

SUSTAINABILITY POLICY



Limak is well aware of the fact that we have been going through an era in where we are required to endeavor hand in hand with the entire world to ensure the continuity of the sturdy and solid humane existence in a sustainable planet in unison with the entire elements of nature. In this direction, the business conduct is evaluated in three dimensions within the entire operations, take our decisions in this way and manage the value creation process by paying utmost attention to these dimensions.

Limak Group of Companies Sustainability Policy has been established and designed in line with founding values, basic working principles, business ethics mentality and approach and global goals of Limak to serve as the business constitution of the Group. The Sustainability Policy is addressed to serve as a guide to applied during the stages of realization of the entire activities and decision-making and to cover the global stakeholders in the entire value chain directly or indirectly within the interaction.

1. Business Mentality Focal Points

Sustainability Policy has been established on three major interrelated focal areas. Limak adopts the belief that a sustainable economic development is only feasible with an inclusive approach in case one has environmental and social awareness and on a healthy planet.

1.1. “Inclusive Development” Oriented Business Mentality

Limak, together with its entire employees, business partners and stakeholders in every sector in which it operates, adopts a sustainable business approach that is compatible with its global goals and believes that economic development should be achieved with all humanity, including the entire elements of the planet.

In this context, Limak’s business mentality with “Inclusive Development” focus point is presented hereinbelow:

- Performing its entire activities and operations in line with the United Nations Sustainable Development Goals,
- Complying with the 10 Principles of to the United Nations Global Compact in which Limak is among the signatories,
- Allocating resources to research and development activities to the every sector in which it operates,
- Enabling the use and development of innovative technologies that shall contribute to sustainable development,
- Taking into account the requests and expectations of the stakeholders, emphasizing on supporting stakeholder involvement in decision-making processes,
- Seeking to transform the sustainability perspective into a company culture and raising the awareness in this area both in the eyes of the employees and stakeholders,
- Embracing the duty to convey its sustainability work and experience to its entire stakeholders and to the world through its partnerships and active initiatives on international platforms,
- Enabling the facilitation of performance of all sorts of endeavors to be performed to ensure the sustainability in the supply chain,

- Taking actions for improvement aimed at reducing negativity by measuring and evaluating the economic, environmental and social impacts of the entire activities and operations,
- Regularly publishing the sustainability report in accordance with the international standards,
- Embracing a business mentality that is transparent, compliant with the rules of basic business ethics and combating corruption.

1.2. "People Person" Oriented Business Mentality

Limak continues its entire activities and business processes based on the protection of human health, support of human development and equal opportunity. The Corporation focuses on the establishment of innovative, reliable and accessible work and living environments that enable human development to be sustainable.

Limak believes that sustainability can be achieved through the development of social structures, the institutional commitment and continuity of its employees, that the individual should perceive the social structure with all its elements and consider its existence together with the health of the social structure.

In this context, Limak's business mentality with "People Person" focus point is presented hereinbelow:

- Utmost attention is exercised for the protection of the aspects of ensuring and maintaining the equal opportunity and observance of societal health, particularly the generalization of the qualified education and training at the entire areas of operation and geographical locations by means of both sectoral and social initiatives.
- The Corporation considers developing and implementing practices that shall provide improvement in the field of occupational health and safety as an integral part of its business.
- The Corporation creates opportunities for the social and economic development of the community and local stakeholders in their fields of activity, to develop social projects that shall contribute to local employment, and to build cooperation.
- By aiming to increase the loyalty and well-being of employees, conditions that shall make the working environment more efficient are created accordingly.
- By preventing and avoiding the entire forms of discrimination, equal rights are offered to the employees in matters such as employment, career management, wages and performance assessment.
- Women employment is endeavored to be increased at all levels by supporting the development and qualified active involvement of women.
- Actively endeavors to improve the personal development of its employees and the awareness of global citizenship and supports these studies.

1.3. "Healthy Planet" Oriented Business Mentality

While performing its activities and operations, Limak is grounded on protecting the entire elements of the planet and reducing environmental impacts, together with all its business associates and stakeholders. Considering the performance and realization of the entire activities and operations in an environmentally friendly manner as the corporate fundamental value, identifying the entire adverse factors of its relation with the environment in advance and therefore developing methods and means of elimination such adverse factors and thus, believes that R&D and P&D investments are required to be prioritized accordingly.

In this context, Limak's business mentality with "Healthy Planet" focus point is presented hereinbelow:

- Environmental impact is measured and reported accordingly across the entire areas of activity and actions for improvement are taken by setting sector-based goals.
- Improvement and implementation of environmental-friendly products and services are ensured.
- Energy efficiency endeavors in the entire sectors are continuously monitored, developed and endeavors are performed to establish the required infrastructure and renew the existing one.
- Endeavors are performed to increase the use of renewable energy sources (RES) in energy consumption.
- Projects are developed and supported to ensure and raise awareness of the entire stakeholders starting from the employees in these regards to ensure efficient use of water.
- Emissions resulting from the activities and operations are calculated, verified and monitored for the purpose of combating the climate change.