisage increasing biodiversity by utilising environmentally hazardous waste as alternative fuels and raw materials.
- We integrate biodiversity considerations into our business strategies.
- Before starting any operation, we conduct a preliminary biodiversity assessment to investigate the potential impacts of our activities on biodiversity.
- We contribute to the protection of biodiversity in the regions where we operate.
- We comply with all relevant national legislation and endeavour to contribute to national strategies and action plans.

Especially during the Environmental Impact Assessment (EIA) process, we conduct detailed studies on biodiversity. In this regard, we are working with a consulting firm to prepare EIA reports, reduce environmental impacts, calculate emissions, ensure chemicals are used with zero waste, strive to prevent our products from being wasted, and proceed with the foresight of our company's operations without harming natural environmental biodiversity.



CLIMATE AND ENERGY MANAGEMENT

As POLY GÜRTEKS, we aim to implement sustainable energy management strategies to combat climate change and work towards increasing energy efficiency. Among our goals is to reduce our energy consumption and shift towards renewable energy by implementing a rooftop solar power project to harness the source of solar energy. We are progressing with an awareness of our environmental responsibilities to minimize our carbon footprint. This situation causes us to act based on the foundation of our environmental principle. We are determined to minimize the negative impacts on the climate by ensuring energy efficiency in our facilities. We plan our operations accordingly and shape ourselves accordingly.



As Poly Gürteks, we attach importance to renewable energy and due to our sensitivity to this issue, we started the roof SPP project for a period of 1 month after our company started its activities and we already meet a certain amount of our energy from the sun, which is a renewable energy source. We are committed to carry out more studies on this issue in the future and to reduce the impact of the damage we cause to nature with the emission value of our company.

OUR COMMITMENTS AND CLIMATE CHANGE OUR RELATED THOUGHTS



As Poly Gürteks A.Ş., we focus on reducing us energy consumption, carbon and water consumption

with emissions. We prioritize projects that will reduce carbon footprints in line with sustainability and reduce their negative impacts within us company.

We are working to prevent climate change and adapt to national and international targets. We are committed to protecting water, and our efforts to prevent pollution of water resources are shaped to lead neighbouring companies.

As Poly Gürteks team, we are committed to renewable energy to combat climate change. Energy efficiency Increasing The continuation of our investments for pet chips is also shaped by the pet chips we have created within our company. Also, we produce chips yarn by using it in the construction of a closed system.

and try to minimize our impact on the environment

as much as possible.

Some of your efforts for environmental impact at Poly Gürteks are as follows;

- Our greenhouse gas emission calculations.
- Create feasibility reports to ensure energy reduction.
- We provide awareness trainings to employees.
- Investing in renewable energy.

WATER AND WASTEWATER MANAGEMENT

The protection of water resources and the use of sustainability within POLY GÜRTEKS A.Ş. are at the core of our environmental responsibilities. We always strive for the improvement of water in our operational processes. We pay attention to the use of modern technologies to minimize water consumption and improve wastewater management. We aim to minimize our environmental impact through the recovery, reuse and treatment of wastewater, for which we conduct regular studies. In general, all of our efforts are for sustainable living.

We strive to implement all of the circulars to reduce our water footprint and minimize our impact on ecosystems.

We evaluate the water we use using the most effective water methods. We also regularly review our water. We implement a management policy to ensure compliance with local and international regulations. Our units do not stop working for these.

These approaches are part of a sustainable water management policy aimed at efficient water use and sustainability.

As POLY GÜRTEKS team, we are working to minimize the negative effects of waste water on the environment.



WATER RISKS

POLY GÜRTEKS A.Ş. monitors climate-related water risks at the operational level. It takes care to evaluate water risks regionally and act accordingly.

It also aims to control environmental dimension assessments within the scope of ISO 14001. In line with this purpose, it cares about water risks and tries to take care of its work for this purpose.

In operational terms, water recycling is very important for our company. In order to ensure efficient water, use in operations, Poly Gürteks takes care to follow efficiency projects, equipment maintenance and calibrations.



WASTE AND HAZARDOUS WASTE MANAGEMENT

At POLY GÜRTEKS, we adopt a waste management approach in accordance with sustainability principles. As a company, we strive to implement effective waste methods to prevent harm to the environment. We do our best to maximize recycling opportunities. It is among our main considerations to determine the utilization of reuse opportunities as our policy. For continuous improvement efforts, we strive to include the products we use in recycling by creating waste sites within our factory. Since we are aware of the benefits of minimizing waste for the environment, we give an important share to raising the awareness of our employees on this issue. We are aware that the circular factors of the waste generated in our production processes will contribute to our economy.

As Poly Gürteks, we comply with all relevant national and international legislation on hazardous waste management. As Poly Gürteks, we ensure that the non-recyclable parts of waste are disposed of. We use best practices for safe storage and transportation. We minimize our environmental impact of hazardous waste. We also review it regularly. We follow our waste management policies and continuously improve our processes with new technologies.

These approaches support our environmental responsibility and increase our operational efficiency.

As part of our commitment to environmental sustainability, production processes and these approaches support our environmental responsibility while increasing operational efficiency.

Poly Gürteks has a zero-waste management system. For the requirements of zero waste management, the system includes:

- We separate waste at source
- Separate collection of waste
- Continuous monitoring of hazardous and non-hazardous waste
- Partnering with licensed companies for waste management



HAZARDOUS WASTE MANAGEMENT

In POLY GÜRTEKS, hazardous waste management is carried out in accordance with Hazardous Material Safety due to regulations and legal requirements. Handling, transportation and disposal of hazardous materials are carried out meticulously.

All chemicals are recorded in the inventory book of both our company and our consultant company.

Information on these chemicals is communicated to employees through MSDS (Material Safety Data Sheets) and Occupational Data Sheets. We work with health and safety units and hazardous substance safety consultants to ensure transmission as well as controls. Scenario planning for chemicals is carried out in emergency preparedness and response activities. Emergency response teams for hazardous wastes are assigned in advance by Poly Gürteks authorities.



SOCIAL SUSTAINABILITY AND OCCUPATIONAL HEALTH AND SAFETY

POLY GÜRTEKS prioritizes occupational health and safety (OHS) in its operations and production processes to work in cooperation with employees and stakeholders to create a collective vision for Poly Gürteks. Poly Gürteks strictly maintains OHS standards by adhering to the zero-compromise policy in the facility within Poly Gürteks and in all factories within Gürteks.

OHS procedures comprehensively detail the safety practices throughout the organization and communicate them to all employees and the companies that the company works with.

Poly Gürteks attaches equal importance to the physical and mental health of its employees and continues to work by determining the issues in this regard. The company recognizes that it is vital to protect the mental health of its employees. Poly Gürteks plans to make commitments to workforce productivity and strives to implement various initiatives to continuously improve the communication power of the workplace and the well-being of employees.



Poly Gürteks follows ISO 45001 Occupational Health and Safety Management in its production facilities. As the system mandates strict safety measures, training sessions and creating employee awareness for training are among our priorities. Promoting a collective OHS vision is a critical aspect of this vision due to safety awareness guidelines with items such as the provision of personal protective equipment (PPE), ear protection, safety shoes, gas masks, helmets, etc. At Poly Gürteks, safety glasses are regularly supplied and tracked through PPE tracking forms.

Regular maintenance and safety checks of equipment is a vital component of Poly Gürteks' OHS strategy. A dedicated team of engineers ensures that machines undergo routine maintenance and testing, with results recorded in maintenance logs. This approach prioritizes the safe and reliable equipment, health and safety of workers in operations.

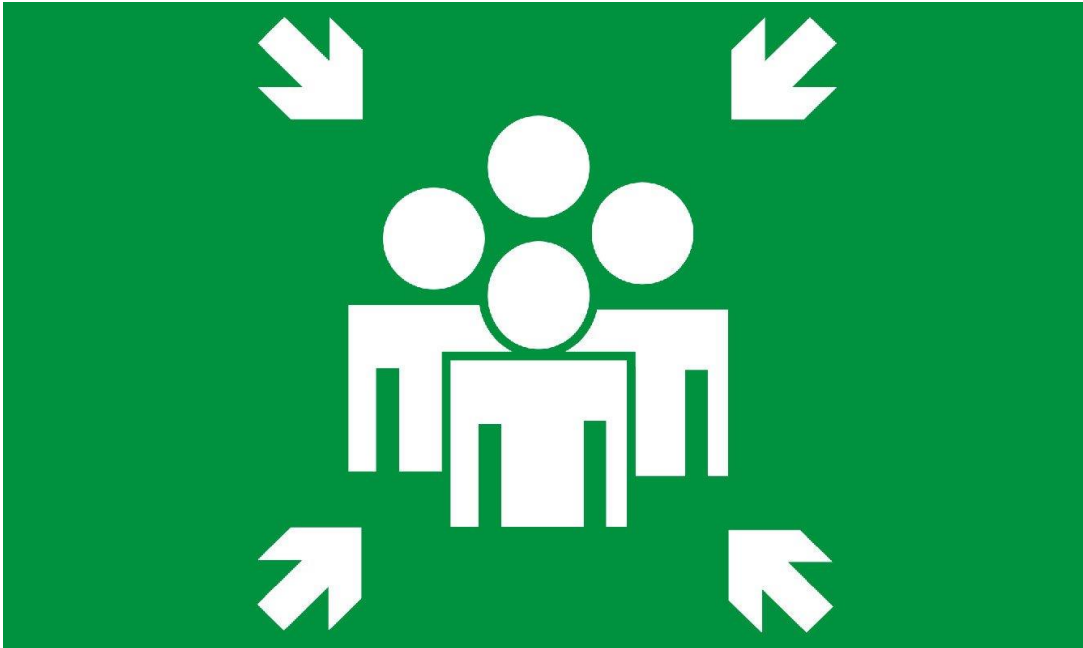
OHS Trainings

Poly Gürteks attaches great importance to occupational health and safety. We attach great importance to the awareness of our employees within the company. For this, all employees are provided with mandatory OH Straining and relevant personnel are given time to prepare a schedule for regular training. Poly Gürteks' commitment to this issue extends beyond the period and trainings are prepared and presentations are made by the expert team.

Poly Gürteks is aware of the vital importance of its employees, so it regularly conducts drills related to fires and tries to keep the reporting of these drills carefully.

Our OHS team's attentive behaviour to this issue and its emphasis on this issue in the field is one of the biggest foundations of management.

In addition to the trainings, Poly Gürteks' attention to drills supports the neighbouring companies and regional awareness. For this reason, there are gatherings in the field area of our company, as well as a signage mechanism managed by our OHS unit.



HUMAN RIGHTS APPROACH

Poly Gürteks sees social sustainability as the cornerstone of its business operations. For our company, human rights and the fundamental freedoms of our employees are non-negotiable, and Poly Gürteks offers both quantitative and qualitative commitments to its employees and stakeholders through its Human Rights Policy.

The company's policy is organized under several main pillars:

- **FULL RESPECT FOR HUMAN RIGHTS**

Poly Gürteks fully respects the rights of all its employees. It does not discriminate between any of its employees and adopts equal and fair treatment for everyone. It completely prohibits verbal harassment against employees. The happiness of employees is its top priority.

- **OCCUPATIONAL HEALTH AND SAFETY**

Poly Gürteks team fully prioritizes occupational health and safety for its employees. It does not make a difference in any situation. Its priority is the priority of its employees by complying with all legal requirements. Poly Gürteks is always committed to doing its best for the occupational health and safety of its employees. It completely reviews its occupational health and safety procedures and tries to act in a continuous improvement process.

- **WORKING CONDITIONS**

Ensuring fair and appropriate working conditions is a fundamental commitment. Employee rights are protected, working hours comply with legal standards and wages are above the legal minimum wage.

- **SOCIAL RESPONSIBILITIES**

Poly Gürteks aims to have a positive impact on society and takes care of its employees without ever losing respect for human rights. This is due to its social responsibility. The company examines violations of human rights seriously and tries to do its best to prevent them from happening to anyone. It handles reports of human rights violations at the highest level.

- **EDUCATION AND AWARENESS**

Poly Gürteks provides trainings to raise the awareness of employees on human rights and encourages its employees in this regard. It endeavours to create the necessary conditions for the understanding and implementation of this policy to the best of its ability. This policy demonstrates Poly Gürteks' unwavering commitment to human rights for everyone within its organization.

EMPLOYEE LOYALTY TO OUR COMPANY

Poly Gürteks aims to offer the highest level of social sustainability initiatives to provide its employees with the most favourable working conditions. In line with this goal, employees strive to prove their loyalty to our company. In line with this goal, the company ensures the welfare of employees by providing wages above the fair living wage. Senior management is committed to maintaining a workplace free of discrimination while working to provide as much as possible for its employees.

It tries to prioritize employee well-being by offering benefits such as prevention of harassment, violence or forced labour, and shopping.

It aims to offer vouchers and holiday bonuses to increase satisfaction. The company highly values its employees and sets long-term goals to strengthen its workforce.

Poly Gürteks considers each employee as an important talent and attaches importance to career development and promotion opportunities. It evaluates the achievements of employees by conducting annual performance evaluations and initiates promotions based on management feedback.

The company also offers monitoring and coaching programs that allow employees to consult on a regular basis.

It works with experts in career development and future opportunities to deliver these programs. This system is considered to be company-wide and is considered to be highly beneficial.



Poly Gürteks also attaches great importance to the inputs of its employees. It provides careful actions by controlling these situations for employee satisfaction.

The structure Poly Gürteks applies in its recruitment processes is justice, equality and inclusiveness. It treats all its candidates equally without discriminating between religion, language or gender. It acts completely against events such as acquaintances and references in the list of candidates who are considered different or important.

During the recruitment process, it demonstrates transparent behaviour on wage and fringe benefits issues, and exhibits attitudes towards preventing potential problems later on. In addition, it reflects its wage commitment in recruitment processes with an equal and fair stakeholder.

Poly Gürteks is also committed to include disabled employees in its workforce in compliance with legal regulations. The government requires companies to employ disabled people for 3% of their workforce. Poly Gürteks, on the other hand, pays attention to this legal obligation and tries to include the necessary disabled people in its organization. Poly Gürteks takes care to provide a working environment for people with disabilities according to their situation and supports their work as much as possible. It encourages them to be more inclusive in their roles, thus easily contributing to the lives of disabled people.



WOMEN EMPOWERMENT IN OUR COMPANY

In line with Sustainable Development Goals (SDGs) 5 and 10, we take care to be among the companies that actively pay attention to gender equality.

Considering the equality of our women in society, we are committed to ensuring that they work comfortably in our company. We take care to make our women employees comfortable by creating a favourable environment for them.

Our priority in the issues we emphasize through social compliance training is to focus on women's equality.

By emphasizing the importance of this issue, we request our employees to pay attention to gender equality sensitivity.

Poly Gürteks also supports women's leadership and tries to increase the number of women in management. We take care to ensure that women have a say in management by providing continuous training on this subject. By creating awareness, we try to envision being privileged in this field.

Every year we aim to make a difference by increasing the number of female employees in the region.



We believe that our women are equal to men and we envision that they have a say in our business by securing the decisions of our women in line with development goals. Poly Gürteks aims for women to lead the life.

TRAINING



Poly Gürteks adopts an integrated vision of social sustainability as well as the critical component of its employees. Our company provides opportunities for the development of its employees. These opportunities are provided both as an orientation period during the recruitment process and through periodic training sessions.

A significant part of Poly Gürteks' Human Resources procedures focuses on the training that the company prepares for. The periods of this training are generally prepared through annual training plans. Poly Gürteks employees regularly attend training meetings with the help of expert teams and our expert teams manage these programs and inform our employees.

Beyond this, Poly Gürteks offers mandatory orientation and OHS trainings in line with the requirements of labour law. Our company supports the development of our employees by offering them the opportunity to request additional training according to their own development needs. They can contact the necessary departments for their needs and fill out training request forms to their managers. The request forms are forwarded to the senior management and the processes are followed within the approval of the senior management. Our company attaches great importance to this issue and closely examines the development processes of its employees by supporting the provision of all trainings in a way to increase their skills and focus on their focal points.

WORKING CONDITIONS

Poly Gürteks officially announces the leave, rights and labour-based benefits and working conditions of its employees through the Social Compliance Procedure. Working conditions comply with legal standards and summarize employee expectations. It presents them in a specific procedure and defends their rights and ensures that its employees are maintained in better conditions.

Employee Rights and Working Conditions

- Poly Gürteks fully respects and protects the legal rights of its employees. Working hours, wages, rest periods and overtime are regulated in accordance with national and international labour legislation.
- No employee may be discriminated against on the grounds of gender, age, race, ethnic origin, religion, disability, sexual orientation or any other characteristic, and we do not discriminate against our employees and we strive to anticipate their well-being.
- The health and safety of employees is a top priority. The company implements everything necessary in accordance with working conditions. It takes measures to provide a safe and secure working environment for its personnel and employs an OHS specialist for this purpose.

Maternity and Parental Leave

- Female employees are entitled to at least 16 weeks of paid maternity leave covering the prenatal and postnatal periods. Additional unpaid maternity leave is also available in accordance with legal regulations.
- Male employees are granted 5 days paid paternity leave to be used within the first 5 days following the birth of their child.
- Female employees are given breastfeeding breaks when they return from maternity leave. Flexible working arrangements can be made for legally mandated periods and during this time.
- In the case of adoption, there is a right to parental leave from the adoptive parent (mother or father). This is provided for by law.



Employee Benefits

Health Insurance

All employees are covered by the general health insurance system, which covers their health costs both as employees and as family members.

Meals and Transportation

Employees receive a daily meal allowance. Transportation support is also provided. Transportation services are available on designated routes.

Trainings and Development

To support both professional and personal development, the company regularly organizes training sessions and workshops. Poly Gürteks also encourages participation in external training programs and provides financial support for such initiatives.

Social Activities

The Company organizes social events, trips and team building activities to encourage teamwork and boost employee morale.

Flexible Working Arrangements

Flexible working hours and remote working options are implemented and offered to employees in order to maintain a healthy work-life balance.

This structured approach reflects Poly Gürteks' commitment to creating a fair, supportive and legal environment.



POLY GÜRTEKS RESPONSIBILITIES AND ETHICS

Poly Gürteks adheres to a strict framework of ethical principles emphasizing honesty, transparency and integrity. All operations are accountable in all areas, so ethical behaviour is integrated into the corporate structure. Establishing an ethical structure, shaping decision-making processes and ensuring full compliance with legal requirements is the main structure of international ethical standardization responsible business practices.

Among the main areas that Poly Gürteks focuses on, the events we call business ethics are open to competition. Information Security, Corporate Risk method is evaluated in accordance with this system.

Business Ethics

Poly Gürteks has established clear principles of business ethics to guide all employees, customers, suppliers and subcontractors.

We have ensured the behaviours expected by the company's ethical framework and compliance with human rights and fair business practices in all our operations.

It establishes standards to ensure ethical behaviour and compliance with relevant laws. In order to do this, the ethics committee, ethics compliance officer and human resources department work jointly for the regulations in our company.

Our aim in our ethical behaviour is to set an example for other companies in the region and for everyone, including our subcontractors working within our organization, to ensure compliance with our values.

Basic Principles

INTEGRITY

Poly Gürteks operates on the basis of honesty and transparency and ensures that relations with all its employees are based on trust.

TRANSPARENCY

The company remains based on the principle of confidentiality in all cases it undertakes, and provides relations with full transparency in non-principled cases.

FAIRNESS AND NON-DISCRIMINATION

Poly Gürteks provides equal opportunities and fair treatment to all employees and stakeholders without discrimination. It does not tolerate any form of discrimination against its employees and subcontractors based on race, gender, religion or other protected characteristics.

PRIVACY

Sensitive information obtained in the course of business activities is protected by limiting access to authorized persons, is reviewed only by the relevant personnel, and is not shared with other members of management except as necessary. Unauthorized disclosure of such information is strictly prohibited.

RESPECT FOR WORKERS

The Company is committed to providing a safe, respectful and productive working environment. Compliance with human rights and labour standards requires employees to respect each other and management, while discouraging management from having rights over employee productivity.

SUSTAINABILITY

Poly Gürteks strives to minimize its environmental impact by adhering to sustainability practices and does its best to improve its performance in reducing ecological risks.

APPLICATION

Poly Gürteks has established procedures for reporting violations of business ethics standards. In cases of corruption, discrimination and regulatory violations by employees and stakeholders through ethics, all reports are treated confidentially and whistle-blowers are retaliated against. These situations are strictly forbidden and Poly Gürteks has serious sanctions for violations. We do our best not to lose our ethical values.

Our Ethics Committee is responsible for evaluating the reports and determining appropriate corrective measures. These actions are specified in our ethics policy and disciplinary measures are taken when violations and behaviours are detected.

COMPLIANCE WITH LAWS AND REGULATIONS

All activities of Poly Gürteks are carried out in full compliance with applicable laws and regulations. Our company provides practices that expect all employees to comply with these standards and to conduct legal and ethical business.

ANTI-CORRUPTION AND ANTI-BRIBERY

Poly Gürteks applies a zero-tolerance policy against bribery, corruption and money laundering by applying all applicable laws to its employees. This policy applies to all employees, subcontractors and suppliers.

All forms of bribery, corruption and money laundering are strictly prohibited. Poly Gürteks has the right to report suspicious activities such as unusual payments or involvement of third parties directly and to take necessary administrative actions.

WHISTLEBLOWER PROTECTION AND REPORTING

Poly Gürteks provides a confidential whistleblowing system for reporting unethical behaviour. Employees, suppliers and subcontractors face retaliation for raising concerns. Our company acts as an incentive to prevent this from happening.

Our suppliers, on the other hand, require secure reporting of illegal and ethical violations, which is at the core of the channel that helps Poly Gürteks maintain the integrity of its operations.

SUPPLIER RESPONSIBILITIES

Poly Gürteks disseminates its anti-corruption and anti-bribery policies to all its suppliers. They are expected to comply with these standards and report possible violations. Poly Gürteks regularly monitors its supply chain and ensures that its suppliers adhere to its ethical values and that suppliers comply with our ethical values.

TRAINING AND MONITORING

Poly Gürteks aims to provide regular trainings to its employees and suppliers to ensure understanding of its anti-corruption policies. Ongoing audits are aimed at monitoring and ensuring compliance in all areas.

ANTI-COMPETITIVE PRACTICES



Poly Gürteks is committed to ensuring fair competition in all markets in which it operates. Our company strictly prohibits and regulates any activity that may distort competition in accordance with the relevant competition laws.

ANTI-COMPETITIVE PRACTICES

Risk Identification

Potential anti-competitive behaviour includes:

- Collusion with competitors

Collusion to manipulate prices or divide markets.

- Abuse of market dominance

Taking advantage of a dominant market position to unfairly restrict competition.

- Misleading advertising

Providing misleading information to gain an unfair advantage.

Poly Gürteks does not tolerate price fixing, market allocation, bid rigging or other forms of practices. It avoids anti-competitive behaviour. All employees and suppliers must adhere to these principles. The primary reason for this is that business activities are aimed at promoting healthy and legal competition.



NOTICE PROTECTION

Poly Gürteks provides incentives to investigate competition situations by encouraging the reporting of suspected anti-competitive practices. For these situations, the Company provides A secure and confidential system for employees and partners to report violations

DATA PRIVACY AND CYBER SECURITY

Poly Gürteks follows an activity map based on protecting personal and commercial data with a comprehensive approach. It prioritizes both data privacy and cyber security. Our company works in full compliance with the legislation. It takes actions to prevent unauthorized access and data breaches in order to ensure the strict security of the Personal Data Protection Law and International Data Protection Standards.



Data Privacy and Protection of Personal Data

Compliance with the Law

Poly Gürteks processes personal data responsibly in accordance with the Law on the Protection of Personal Data and undertakes that all information is collected, stored and destroyed in accordance with legal obligations. Personal data is an important issue for Poly Gürteks management. Personal data is handled with the highest level of confidentiality, including sensitive information. Access limits are within authorized personnel. In cases that occur within the company, all our employees are subject to a confidentiality agreement. Poly Gürteks' data protection practices are aimed at respecting the rights of individuals and using personal data only for legitimate business purposes.

Cyber Security Measures

Poly Gürteks continuously assesses and strengthens its cyber security measures based on regular risk assessments. Key actions include:

- **System Monitoring and Incident Response**

Continuous monitoring of systems to immediately detect and remediate vulnerabilities.

- **Data Encryption and Secure Access**

Encryption and secure access controls are in place to protect sensitive data and prevent unauthorized data.

- **Risk Based Approach**

Poly Gürteks regularly conducts cyber security risk assessments to identify potential threats related to mobile devices. Devices, networks and e-mail security are also included in the list of important issues. Mitigation strategies such as the implementation of access controls and security software to minimize these risks are used by our company's IT department with security software.

Training and Compliance

Poly Gürteks provides regular trainings on data privacy and cyber security within the scope of the Law on the Protection of Personal Data. This stands out among our best practices. Employees and suppliers are required to comply with our company rules in this regard. We have strict standards and compliance audits for processing personal data and ensuring the security of the digital infrastructure. Regular checks are carried out to ensure compliance with these standards.

CORPORATE RISK MANAGEMENT

Poly Gürteks uses a comprehensive risk management strategy to ensure sustainability, compliance and quality. Our approach covers financial, operational, environmental and regulatory risks as these issues are overarching.

Risk Identification and Mitigation

Regular risk assessments are conducted to identify and assess critical risks, such as financial risks. Performance, supply chain disruptions and environmental impacts are continuously monitored. High priority risks include specific mitigation plans, performance, supply chain and environmental impacts, as we have mentioned.



Control Measures

- **Financial Risk**

Market fluctuations and financial risks are managed through budgeting and forecasting

- **Operational Risk**

Robust controls, system maintenance and regular inspections prevent operational failures

- **Environmental Compatibility**

Poly Gürteks minimizes the impact of waste and emissions by adhering to environmental legislation.

- **Education**

POLY GÜRTEKS SUSTAINABLE SUPPLY CHAIN STRATEGY

Poly Gürteks A.Ş. embraces sustainable supply chain management. It considers the supply chain method as an integral part of its business strategy and plans to follow a long-term approach plan in this area and plans to take initiatives to integrate this issue into every area within the company. At every stage of the supply chain, environmental, social and governance (ESG) principles aim to increase the efficiency of operational processes while minimizing the company's environmental and social impacts. Poly Gürteks aims to achieve its sustainability goals through a strong collaboration with its theoreticians. It is moving forward by over-valuing the supply chain as a strategic priority.

In this context, Poly Gürteks encourages all business partners in the supply chain to embrace the environment. It acts by undertaking friendly and socially responsible practices. Our company not only evaluates suppliers, but also ensures that the cost and quality dimensions comply with sustainability criteria, based on their sustainability performance.



Poly Gürteks' sustainable supply chain strategy is built on the following basic principles:

- Our suppliers are expected to comply with the highest environmental standards in areas such as sourcing. We ensure that our environmental standards comply with the requirements appropriate to the subject matter, such as efficiency, carbon emission reduction, waste management and water conservation. Poly Gürteks strives to enforce compliance with global regulations such as REACH for safe use. It strives to act with the aim of minimizing environmental impacts for chemical management.

- Poly Gürteks strives to ensure that its suppliers respect labour rights, provide fair working conditions and fully comply with human rights. Play an important role in their contribution to society and ethical business practices. Role of suppliers in the selection process takes into consideration. In this context, our company plays an inclusive role. It strives to draw a fair supplier portfolio by supporting women entrepreneurs, minorities and vulnerable groups.
- Poly Gürteks conducts a comprehensive audit and monitoring process to ensure sustainability. It does its best to monitor and improve its sustainability performance. The performance of suppliers is regularly evaluated. Quality and environmental impacts are based on social responsibility criteria. These processes are structured. The structuring process is continued on a regular basis both for our suppliers and for Poly Gürteks to achieve its goals.

The company aims to continuously improve its sustainable supply chain processes; operational excellence is important as well as the sustainability capabilities of its partners.

Poly Gürteks' sustainability supply chain strategy is not only about reducing environmental impacts. It strives to create situations that encompass the protection of labour rights, as well as the creation of broader social rights and economic benefits, in addition to environmental impacts. Environmental, social and governance (ESG) principles aim to work by integrating all of the above-mentioned situations into all business processes.



SUSTAINABLE SUPPLY CHAIN AND PERSPECTIVE WITH ENVIRONMENTAL MEASURES



Poly Gürteks' sustainability supply chain strategy aims to reduce environmental impacts and utilize resources. It aims to be among the companies that aim to protect the rights of employees in an efficient way and commit to walk this path without deviating. This is seen as a method to increase social benefit while protecting the rights of employees. Supplier codes of conduct form the basis of cooperation with suppliers.

This strategy is supported by the following.

Poly Gürteks expects all business partners in the supply chain to comply with environmental sustainability. As a general criterion, this is considered as an issue that is among the values of our company. The environmental performance of suppliers is measured by their ability to optimize energy. Among the topics sought for their measurement are optimization of issues such as waste reduction, efficient use of water and energy.

Compliance with REACH requirements is a fundamental element of our environmental sustainability policy. In order to minimize the adverse effects of chemicals on human health and the environment, Poly Gürteks expects its suppliers to fully comply with these regulations. Poly Gürteks is one of the companies that expects its suppliers to regularly monitor and improve their REACH compliance. Thus, it has a structure that aims to minimize environmental impacts.

Poly Gürteks attaches importance to cooperation with local suppliers to reduce logistics-related carbon emissions. It tries to use local suppliers as much as possible. In cases where there are problems with local suppliers in raw material products, it goes to choose among companies that minimize carbon emissions. At the forefront of these are efforts to reduce carbon emissions and increase sustainability. This not only reduces Poly Gürteks' carbon footprint, but also prioritizes the strengthening of local businesses in operational forces. Creating long-term value in the supply chain and balancing environmental sustainability with economic development are some of Poly Gürteks' priorities.

SOCIAL SUSTAINABILITY AND BUSINESS ETHICS

Poly Gürteks attaches great importance to social sustainability in its relations with suppliers. Expectations include respecting labour rights, ensuring fair working conditions and supporting human rights. Suppliers are expected to provide a safe and fair working environment for their employees and avoid illegal activities. Poly Gürteks maintains a strict inspection process to protect its products. It takes care to review practices such as labour rights, child labour and forced labour, and relationships with suppliers that do not comply with these standards.

Inclusion and equality are critical components of Poly Gürteks' social sustainability policies. As part of it, it aims to provide opportunities such as a supplier diversity strategy that prioritizes minority groups, vulnerable communities and women. This approach enriches business processes as well as social responsibility. And it increases opportunities for new innovations.

The supplier code of conduct, which forms the basis of Poly Gürteks' sustainability strategy, ensures that all our suppliers act in accordance with the principles of environmental and social responsibility. These rules encourage high environmental and social standards in the supply chain and enable suppliers to achieve their sustainability goals.

We have a structure that takes care to create a working life within practices that pay attention to suppliers increasing energy efficiency, optimizing waste management and using environmentally friendly materials.

Chemical management in the supply chain is extremely important. It is especially important in terms of REACH compliance.

Suppliers must respect workers' rights, ensure safe working conditions and avoid unethical behaviour. Practices such as corruption are strictly prohibited. Corrective measures are taken against suppliers who violate these rules or their cooperation is terminated.

Poly Gürteks includes the Supplier Code of Conduct in all contracts with suppliers, and compliance with environmental and social requirements is a contractual obligation. In the event of a violation of the Code, suppliers are expected to take the necessary corrective actions and their performance will continue to be monitored.



SUPPLIER PERFORMANCE AND AUDIT PROCESSES

Poly Gürteks regularly audits and monitors its suppliers as part of its sustainable supply chain strategy. Suppliers' performances are evaluated according to various criteria such as quality, delivery time and pricing. Through Supplier Performance, policies, environmental responsibility and cooperation capabilities Monitoring Form and Supplier Evaluation Questionnaires are applied. This evaluation process is used on a continuous basis. It is used to improve the performance of suppliers and to take corrective measures for those identified and warns about deficiencies.

Through this process, Poly Gürteks encourages its suppliers to comply with sustainability criteria and incentivizes them to improve their performance.

Poly Gürteks aims to implement an incentive system that rewards suppliers based on their performance by 2025. It tries to provide control by aiming to make a prediction about their sustainability performance. Suppliers with high performance in sustainability will benefit.

Priority access to new business opportunities, invitations to project proposals and special cooperation opportunities. These benefits will serve as important incentives for suppliers to continuously improve. It is necessary to achieve sustainability standards and maintain a competitive position in the business world. This award system will be a powerful mechanism to incentivize suppliers to achieve higher standards in sustainability. And encourages them to remain competitive.

It is also planned to integrate suppliers' sustainability performance into procurement processes by 2026. This approach will ensure compliance with environmental, social and governance (ESG).

Criteria become a strategic priority in purchasing decisions. This new mechanism will allow buyers to pay more attention to sustainability criteria when selecting suppliers to be evaluated. As a result, suppliers with high sustainability performance will have increased access to business opportunities, gain priority in invitations to tender and be preferred in collaborations.

This process will increase the competitiveness of suppliers and Poly Gürteks is considering sustainability goals that will contribute to its overall performance. This will raise awareness of environmental and social responsibility.

It is promoted at all levels of the supply chain.

STRATEGIC SUPPLIER COOPERATION IN THE FIELD OF CLIMATE AND ACTION

Poly Gürteks aims to actively involve its suppliers in climate action and start Scope 3 calculations by 2024 and is trying to calculate emissions accordingly. Scope 3 emissions include indirect carbon emissions from the following causes:

Suppliers' activities in the supply chain. These emissions typically represent a significant portion.

Carbon footprint associated with business processes not directly controlled by the company.

Poly Gürteks plans to take strategic steps in monitoring, reporting and reporting by working in close cooperation with its suppliers. The biggest goal is to reduce these indirect emissions. In this context, suppliers will need to make regular measurements. We check their carbon emissions and share this data with Poly Gürteks. This will ensure continuous monitoring of suppliers. Increase sustainability performance and accelerate improvement efforts. This initiative aims to reduce Poly Gürteks' carbon footprint as well as increase the overall carbon footprint.

Sustainability level of the supply chain. Poly Gürteks' efforts to reduce Scope 3 emissions make a significant contribution to the fight against climate change in the long term.





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