



SUSTAINABILITY REPORT 2017



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Anadolu Etap's Sustainability Approach


Demir Sarman
Anadolu Etap General Manager



In the AEP Anadolu Etap Penkon Gıda ve Tarım Ürünleri Sanayi ve Tic. A.Ş. ("Anadolu Etap") 2017 Sustainability Report, Anadolu Etap's sustainability performance covering the period January 1, 2017 - December 31, 2017, has been described. In addition, due to the fact that this is the company's the first sustainability report, some of the performances were explained and data from previous years also included. In the sustainability performance, the economic, social and environmental impact resulting from the activities of Anadolu Etap have been reviewed, the strategy and targets explained, and the activities and planned activities of Anadolu Etap have been announced. This report has been prepared in accordance with GRI Standards: "Core" option. This report was prepared and presented to the attention of Anadolu Etap stakeholders in line with global scale sustainability trends and requirements. The report, which has not undergone any external audit, has been prepared in two languages, Turkish and English.

For all comments and opinions on the sustainability practices and sustainability report of Anadolu Etap:
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CEO's Message

Our world is under ecological, sociological and economic threat due to many issues, led by global warming and the developments in climate change, excessive or inefficient use of natural resources, decreasing agricultural production, population growth and rapid urbanization. This situation, which puts future food production and health at risk, shows how strategically important it is that every stage of agricultural practice is carried out in accordance with sustainability principles.

Anadolu Group, Özgörkey Holding and the Brazilian Cutrale Group established Anadolu Etap in 2010 to meet the market demand for high quality fresh fruit and fruit juice. It is for this reason that, we determined our mission as "healthy fruits for healthy generations" on the way to become the largest fruit grower and fruit juice producer in Turkey.

With the responsibility of being a leading company to develop agriculture and agriculture-based industries, we have prepared and implemented "Sustainable Agriculture Principles" which constitute a first in Turkey and introduced them to

our country and industry. With our principles, which define social, economic and environmental sustainability as the most important values in all of our activities, we have committed ourselves a responsible corporate citizen to protect ecological balance, provide a sustainable working system for all from farmers to producers, to support regional development and to contribute to life in the future. To bring our commitments to reality, we develop and implement our projects in line with these principles, which are also in harmony with the United Nations Sustainable Development Goals. We are aware of our responsibilities which are of utmost importance to leave a more liveable world to our future generations. Therefore, in our farms, plants and all our business processes, we work with the aim of creating healthy, quality products and a sustainable ecosystem with our Responsibly Grown and Traceable Agricultural Practices, growing & producing without deploying natural resources by establishing the ideal balance between mankind and nature.

We invest in our country's economy, human resources, technology, land and farmers in order to ensure the development of the regions in which we operate. In this context, I am pleased to share with you our first Sustainability Report,

which we have prepared according to the globally recognized Global Reporting Initiative (GRI) reporting standards, and summarize all our efforts to protect life today and in the future. I would like to thank our esteemed colleagues, customers and stakeholders who have stood together with us in our efforts towards a better future.

Sincerely,
Demir Sarman

Anadolu Etap
General Manager

ANADOLU ETAP AT A GLANCE



7 farms



25,000 HA of area



3,500,000
fruit trees



3 fruit juice processing
plants



1 packing house



230,000 tonnes
fruit processed per year

With a pioneering vision in the development of agriculture and agriculture-based industries, Anadolu Etap considers social, economic and environmental sustainability as the most important values in all of its activities and carries out all activities with a mission of "Healthy fruits for healthy generations".

All activities in the agricultural field are developed within the framework of local and global sustainable development goals, with 3.5 million trees planted on the lands of our ancestors for the future of Turkey.

Anadolu Etap, Turkey's largest fruit grower and fruit juice producer, is attempting to maintain life by preserving the balance between mankind and nature, protecting natural resources, allowing for future generations to meet their needs, while also supporting regional development.

Anadolu Group, Özgörkey Holding and the Brazilian Cutrale Group began plantation investments in 2010 in order to meet the need and demand for high quality raw materials in the fruit juice industry, and the first sapling was planted on April 23, 2011.

Anadolu Etap, headquartered in Istanbul, has fruit juice plants in Mersin, Denizli and Isparta; a fruit packing house in Balıkesir Gönen and 7 farms located on 25,000 decares of land in various regions throughout the country.

It is the "largest fruit company" with 3.5 million planted trees and "the largest fruit juice producer" of Turkey with 230,000 tons of fruits processed from Anadolu Etap farms and 3,000 villages. Anadolu Etap is also a global player with its export capacity; it exports 50% of all processed fruit, mainly to Europe, the USA, Latin America and Japan.

Anadolu Etap carries out its operations in two divisions: "Fruit Juice" and "Fresh Fruit & Plantation" operations.



Fruit Juice Operations

Operations start by obtaining fruit that meets high quality criteria from Anadolu Etap farms and the gardens contracted by Anadolu Etap. Fruits are processed in plants in Mersin, Denizli and Isparta.



Fresh Fruit and Plantation Operations

The plantation operations division covers all processes from field work to planting plans, the planting of fruit trees, harvesting of products, and their packing and transportation to the customers.



Production Facilities

Anadolu Etap grows fruits on 7 farms covering 25 thousand decares of land in 6 different regions, the largest being Balıkesir Farm. Anadolu Etap offers top quality fresh fruits and fruit juices with juice plants located in Mersin, Denizli and Isparta, and the Gönen Fruit Packing House. While apple is the most processed fruit, various fruit and vegetable concentrates and purees such as peach, apricot, cherry, orange, lemon, pomegranate, plum, black carrot and strawberries are also processed in the plants.

Anadolu Etap also has R&D Farms at the Urfa, Adana and Çanakkale Farms. Some saplings have been brought to Turkey by Anadolu Etap for the first time and adaptation studies are continuing in R&D Farms. There are more than 60 R&D varieties of fruits in Anadolu Etap.

1 ÇANAKKALE FARM

Peach, nectarine and apricot varieties are grown at Kumkale Farm on 620 HA of land in Çanakkale.

2 BALIKESİR FARM

Peach, nectarine, apple, pear, plum and cherry are grown at the Balikesir Tahirova Farm on 1.000 HA of land.

3 BALIKESİR GÖNEN PACKING HOUSE

The plant, with the highest fruit packing capacity of 20 tons per hour, is among the most high-tech packing and storage facilities in Turkey, with its atmospheric controlled cold storage, rapid cooling rooms and full automatic packing and storage machines.

4 DENİZLİ FARM

Cherry and sour cherry varieties are grown on 120 HA of land.

5 DENİZLİ PLANT

The Anadolu Etap Denizli plant, which has an annual processing capacity of 100 thousand tons of fruit, can process the best quality fruit due to its ease of access to high quality raw material and with its proximity to the biggest port of Turkey, can deliver its products to different destinations in the world with a great logistical advantage.

KONYA FARM 6

Organic cherry and apples are cultivated on the 500 HA farm.

MERSİN PLANT 7

Thanks to its proximity to local farms and the port, the Anadolu Etap Mersin plant, which runs continuously for 11 months, is able to offer high quality production to different locations throughout the world. All kinds of analytical and microbiological analyses of fruit juice concentrates and fruit purees are carried out at the TÜRKAK accredited laboratory located in the Mersin Plant using international methods.

ADANA FARM 8

Peaches, apricots and nectarines are cultivated on 120 HA of land.

URFA FARMS 9

In Şanlıurfa, peach, nectarine, pomegranate and sour cherry are grown on a total of 180 HA on two separate farms, north and south. The largest organic pomegranate cultivation in Turkey is carried out on a 50 HA section of the farm

ISPARTA PLANT 10

The Anadolu Etap Isparta plant, which is located in the centre of apple, cherry and pomegranate farms, is a best practice model in Turkey and Europe, and was opened with state-of-the-art equipment and a superior automation system in 2016. The plant has been designed to operate with minimum manpower requirement, less natural resource use and flexible production features that stands out within the industry.

**ANADOLU ETAP IS
PIONEERING MANY
INNOVATIONS IN ECONOMIC,
TECHNICAL, SOCIAL AND
ENVIRONMENTAL AREAS**

Turkey's first large-scale fruit growing & production project

Turkey's first fruit brand

Turkey's first company committed to executing their operations within the framework of the Sustainable Agriculture Principle

First TÜRKAK accredited laboratory and high production standards in the industry

Cultivation practices with modern techniques

Turkey's first fruit brand approved as "residue safe"



Anadolu Etap has a wide range of products ranging from fruit juice concentrates to purees and hundreds of different fresh fruits.

It exports 50% of both its fresh fruit and fruit juice products to various regions worldwide, from Europe to America, Central Asia to the Far East.

Anadolu Etap reaches its consumers with "Doal" and "Taptazem" brands in fresh fruit and B2B customers with the "Anadolu Etap" brand in fruit juice. In addition, with the "Meyveden Şeker" brand, it offers the light-coloured apple juice concentrate as an alternative natural sweetener to refined sugar to its consumers; an innovation in the category.

Fruit from Anadolu Etap farms and contracted gardens are processed as fruit juice concentrates, fruit purees, shell oil, not from concentrate juice (NFC) and served as raw materials for different industries; such as fruit juice, jam, confectionery, vinegar and sauces, pasteurization, ice cream, cosmetics, canned goods, pharmaceutical industries, aroma and colouring companies.

Organic production is also made in Anadolu Etap farms and fruits are grown of a quality suitable for baby food. While some of these fruits are offered to consumers as fresh fruit, some of them are processed in Anadolu Etap fruit juice plants and presented to the world market as organic concentrates and purees suitable for baby food. With the increasing demand for organic fruit juice, which is growing every year particularly in America and Europe, the amount of organic fruit juice and puree produced each year is increasing. Organic products of Anadolu Etap's fruit juice portfolio are certified and traceable.

In the contracted gardens, organic or conventionally grown black carrot, is offered to national and international food markets as natural colouring and vegetable juice in the form of black carrot concentrate.





- 35%** of the peach concentrate and puree
- 30%** of the apple concentrate and puree
- 25%** of the apricot concentrate and puree
- 30%** of the black carrot



produced in Turkey is produced in Anadolu Etap plants.

Anadolu Etap brings its fresh fruit portfolio together with domestic markets, national and local chain markets, markets, stores and consumers through 60 distribution points in 28 cities around Turkey. They also have their own store at the Istanbul Bayrampaşa Fruit and Vegetable Wholesale Market.

**28
CITIES**
**60
DISTRI-
BUTION
POINTS**

In the international markets, which constitutes 60% of the company turnover, exports are made to a wide area from Europe to Central Asia. In addition, fresh fruit is provided to the frozen foods, canned and dried fruit industry directly from the farms.



Company Management

The company's top strategic decision-making and control body is the Anadolu Etap Board of Directors elected by the General Assembly. The Board of Directors of Anadolu Etap is obliged to serve for a limited period of time from the moment they are elected. In line with corporate governance principles,

The Board of Directors meets quarterly to determine the company's financial structure and strategic priorities. In addition, 5 advisory members take part in board meetings.

The executive committee consists of 5 people and evaluates the continuity of the company's operational processes and investment decisions together with the company management.

The company management consists of CEO, CFO, Division Directors, Supply Chain Director, Human Resources Director, Marketing and Corporate Communications Director.

they are responsible for fulfilling their duties in a transparent, accountable, fair and responsible manner, taking into account risk and return balance, growth and company interests. The Anadolu Etap Board of Directors consists of six members, all of whom are non-executive members.

Chairman of the Board

Tuncay ÖZİLHAN

Vice Chairman of the Board

Ahmet Cemal ÖZGÖRKEY

Board Members:

Jose Luis CUTRALE

Kamilhan YAZICI

Armağan ÖZGÖRKEY

Graziela CUTRALE



Continuing its efforts to become one of Europe's leading fresh fruit and juice companies, Anadolu Etap continues to pioneer innovations for a sustainable future with its mission of "healthy fruits for healthy generations".

In Anadolu Etap, the principle of separation of tasks has been adopted, procedures and business processes have been defined and shared with departments. The process controls made as a result of this provide for the prevention of corruption.



RELIABILITY & HONESTY

Anadolu Etap fruits are Grown Responsively and the whole growing process is managed by an integrated ERP IT system.

In addition to the health and agriculture criteria valid in Turkey, Anadolu Etap cultivates its Doal branded fruits according to internationally accepted health and agriculture criteria and holds internationally recognized Global G.A.P. and national Good Agricultural Practice certificates. In addition, it holds an Organic Farming certificate for organic fruits.

Doal fruits are also analysed and approved as "residue safe" by

Ege University Food Engineering Department; a credible state university in Turkey. It is the first brand to hold this certification in Turkey.

Fruit juice concentrates and purees produced in Anadolu Etap plants are made on a lot basis and samples representing the lot produced are passed to the customers. The lots of the approved samples are shipped to the customers and delivery of the same product as the sample provided is ensured. In addition, Anadolu Etap sends samples of each product to international laboratories every year during the production period and carries out analyses to show that there is no adulteration in the products.



PEOPLE ORIENTED

Continuing its activities with the mission of "healthy fruits for healthy generations" and leaving a more liveable world for future generations, Anadolu Etap offers its fruits to consumers as fresh fruit or processed as fruit juice in its plants, only after they go through 600 different analysis and approved as residue safe.

Anadolu Etap puts people and value for people at the focus of all their activities, from gardens to plants, from employees to customers.



SOCIAL RESPONSIBILITY

Anadolu Etap carries out Responsibly Grown agriculture with the awareness of a social responsibility to leave a better world for future generations, and is working towards creating a sustainable ecosystem and producing healthy, quality products by making the best use of energy and water resources.

Having created a model of living and working conditions regarding the employment of seasonal agricultural workers, Anadolu Etap is the first agricultural company to provide uninterrupted education to an average of 155 children each year, having opened a nursery school at their own farms for the children of seasonal agricultural workers (MİCO).

Anadolu Etap invests in people to help empower the community, thus supporting women entering the workforce and playing a full role in the economy. 70% of the people employed on the farms are women. Besides, women agricultural engineers and technicians working on Anadolu Etap farms are being developed to become future leaders.

Anadolu Etap established a training center called "AgroAcademy" to increase the standards in fruit growing and to provide sustainability. 75% of the farmers trained were women.



SUSTAINABILITY

As the very first agricultural company to publish the Sustainable Agriculture Principles in August 2014, Anadolu Etap sees social, economic and environmental sustainability as the most important value in all their operations. By investing in agriculture and agriculture-based industry, it maintains an ecological balance and supports the needs of the future generations and the development of the regions in which it operates, while preserving natural resources.

Anadolu Etap invests in land and farmers to leave a good mark on the future, and with the understanding of respect for labour, supports their farmers and their children with education and scholarships, and continues to conduct all their operations with the mission of giving back to these lands what they take from them.



AFFIRMATIVE ACTION

As agriculture is one of the leading sectors in the participation of women in the workforce, Anadolu Etap, which implements affirmative action in order to ensure that women take a more active role in business as well as to contribute to the reduction of the unemployment rate of women, takes care to ensure that approximately 70 percent of the seasonal workers are women. 25 percent of 250 white collar workers are female. At the "Anadolu Etap AgroAcademy" established in 2012 with the aim of increasing the number of qualified female workers, regular "Fruit Growing and Sustainable Agriculture Practices" training is given to female farmers, and Anadolu Etap is extending modern fruit growing techniques and sustainable agriculture principles and contributing to the economic and social development of all the regions they operate in, as well as the women of these regions.



ENTREPRENEURSHIP & INNOVATION

Anadolu Etap began their journey with the first sapling planted on April 23, 2011, and is continuing with 3.5 million trees on 25.000 ha of land, 3 fruit juice plants and 1 packing plant. The promise given to consumers as Turkey's largest fruit grower and fruit juice producer, of providing "Residue Safe" fruits, "safe enough to eat with the skin" has been kept with the "Doal" brand, and a new generation sugar category has been launched with "Doal Meyveden Şeker" positioned as a natural alternative to refined sugar in 2017.

AWARDS

Memberships, Supported Initiatives

- DEIK
- MEYED
- IFU
- TUSIAD
- Sapling Producers Association (FÜAB)
- Çanakkale and Balıkesir Chamber of Commerce and Industry
- Fruit Manufacturers Association Membership
- SKD

- 2016 Game Changers - Brand Award / 2016 / Game Change of the Year Award
- Felis 2016 - Marketing Impact Market Developers "Felis" Award.
- Felis 2017 Awards Social Responsibility and Sustainability / "FELIS" Award in Projects for Children and Young People Category 4 Achievement Awards in the Media and Corporate Social Responsibility
- Categories under the Felis 2017 Training, PR and PR headings
- 2017 Bi-Idea Inventors category, first prize with the Fruit Sugar project
- 2017 UMSMIB - Stars of Exports / Silver Exporter Award - Concentrate
- 2017 UMSMIB - Stars of Export / Bronze Exporter Award - Concentrate
- 2017 UMSMIB - Stars of Export / Bronze Exporter Award - Fresh fruit

Anadolu Etap farms have Global G.A.P., Good Agricultural Practices and Organic Agriculture Certificates.

All Anadolu Etap plants have Halal, Kosher, organic production and FSSC 22000 certifications and have obtained certificates of conformity and achievement following Ethics Inspection by international independent auditing companies.

Certificates	Description	Plants	Packing House	Farms
ISO 9001	Quality Management		✓	
Global G.A.P	The Global Partnership for Good Agriculture Practice		✓	✓
Good Agricultural Practices	Good Agricultural Practices		✓	✓
Halal	Halal Certificate of Conformity	✓		
Kosher	Kosher Certificate of Conformity	✓		
FDA	Food and Drug Administration	✓		
Organic Agriculture and Production Certificate	Organic Production Certificate	✓		✓
FSSC 22000	Food Safety Management System	✓	✓	
BCR	Global Food Standard		✓	
IFS	International Food Standart		✓	

CORPORATE COMMUNICATIONS & STAKEHOLDER RELATIONS



With its vision leading to the development of Agriculture and agriculture-based industries, Anadolu Etap is the largest fruit producer and fruit juice producer in Turkey and conducts all its activities in accordance with the "Sustainable Agriculture" principles accepted globally. Anadolu Etap has taken the vision of sustainability as the focal point for the whole ecosystem, with its collaborations, exports to different regions of the world and the employment it generates. Believing that the way to leave a more liveable, happy and healthy future for future generations is to establish a "sustainable business and life cycle".

The foundation of Anadolu Etap's corporate communication and stakeholder relations is based on the objective of ensuring economic, environmental and social sustainability. The building blocks of corporate communication strategies built on this foundation constitute many long-term

plans and projects that focus on women, children and sustainable agriculture.

Anadolu Etap prepared Turkey's first "Sustainable Agriculture Principles" in 2014, through a high participation stakeholder workshop. It also follows the views of its stakeholders through regularly conducted surveys. Within this scope, in 2017, a Sustainability Priorities Survey was carried out with a group of its employees, national and international stakeholders, and the feedback received was reflected in sustainability strategies after being combined with the existing dynamics of agricultural production and future projections.

Adopting the natural farming for a sustainable future motto, Anadolu Etap is leading Turkey in the field of "Agriculture 4.0" applications, producing high quality, sustainable and safe food using intelligent and innovative agricultural technologies at every stage of the production process.

Anadolu Etap exports fresh fruit and fruit juices to a wide geography extending all over the world, succeeding in carrying its vision leading the sustainable food and agriculture sector abroad. Anadolu Etap has achieved effective results in the promotion of products, services and visions by participating in the leading international fairs and national summits of its sector, including Anuga, Sial, Fruit Logistica, Asia Fruit Logistica, Meyed Juice Summit in 2017.

At the "AgroAcademy" training center established by Anadolu Etap in order to ensure the sustainability of the ecosystem and present new and developed standards to fruit cultivation, priority is given to the training of women farmers and contributes to the reduction of unemployment by enabling women to participate actively in business life. While 75 percent of 750 farmers trained at the AgroAcademy have been women to date, the target of 70 percent of seasonal

workers working on their farms being women was met in 2017.

Carried out in line with its responsibility to be a corporate citizen and aiming to provide social benefit to children, it is the first agricultural company to open its own school and provide uninterrupted and free education for the children of guest agricultural workers in their farms with the MİÇO project. In addition to contributing to the personal development of children, this project also facilitated the participation of women in the labour force. The Anadolu Etap MİÇO Project reached a total of 465 children in the past 3 years, and 160 children in 2017.

CORPORATE COMMUNICATIONS & STAKEHOLDER RELATIONS

Anadolu Etap Corporate Communication and stakeholder relations strategies have been shaped around the goal of creating a sustainable business model for future generations by touching women, children and ensuring sustainable agriculture. In the light of this report, Anadolu Etap has committed to carry out its activities in accordance with sustainability principles and to protect our natural heritage in order to leave a more habitable world to the next generations.

Any person, organization and community that affects the activities of Anadolu Etap and their way of doing business and who are affected by the activities of Anadolu Etap are seen as the stakeholders of Anadolu Etap. Defining and limiting stakeholders is one of the most effective factors in determining sustainability strategies, key issues and priorities.

In order to communicate effectively with stakeholders that closely affect sustainability strategies, dialogue platforms with stakeholders have been revised and a more efficient and the establishment of an effective communication environment has been attempted.

The stakeholder list of Anadolu Etap and the dialogue platforms table with stakeholders is as follows:

OUR STAKEHOLDERS	DIALOGUE PLATFORMS	DIALOG FREQUENCY
EMPLOYEES	AG Academy, Employee Satisfaction Surveys, Internal Communication Platforms, Roots, Trainings, Performance System, Newsletters	Regular/Frequent
CUSTOMERS	Newsletters, Face To Face Interviews, Brochures, Conventions, Fairs, Meetings and Panels, Online Surveys	Regular/Frequent
FARMERS	Face to Face Interviews, Agro Academy Trainings	Regular
SUPPLIERS	Supplier meetings & Visits, Supplier Evaluation, Telephone and Mail Communication	Regular
SOCIETY & MEDIA	Social Media Channels, Brochures	Regular/Frequent
SHAREHOLDERS	Board of Directors Meetings, Annual Reports, Performance Reports, General Assembly Meetings	Regular/Frequent
UNIVERSITIES	Career Day Meetings, University Club Events, Virtual Career Fairs	Regular
PUBLIC INSTITUTIONS	Visits, Sector Meetings & Reports, Face to Face Interviews, Brochures	Regular

FOOD SAFETY



Anadolu Etap utilizes “Responsibly Grown Agriculture” techniques that are responsible to human beings, nature and the land at every stage of growing and production; where every process is followed and recorded by information systems (ERP systems).

Continuous development and improvement efforts are carried out based on customer satisfaction, legal requirements, Food Safety and Quality Management Systems. In all Anadolu Etap plants, pesticide, microbiology, sensory and similar tests are carried out by qualified experts. Anadolu Etap Mersin plant is the first laboratory in the industry accredited by the Turkish accreditation authority (ISO17025).

All products produced in Anadolu Etap plants comply with AIJN and IFU standards. The plants hold Halal, Kosher, and FSSC 22000 certifications, which are accepted as indicators of food safety in the international system. All certificates, are also recognized by the FDA (Food and Drug Administration). Furthermore, all Anadolu Etap plants are regularly audited and certified by independent international organizations.

Anadolu Etap launched Doal, Turkey's first fruit brand, with the slogan “fruit in its purest form” in 2015. Anadolu Etap continues its traceability with analysis performed 3 days prior to harvest, and controls during the storage and packing processes. In the residue

analysis of Doal branded fruits, which have Global G.A.P and Good Agricultural Practices certificates, 600 different active substances are checked. Doal brand fruits are analyzed and approved as “Residue Safe”. In 2016, Ege University Food Engineering Department inspected Anadolu Etap gardens and packing facilities and performed residue tests on fruits. It has been proven that Anadolu Etap fruits, which pass these tests with ease, can be consumed with peace of mind as natural, healthy fruits for children and people of all ages. Doal, Turkey's first fruit brand, has introduced a new product with Doal Meyveden Şeker (New Generation Natural Sugar). Doal Meyveden Şeker, which is a light-coloured apple juice

concentrate, differs from refined sugar and its derivatives as it contains no chemical preservatives and additives and has a low glycaemic index.

SUPPLY CHAIN MANAGEMENT



As mentioned before, Anadolu Etap operates with two divisions: fruit juice, plantation & fresh fruit operations. Since business concepts and operational capabilities differ, the supply chain management has been separated within these divisions.

Plantation and Fresh Fruit Division:

Supply chain management of the fresh fruit and plantations division is managed by technical procurement units.

In the plantation technical procurement processes, suppliers are divided into two main classes. Central suppliers are a group of suppliers where agreements, negotiations, price and supplier performance evaluations are considered by the central procurement team to give the highest level of cost advantage. Local suppliers are the regional group of suppliers. High performance, cost advantage assessment is conducted. Local suppliers constituted 31% of plantation technical procurement, which sees local resource utilization and supply as a strategy to support the local economy.

Fruit Juice Division

The technical procurement processes of fruit juice is carried out at Anadolu Etap's three plants with the same business approach. All the materials entering into the plant are ensured to be of the required parameters in terms of quality, price, delivery time, payment method and similar criteria. The fruit juice technical procurement unit, which groups its suppliers in four main groups as Group A (production direct inputs and critical spare parts suppliers), Group B (critical service providers), Group C (all suppliers except Group A and Group B suppliers) and Group D (fruit), assesses its suppliers with different parameters according to a set classification.

The rate of working with local suppliers for the fruit juice division technical procurement varies by plant, with an average of around 30%. All of the fruit supply (100%) is obtained from local farmers: In 2016,

180,000 tons of fruit was procured in 2016 and **230,000 tons** of fruit was procured in 2017.

SUSTAINABLE AGRICULTURE, SUSTAINABLE FUTURE

Anadolu Etap is the first company in Turkey to align its business approach and fundamental principles with global sustainability goals and to convey this alignment to stakeholders under the heading of "Sustainable Agricultural Principles". Anadolu Etap Sustainable Agriculture Principles is a business model prepared considering the current and future dynamics of agricultural production.

The Anadolu Etap sustainability strategy has been determined as a result of a detailed study carried out taking into account all social, economic and environmental factors related to operational and corporate activities. Within the framework of this study, the relationship and interaction between our sustainability approach and the goals of sustainable development were also analysed and detailed below.





For a Sustainable Future

In August 2014, Anadolu Etap was the first agricultural company in Turkey to publish and commit itself to Sustainable Agriculture Principles.



Anadolu Etap is the first agricultural company in Turkey to provide free and continuous education to 150 children in 2015, 155 children in 2016 and **160 CHILDREN IN 2017** by opening schools for the children of seasonal agricultural workers at their farms.



Anadolu Etap cares about added-value that women has created especially in agribusiness and trains women farmers to increase the quality of female workforce. The aim is to extend modern fruit growing techniques and sustainable growing, as well as contribute to the economic and social development.



Anadolu Etap uses "**DRIP IRRIGATION SYSTEM**" to be able to utilize water efficiently and to ensure irrigating the soil as needed, by using soil humidity measuring devices placed in various depths. The data collected from these devices, are being controlled twice a day and irrigation is being done according to reference range.



With birdnests and beehives in the farms, **NATURAL ECOSYSTEM** is being maintained. By means of pheromone traps, pests are being eliminated using natural ways.



Fruit trees are being protected against the wind through natural ways. Anadolu Etap has leylandii and paulownia trees planted intentionally. By protecting plane trees and trojan oaks, nature legacy is being adopted.



Anadolu Etap established a training center called "**AGROACADEMY**" in 2012 to ensure sustainability in its own ecosystem and offer new and much more developed standards in fruit growing. Anadolu Etap has provided education so far within the scope of **AGROACADEMY FOR 565 FARMERS OF WHOM 75% WERE WOMEN.**



In addition to the health and agriculture criteria valid in Turkey, Anadolu Etap grow its fruits according to internationally accepted health and agriculture criteria and holds internationally recognized Organic Agriculture, **GLOBAL G.A.P.** and local Good Agricultural Practices certificates.



Anadolu Etap offers its fruits to consumers as fresh fruit or processed as fruit juice in its plants, only after they go through **600 DIFFERENT ANALYSIS** and approved as "residue safe".

High Priority Sustainability Issues

In 2017, Anadolu Etap determined their sustainability strategies and targets by obtaining the views of all of its stakeholders and updated their existing targets in line with these views.

In this context, in 2017, a survey of the priority of sustainability issues was carried out taking into account both

employees and the other stakeholders in relation with Anadolu Etap. Within the scope of the sustainability priorities survey, 132 Anadolu Etap Employees, and 170 stakeholders, including 38 external national and international stakeholders, have been considered.



16 MAIN SUSTAINABILITY ISSUES WERE EVALUATED THROUGH ONLINE SURVEYS AND FACE-TO-FACE INTERVIEWS.

These were →

Sustainability Issues

Customer Satisfaction

Sustainable Supply Chain

Energy Efficiency (*energy consumption, energy consumption reduction studies*)

Emissions - Emission Reduction

Studies (*gases that are harmful to the atmosphere are called greenhouse gas emissions*)

Reducing Water Use

Waste Management (*waste minimization work, separation and recycling, hazardous waste disposal, waste water management*)

Combating Climate Change

Fight Against Corruption, Prevention of Unfair Competition (*actions to prevent this issue, management mechanisms*)

Business Ethics

(*compliance with regulations, ethics and compliance training*)

Social Investments (*efforts for the development of society*)

Continuity and Efficiency of Raw Materials

Traceability

Occupational Health and Safety

Employee Loyalty and Satisfaction

Food Safety and Quality

Compliance with International Standards and Laws

ABBREVIATION

CUST. SAT.

SUST. SUP.

ENERGY

EMISSIONS

WATER US.

WASTE MAN.

CLIMATE

FIGHT AGAINST CORRUPTION

ETHIC

SOCIAL I.

CONTINUITY OF RAW MATERIALS

TRACEABILITY

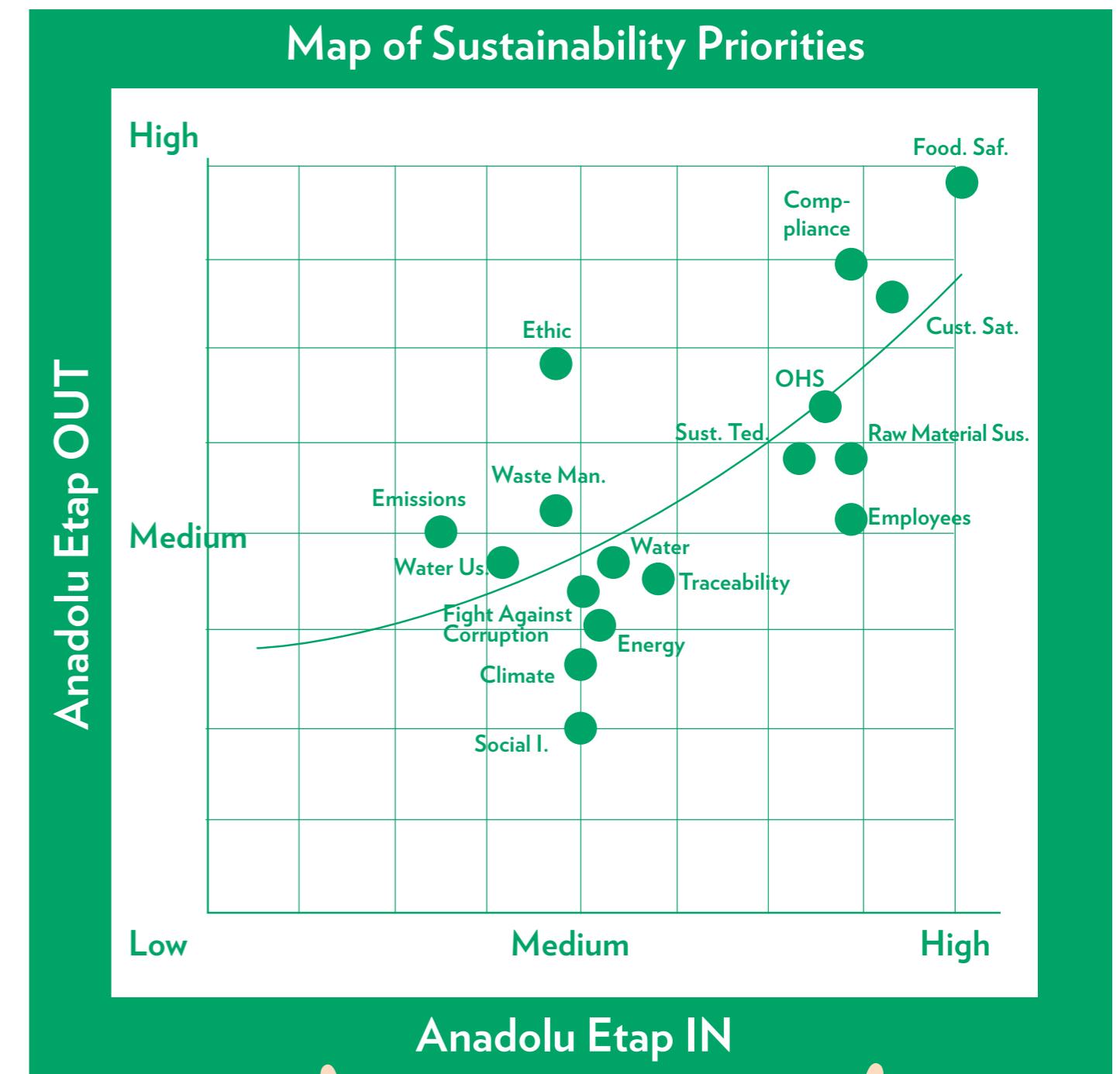
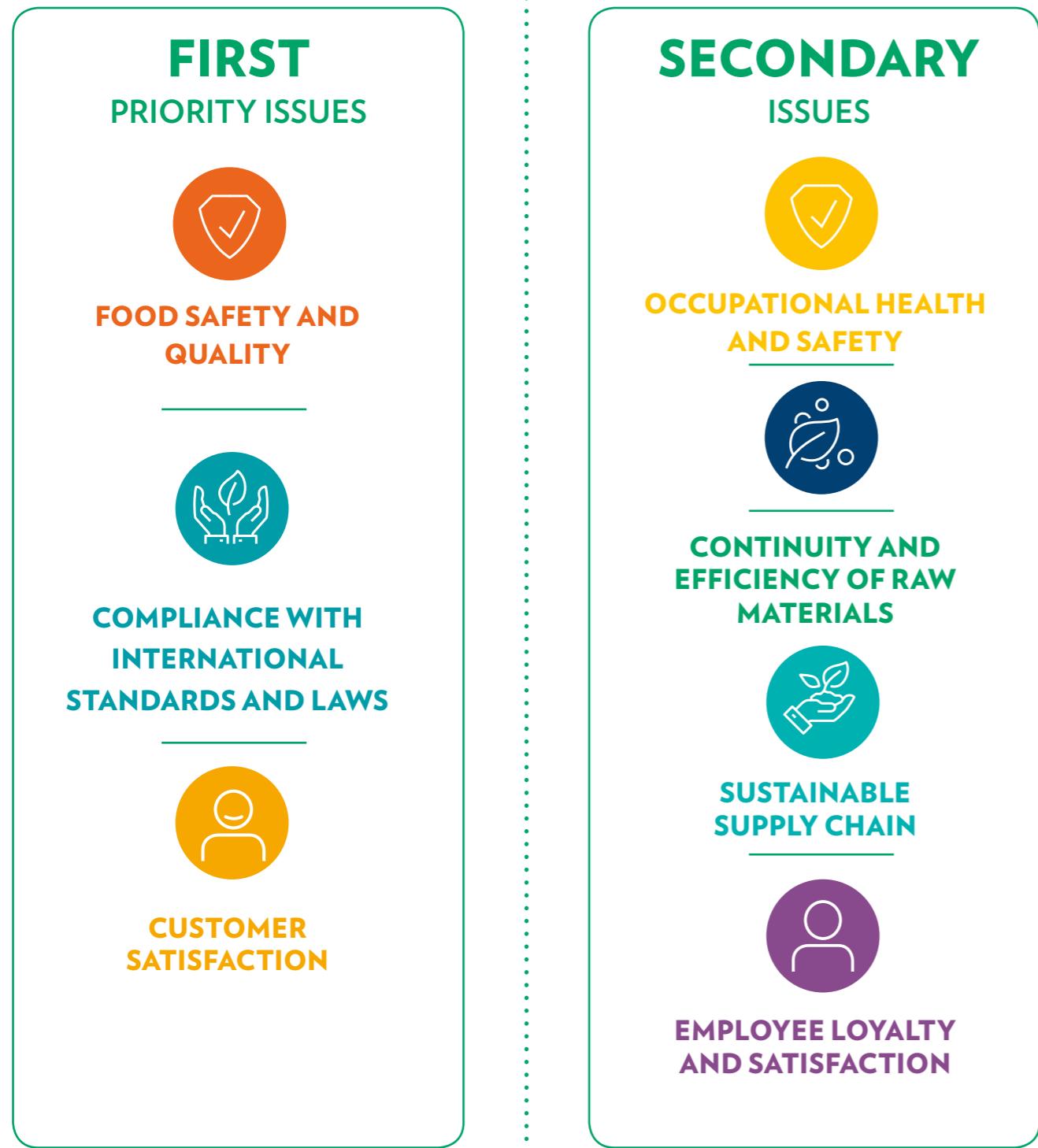
OHS

EMPLOYEES

FOOD. SAF.

COMPLIANCE

Two main groups (primary priority issues and secondary issues) impacting Anadolu Etap activities negatively/positively in the face of internal and external stakeholders and seven main sustainability elements have been determined.



[SDG.02 Zero Hunger] Sustainable agriculture is at the core of Anadolu Etap's business. In this way, Anadolu Etap has a production structure that has a direct impact on the title of zero hunger, which is in the focus of global targets. Anadolu Etap is a company operating in Turkey and on a global scale to ensure the healthy nutrition needs of humanity in a sustainable manner.

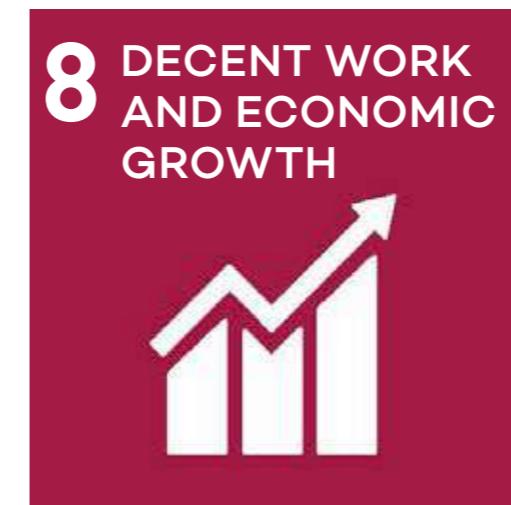
Economic Sustainability

[SDG.02 / SDG.08 / SDG.09 / SDG.16]



Anadolu Etap works with the aim of facilitating access to food products by means of fruit growing and fruit juice concentrate production, increasing access capabilities, and ensuring high quality production.

Anadolu Etap to produce different agricultural products in the coming period with the same sensitivity, high standard and technology-supported efficiency approach.



[SDG.08 Decent Work and Economic Growth] Anadolu Etap, agricultural production in Turkey and because employment is determined by the development of a healthy manner using advanced management tools and strategies for improvement.



While considering the basic principles of sustainability, further analyses are carried out starting from the location selection process of the farms, environmental and social compatibility of possible projects are reviewed and all data evaluated by Anadolu Etap agricultural managers and consultants.

9 INDUSTRY INNOVATION AND INFRASTRUCTURE



[SDG.09 Industry Innovation and Infrastructure] Article SDG.09.4 includes the target of “By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities”.

Anadolu Etap is aware of the importance of taking advantage of any and all the opportunities of technology in the development of the agribusiness sector, which is critical to the sustainable development of the planet and humanity on a global scale.

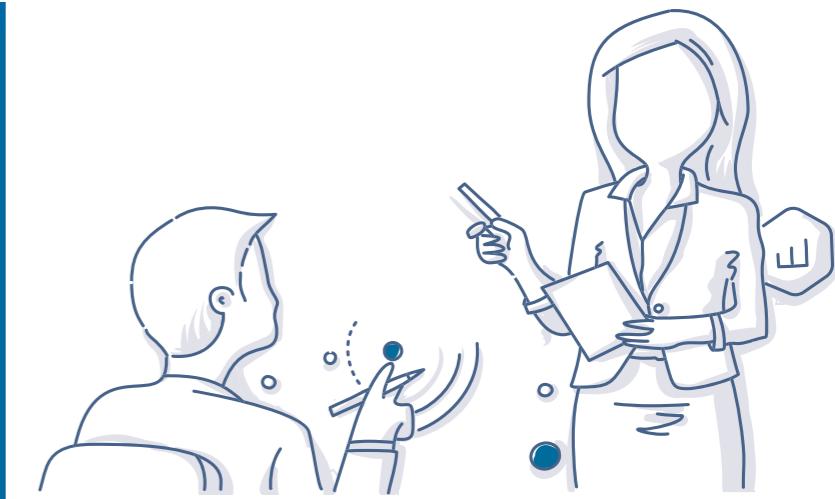
The use of technology in agriculture is of great importance in ensuring that the whole process is compatible with the ecological balance from beginning to end and making traceability possible. Technological integration makes not only will an increase in production efficiency, but also the correct use of soil and water,

and the sustainable conservation of two highly limited resources such as soil and water possible.

Anadolu Etap uses a Enterprise Resource Planning System to ensure traceability of farm and plant, and record each stage together with its values. While all administrative objectives are set and economic stability and sustainability are achieved, the data and scenarios of the Enterprise Resource Planning System are utilized.

The general needs of the land and the needs of each tree are individualized and tracked, ensuring that the resources are used efficiently in a way that does not cause damage disturb and is compatible with the ecological balance. Anadolu Etap follows all the successful practices in the agricultural sector and leads to the implementation of these practices in R&D Farms by ensuring their compatibility with Turkish varieties and land.

16 PEACE AND JUSTICE



[SDG.16 Peace and Justice] Economic development is only possible with a sector atmosphere suitable for fair competition and the establishment of a transparent social structure. Article SDG.16.5 includes the target of “Substantially reduce corruption and bribery in all their forms”, SDG.16.6 includes the target of “Develop effective, accountable and transparent institutions at all levels”, and SDG.16.7 includes the target of “Ensure responsive, inclusive, participatory and representative decision-making at all levels”.

In the “business ethics” and “responsibility” sections of the “sustainable agricultural principles” document, Anadolu Etap clearly includes what needs to be done in order to create

a fair business environment in the agricultural sector.

Anadolu Etap has adopted as an indispensable rule that all its employees, business partners and suppliers are subject to anti-corruption, compliance with laws and that company activities are carried out on an ethical basis in accordance with the principle of transparency.

In order to ensure that all stakeholders, primarily those in the internal structure, have a knowledge of the code of business ethics, they provide trainings and provide continuous follow-up by keeping the suggestions and complaints mechanisms open in the implementation of this code.

CONTINUOUS IMPROVEMENT

In 2015, in juice business unit, "Lean Six Sigma" studies were initiated and 17 employees are certified with "Greenbelt" certificate. Through all operational processes within the business unit, "continuous improvement

and operational perfection" attitude is being supported by project-based studies. Through improvement and business development projects on energy, productivity, line productivity and water, 3.3 million TL have been saved.

	2015	2016	2017
Number of people	Greenbelt: 17 people received certificates	23 people took part in projects	21 people took part in projects
Number of projects	21	13	17
Completed project rate	19	12	16
TL savings	1 K TL	1.3 K TL	1 K TL
Subject Distribution:			
Environment	2		
Water	2		1
Energy	8	4	2
Productivity	5	3	10
Line efficiency	2	5	
Business development			3





Economic Performance

Anadolu Etap has invested 300 million USD in the agricultural agribusiness sector and 50% of its turnover is derived from exports.

Harvesting 24 thousand tons in 2016 and 36 thousand tons in 2017, Anadolu Etap became Turkey's largest fruit grower. As Turkey's largest fruit processor,

180 thousand tons in 2016 and 230 thousand tons of fruit in 2017 processed at the fruit juice plants.

Market Position

Anadolu Etap, one of the leaders of the fruit juice sector, exports its products to large and corporate companies in 37 different countries and produces 50% of its turnover from exports. Anadolu Etap, which is a major supplier of European, American and Japanese markets with different quality standards, has established long-term partnerships with many large companies in these areas. In addition, it also ensures long-term agreements with important food companies in line with the needs and demands of the domestic market in Turkey.

25% of the fruit juice processed in Turkey is produced in Anadolu Etap plants.

40% of turnover from fresh fruit sales is obtained from domestic sales and 60% from export sales.

Doal Fruit Sugar is currently sold domestically and abroad, and with the expansion of pasteurization, jam, juice and sauce industries, the demand for this product is expected to increase.

CONTRIBUTION OF THE COMPANY TO NATIONAL AND GLOBAL DEVELOPMENT



Indirect Economic Impact

Frost, hail, flood and similar extraordinary nature climate events, harm Anadolu Etap farms and all farmers depending on the period and the region where they occur.

For the Fruit Juice Division Juice Business Unit, availability problems can occur from time to time due to extraordinary nature climate events, leading to an increase in fruit prices. Increases in the prices of fruit, the raw

material for the fruit juice division, leads to an increase in production costs.

For the Plantation and Fresh Fruit Business Unit; in the event that extraordinary climate events harm the fruit of that season, and if the trees are damaged, affects next season's products, leading to a loss of income. In addition, the decrease in the amount of fruit harvested reduces labour needs.

Customer Satisfaction

Fruits and products produced in Anadolu Etap meet the needs of national and International fresh fruit and fruit juice markets. In addition, in order to understand the ever changing demands and needs by country and customers correctly and to ensure a solution-oriented business approach, sales, quality, logistics and R & D departments work together and meetings are organized.

In addition to the meetings held in order to understand the expectations of the customers, online surveys are conducted and solutions are developed following consideration of the results.



Anadolu Etap and Innovation

Anadolu Etap, Turkey's largest fruit growers and fruit juice producer, pioneers the sector, using intelligent and innovative agricultural applications and modern technologies at every stage of the production process for high quality, sustainable and safe food production.

In the Plantation and Fresh Fruit Business Unit

New Technologies such as Antifrost Systems, Remote Controlled Irrigation Systems, Training Systems, Biotechnic Combat Methods, Agricultural Machines Equipped with Sensors, High Tunnel installations and Soil-to-Table Monitoring Systems are used.

Intelligent and innovative agricultural practices ensure sustainability and efficiency. These technologies provide benefits in terms of land preparation, weather monitoring, warning of epidemics and pests, and make lower water, agricultural input and energy consumption possible. Thus, natural resources are consumed less and time saved. Intelligent and innovative agricultural practices, which are also important in terms of minimizing environmental pollution, contribute to the positive development of both the farmer and the country's economy, and while also providing benefit in terms of healthy food production and consumption.

Antifrost systems;

wind propellers, water-saving spring systems and similar technologies, transform adverse climate conditions into more favourable conditions for trees. This minimizes loss of fruit yield and quality loss and also prevents freezing of the saplings in extreme cold weather.

Remote controlled drip irrigation systems;

devices located in different depths of the soil, regularly control the moisture level of the soil and, thus, large areas are irrigated in a controlled manner. In doing so, maximum savings are made in terms of both manpower and electrical energy, as well as water and fertilizer use.



Training systems;

in order to keep the saplings, trees and fruit under control, small adjustments are made and the plants are grown with different pruning, thinning and protection methods.

Biotechnical methods,

pheromone traps protect both nature and fruits.

With agricultural machinery equipped with sensitive sensors;

Weed control can be done very quickly and reliably over huge areas. Thus, time is not lost on an ordinary work item such as weed control, and saved time is can be directed to the work items that will develop agricultural workers.

High tunnel installations,

fruits which have not yet in season, are offered to the world market and their accessibility is provided while contributing to the development of the country.

Soil to table monitoring systems

from the first contact with the soil to fruit on a plate, all processes can be kept under control. The location, temperature and humidity information of the refrigerated vehicles are monitored instantly and emergency intervention can be made when necessary. Thus, Anadolu Etap follows the steps necessary to improve itself and offers the consumers the fruits they can consume with ease of mind.

In the Fruit Juice Division:

Side product production;

the fruit pulp extracted from Anadolu Etap Denizli, Isparta and Mersin plants is utilized as animal feed, and in addition to animal feed, all of citrus fruits' pulp (skin, pulp, etc.) is used to produce a product which is exported entirely at the Mersin plant's by-product production line. Citrus fruit wastes are utilized while contributing greatly to the country's economy.

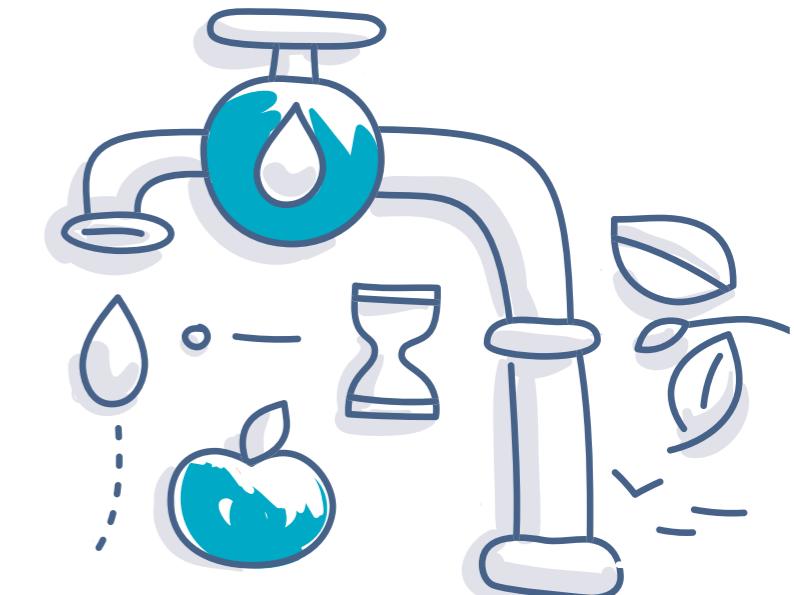
Fruit sugar;

In the Anadolu Etap Denizli Plant, fruit sugar production is carried out with the investment made in 2015.

Fruit sugar, a first in this class in Turkey, has taken its place on the grocery stores shelves.

The most detailed section of the Anadolu Etap "sustainable agriculture principles" document, which is a first in the Turkish agricultural sector, is to protect water and marine life and land and terrestrial life and to ensure biodiversity in a healthy structure.

Environmental Sustainability



Article SDG.06.4 includes the target "By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity", while Article SDG.06.6 includes the target "By 2020, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes".

At Anadolu Etap farms and plants, water supply and water use are highly transparent and strictly adheres to protectionist rules. Water supply and use is carried out in line with a clear plan that is not open to interpretation. The water needs of the soil and trees

are met according to the soil moisture measurement devices located at different depths with the support of technological possibilities and irrigation plans are created following the climate conditions and forecasts. For efficient and minimum water use in farms, night irrigation is preferred and drip irrigation methods are used.

In line with the water consumption reduction targets at Anadolu Etap plants, water saving and recycling projects are being implemented. Water samples obtained during periodic inspections of the waste water treatment plants at the factories are analyzed, thus keeping operations running at the highest level of efficiency.

7 ACCESSIBLE AND CLEAN ENERGY



Article SDG.07.2.1 includes the target “By 2030, increase substantially the share of renewable energy in the global energy mix”.

The use of renewable energy resources is given priority at all Anadolu Etap farms and plants. Starting from the purchasing phase of equipment, energy

efficiency values are taken into account with regular maintenance is carried out. In addition, thanks to the management system established with the support of technology in order to achieve high productivity in the use of agricultural vehicles, all mandatory emissions are reduced.

13 CLIMATE ACTION



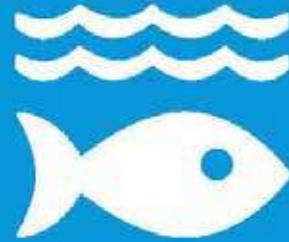
For a company that performs agricultural production such as Anadolu Etap, all studies on climate change are important. The safeguarding of sustainable provision of food on a local and global scale depends on the development of production in this area to suit changing climate conditions. Improvements in climate action and new technologies that will provide contribution to the agricultural sector's efforts in this field are carefully monitored and actively included in operations.

Since the climate action target announced by the UN does not require an active orientation towards agricultural



production, this target was not among the first priorities in the process of prioritizing sustainability strategies by both domestic and foreign stakeholders. However, Anadolu Etap is aware that the agricultural sector both effects and is affected by climate. In addition to efforts to increase efficiency in meeting the ever-increasing needs of humanity, Anadolu Etap also focuses on improving increased efficiency in order to contribute to performance regarding climate is also among the focus of Anadolu Etap.

14 LIFE BELOW WATER



Article SDG.14.1 includes the target “By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution”.

Within the scope of the principles of sustainable agriculture, Anadolu Etap takes all necessary measures to prevent waste from agricultural, administrative and human activities from being discarded into places such as streams, water channels and ditches which are located in the vicinity of farms and plants.

Effective waste management is in development with the support of scientific studies with a zero waste target. With the aim of reducing and recycling pruning waste etc., materials are mixed into the soil or used as ground cover material. In the selection of suppliers, those with waste management applications are preferred.

15 LIFE ON LAND



In all areas of activity, Anadolu Etap conducts studies in order to protect, improve and restore to former state all land life, fauna and flora in the light of analysis to the best of their abilities.

Article SDG.15.1 includes the target “By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and dry lands, in line with obligations under international agreements”, while Article SDG.15.4 includes the target “By 2030, ensure the conservation of mountain ecosystems, including their biodiversity, in order to enhance their capacity to provide benefits that are essential for sustainable development”.

In Anadolu Etap farms, priority is given to the creation of land with different product patterns. In this way, the risk of

deterioration of the ecosystem through the spreading of harmful organisms and diseases is prevented and biodiversity secured.

Article SDG.15.8 includes the target of “By 2020, introduce measures to prevent the introduction and significantly reduce the impact of invasive alien species on land and water ecosystems and control or eradicate the priority species”.

In the regions where Anadolu Etap farms are located, wild life and natural habitats within the boundaries of the farm are determined and conserved. For this purpose, the remaining pond and forest areas in the farms were determined and placed under conservation. Necessary measures have been taken to prevent the capture, poaching or smuggling of wild species living in these regions.

ENVIRONMENTAL POLICY AND ENVIRONMENTAL PROTECTION



Agriculture has commenced civilization by allowing societies to live in settled life. Today, it emerges as the issue most impacted by climate change and demographic trends. Agriculture, which is the primary source for meeting the food needs of people, is at risk of being unable to meet the food demand of the growing population as a result of the uncontrolled use of Natural Resources. For this reason, sustainable agricultural practices have emerged as a matter of urgency for the entire world to ensure the continuity of Natural Resources and food security. In addition, as the agriculture sector is

the source of raw materials for animal husbandry, textile, energy, agricultural sustainability has become the common goal of many sectors.

Uncontrolled agricultural practices, while causing accelerated climate change, seriously threaten human health. In addition, uncontrolled agricultural practices damage the structure and quality of the soil, causing a decrease in biodiversity, water shortage and air pollution. With the awareness of having a responsibility to leave a better world for future generations, Anadolu Etap are

the first agricultural company in Turkey to publish the Sustainable Agriculture Principles. Anadolu Etap, which conducts all of its activities in the light of these principles and commits to carrying out its activities in accordance with the requirements of these principles, maintains natural resources in order to leave a good mark on the future. Anadolu Etap conducts its activities in harmony with the environment in all its farms, facilities and plants and works to ensure the sustainability of natural resources. With the awareness of the limited water resources, Anadolu Etap, which takes

care in consuming water efficiently in its activities, has integrated this care into its way of doing business. In terms of energy use and waste management, it performs various studies with climate change sensitivity and contributes to the protection of the environment and natural resources.

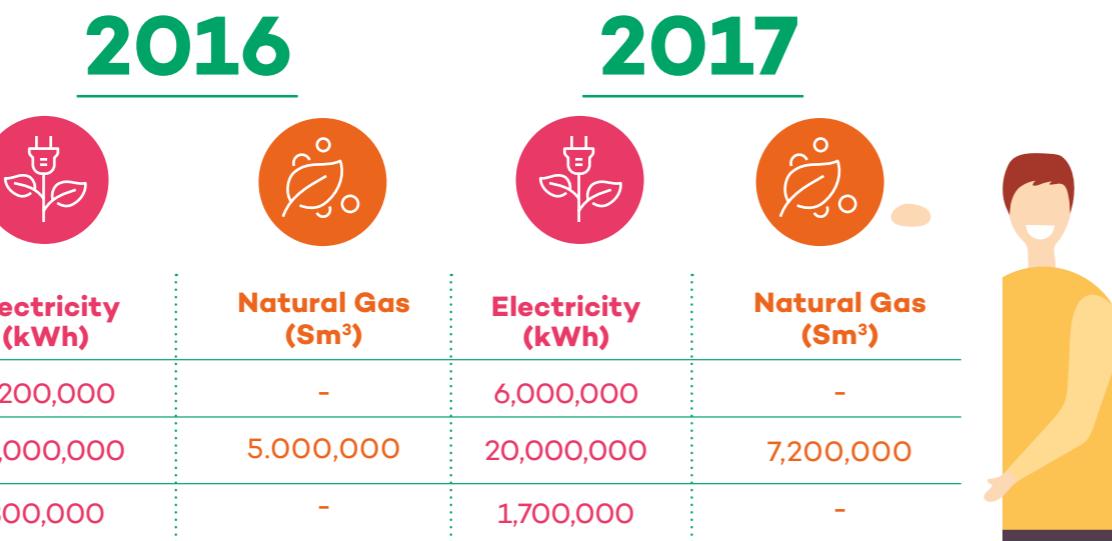
Energy Policy



The facilities within Anadolu Etap vary in terms of activity area and capacity, and must take into consideration the efficiency principles when using the energy they need. In agricultural operations, various energy sources are used according to differing needs. The amount of energy required can vary depending on the type of activity and the capacity of the facility. In addition, logistics activities are also optimized in order to save fuel.

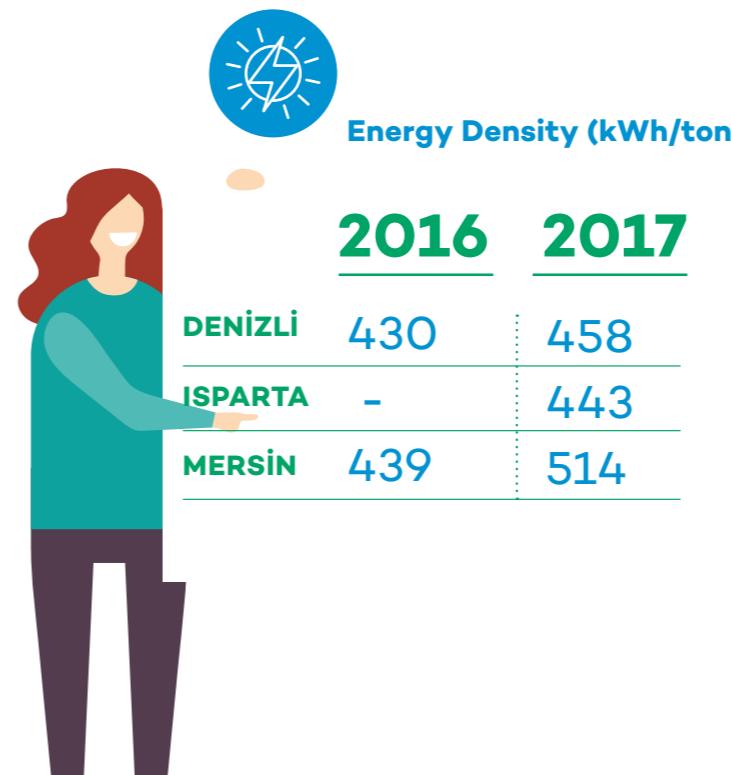
Anadolu Etap works towards reducing energy consumption in its plants. Within the scope of these efforts,

the compressors at Mersin and Denizli plants were replaced with inverter turbo compressors in 2015 and 2016 respectively. As a result of this change, approximately 30% electrical energy savings have been achieved. In the Denizli plant, old style lighting fixtures and projectors used were gradually replaced with LED technology in 2017. Thanks to these changes, in 2017, a saving of approximately 37,000 kwh was achieved.



*= Natural gas consumption in Denizli plant is included in CNG+LNG consumption.

** = In Mersin and the farms coal is also consumed, with 6,800,000 kg consumed in 2016, 8,756,000 kg in 2017 at the Mersin plant, and 210,000 kg in 2016 and 260,000 kg coal in 2017 at the farms.



External energy consumption is due to diesel fuel used in company vehicles and services.



Water Policy



Anadolu Etap is sensitive to irrigation, the main element of agriculture, and works towards the sustainability of water resources. As stated in the Sustainable Agricultural Principles, Anadolu Etap, which has committed to use water effectively and efficiently and to follow the soil moisture and plant needs, uses drip irrigation system and continuously

controls the water balance with soil moisture measurement devices to provide further water efficiency. Groundwater is used in Denizli and Mersin Facilities, and drinking and potable water from the OSB (Organized Industrial Zone) network is used for the Isparta Plant.

Biodiversity



In accordance with the Sustainable Agriculture Principles, Anadolu Etap is committed to protecting biodiversity, enriching and developing its habitats in its fields of activity. Anadolu Etap has established experimental plots at the Urfa, Adana and Çanakkale farms and has more than 60 R&D varieties in these plots. Efforts are continuing to ensure adaptation of these varieties to the climate and soil of the region. Growing different kinds of fruits offers an opportunity for consumers to taste different, higher quality flavours and also contributes to the biodiversity of the region.

Fruit trees are protected from the wind by natural methods. There are Leyland Cypress and Paulownia trees planted at the Balıkesir and Çanakkale farms for this purpose. In the case of the Balıkesir and Çanakkale Farms, Sycamore trees and Trojan Oak are protected and the natural heritage conserved. The natural ecosystem is maintained with bird nests and beehives at the farms. Pheromone traps are used to combat pests with natural methods.



Water consumption (m³)

	2016	2017
PLANTS	1.500.000	1.800.000
PACKING HOUSE	-	90.000
FARMS	12.200.000	13.300.000

Irrigation and other agricultural activities for farms represent the water consumption for plantation-irrigation and plantation-spraying.



Emissions



In order to reduce the adverse effects caused by greenhouse gas emissions, Anadolu Etap conducts various studies in its plants and facilities. Within the scope of these efforts, the diesel fuel used in the generator, forklift and tractors in Denizli plant was reduced by 2.2% and 54% in Mersin plant compared to the

previous year. At the Isparta plant, the amount of diesel consumed has been reduced with the use of gas forklift. Thus, greenhouse gas emissions from fuel consumption have been reduced. In addition, 3,5 million fruit trees in Anadolu Etap farms provide for greenhouse gas neutralization.



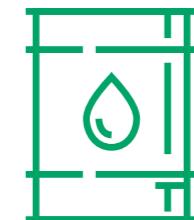
Waste Management



Anadolu Etap has a waste management plan as a requirement of its compliance with the Sustainable Agriculture Principles. It has established a waste management infrastructure necessary for the recycling of solid wastes and waste water and for the disposal into the environment with the least damage,

and has cooperated with necessary institutions for support when necessary. In the use of materials and packing, Anadolu Etap pays attention to the use of recyclable materials. The recycling of materials is also carried out, and a certain amount of materials are re-used.

Waste Water Management



In 2016, 100% of all industrial and domestic waste water arising from production and area cleaning activities at the Denizli, Isparta and Mersin plants were sent to the waste water treatment plant and recycled. The waste water from the Denizli and Mersin plants

is recycled at the waste water treatment plant within the plants. At the Isparta plant, recycling is carried out at the wastewater treatment plant within the OIZ.



Amount of Waste Water (m³)

	2016	2017
PLANTS	931,373	1,131,432





Solid Waste Management

2016



TON	Organic	Plastic	Wood	Paper	Metal
PLANTS	5,000,000	30	40	10	140



Anadolu Etap organic wastes are used as animal feed; plastic, wood, cardboard-paper and metal wastes are recycled. Other wastes are delivered to contracted licensed companies.

The organic waste produced in Anadolu Etap plants is utilized as animal feed in compliance with the EU Commission's article 68/2013 feed materials catalogue.

Hazardous waste arising from operations are transported with UATF and special vehicles suitable for the waste hazard category in order to control the effects during the interval until reaching the licensed disposal companies.

2017



TON	Organic	Plastic	Wood	Paper	Metal
PLANTS	9,000,000	60	70	10	130



Hazardous Waste

KG	2016	2017
FARMS	6,700	7,660
PLANTS	15,834	18,006



Recycling Policy

According to the waste management hierarchy, the first step is to prevent the formation of waste. If this is not possible, the steps to reduce the amount of waste, reuse, recycle and obtain energy from waste are proceeded to in order. Anadolu Etap strives to manage

its waste according to this hierarchy and chooses the materials it uses from renewable materials as much as possible. In Denizli, Isparta and Mersin plants, steel barrels, cardboard boxes and pallets are renewable, while the polyethylene filling bags are non-renewable.



Percentage of Recycled Materials*

2016



Wood

9



Metal

35

2017



Wood

25



Metal

46

* Recycling and recycled material tables are provided for plants.



Percentage of Recycled Materials*

2016



Palet

71



Drum

50

2017



Palet

32



Drum

47

* Recycling and recycled material tables are provided for plants.

Anadolu Etap does not purchase, use or store any agricultural inputs (such as pesticides, fertilizers) that are not allowed in accordance with international agreements and legal regulations,

as it has committed to Sustainable Agriculture Principles. It also records all agricultural inputs, suppliers and purchasing processes.

The main focus of all activities of Anadolu Etap is the inclusion and continuous development of the basic principles of sustainable agriculture practices to the business.

Social Sustainability



[SDG.02 Zero Hunger] "In this context, the sub-targets" under "SDG.02 Zero Hunger, which is of vital importance to humanity constitute the main targets of Anadolu Etap activities.

Article SDG.02.3 includes the target of "By 2030, double the agricultural productivity and incomes of small-scale food producers, in particular women, indigenous peoples, family farmers, pastoralists and fishers, including

through secure and equal access to land, other productive resources and inputs, knowledge, financial services, markets and opportunities for value addition and non-farm employment".

Anadolu Etap strives to increase the knowledge and competence in agricultural production of regional producers, especially women, in all the geographies it operates in, and strives to include the products of local producers in

its product composition in addition to its own productions.

In this context, Anadolu Etap works to ensure regional development and continuity in the field of agriculture by employing 2 thousand people, 70% of which are women, on its 7 farms. Article SDG.02.4 includes the target of "By 2030, ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production, that help maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters and that progressively improve land and soil quality".

Anadolu Etap aims to achieve this performance by using less energy and less water while increasing productivity during agricultural activities, and to transfer every drop of water used back to humanity for the development of healthy generations through fruit and not into the air as occurs in wild irrigation.

Article SDG.02.5 includes the target of "By 2020, maintain the genetic diversity of seeds, cultivated plants and farmed and domesticated animals and their related wild species, including through

soundly managed and diversified seed and plant banks at the national, regional and international levels, and promote access to and fair and equitable sharing of benefits arising from the utilization of genetic resources and associated traditional knowledge, as internationally agreed".

Anadolu Etap grows more than 100 different types of 9 fruits, in particular peaches, nectarines and apples, as well as pears, pomegranates, cherry, apricots, plum, etc. in its farms and contributes to the development of these species in its R&D farms.

Within this framework, Anadolu Etap works to maintain the balance between human and carries extensive researches with academic collaborations.

4 QUALITY EDUCATION



Turkey's agricultural development will be possible with the generation of a qualified employment. For this reason, Anadolu Etap considers supporting the development of agribusiness is among its primary duties.

Article SDG.04.4 includes the target "By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship".



There is a remarkable decline in agricultural involvement, especially in the young population in Turkey, towards the agricultural sector. The young population mostly focuses on the service sector and technology, and perceives agriculture as a traditional and non-progressive field.

There would be a need for qualified employment with the continuous development of agribusiness and its ability to open up to international markets. Anadolu Etap creates opportunity in agribusiness for young population through internship and scholarship programs.

8 DECENT WORK AND ECONOMIC GROWTH



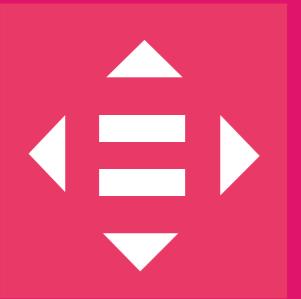
Anadolu Etap, establishes high standards to improve working in all areas that operates in by providing housing to its employees in need, safe and healthy working and living areas and social activities. Anadolu Etap is pleased to implement these fundamental rights, accepted as norms in other sectors, in such a way as to be a pioneer in agribusiness in Turkey.

Anadolu Etap prioritize child labour issue is unfortunately commonly encountered in agribusiness. The "child labour and forced labour prohibition" article of the Sustainable Agricultural Principles document is applied in all areas it operates in.



Within the scope of MİÇO project, Anadolu Etap also has nursery schools in Çanakkale and Balıkesir Farms for the children of seasonal agricultural workers which provides free and continuous education.

10 REDUCED INEQUALITIES



Discrimination in employment, including in developed parts of the world, is a frequently encountered issue in agribusiness. The elimination of all discrimination in agribusiness, the principle of equal pay for equal work, the respect of the welfare of all employees and the ensurance of their social rights are of primary importance for Anadolu Etap.

Article SDG.10.2 includes the target “By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status”.

The elimination of discrimination in agribusiness constitutes the basis of its business and employment policy. In order to ensure the elimination of discrimination, especially gender, the title “ending discrimination” has an important place in the “sustainable agricultural principles” document.

Within the framework of the “seasonal agricultural employment contract” signed with all employees, fundamental rights of all employees are declared.

11 SUSTAINABLE CITIES AND COMMUNITIES



Anadolu Etap respects the social, cultural, historical, biological, environmental and religious areas and activities that have an importance for the local population. Farm and plant operations are strictly controlled to not to affect urban areas. Anadolu Etap leads the social responsibility projects in all areas it operates in.

ANADOLU ETAP AND HUMAN RESOURCES



Anadolu Group “Equal Opportunities Policy” is the foundation of all Anadolu Etap human resources practices. A transparent human resources strategy that focuses on employee satisfaction, supports the development of employees, and is open to new ideas has been created.

An equitable and fair approach is applied to all employees in all business processes. In the framework of human resources policies as well as the law, forced labour and child labour are prohibited.

Anadolu Etap attaches importance to the employment of disabled people in the workplace, and as of the end of 2017, there are 18 disabled people employed.



Employment Profile

YEAR	SEASONAL EMPLOYEES	OUTSOURCED EMPLOYEES	DAILY EMPLOYEES
2016	79	90	887
2017	56	161	876

Anadolu Etap contributes to employment with seasonal, sub-contractor and daily agricultural workers as well as permanent staff.



NUMBER OF EMPLOYEES BY GENDER DISTRIBUTION

MANAGEMENT LEVEL	FEMALE	FEMALE %	MALE	MALE%	TOTAL
TOP MANAGEMENT	6	20%	24	80%	30
SUPERVISOR	7	32%	15	68%	22
ADMINISTRATION / TECHNICAL STAFF	44	26%	128	74%	172
FOREMAN	1	6%	17	94%	18
WORKER	8	3%	263	97%	271
GRAND TOTAL	66	13%	447	87%	513

Employment Profile



AGE DISTRIBUTION OF FEMALE WORKERS

MANAGEMENT LEVEL	BELOW 20	BETWEEN 21-30	BETWEEN 31-40	BETWEEN 41-50	BETWEEN 51-60	OVER 61	TOTAL
TOP MANAGEMENT	-	-	4	2	-	-	6
SUPERVISOR	-	1	6	-	-	-	7
ADMINISTRATION / TECHNICAL STAFF	-	29	13	2	-	-	44
FOREMAN	-	-	-	1	-	-	1
WORKER	-	3	5	-	-	-	8
GRAND TOTAL	-	33	28	5	-	-	66

Employment Profile



AGE DISTRIBUTION OF MALE WORKERS

MANAGEMENT LEVEL	BELOW 20	BETWEEN 21-30	BETWEEN 31-40	BETWEEN 41-50	BETWEEN 51-60	OVER 61	TOTAL
TOP MANAGEMENT	-	-	12	10	2	-	24
SUPERVISOR	-	1	9	3	2	-	15
ADMINISTRATION / TECHNICAL STAFF	-	54	61	13	-	-	128
FOREMAN	-	-	10	7	-	-	17
WORKER	2	66	113	79	3	-	263
GRAND TOTAL	2	121	205	112	7	-	447

Employment Profile



LEVEL DISTRIBUTION IN FEMALE EMPLOYEES

MANAGEMENT LEVEL	LESS THAN 1 YEAR	1-5 YEARS	6-10 YEARS	11-15 YEARS	16-20 YEARS	MORE THAN 20 YEARS	TOTAL
TOP MANAGEMENT	-	3	1	2	-	-	6
SUPERVISOR	-	3	2	2	-	-	7
ADMINISTRATION / TECHNICAL STAFF	11	26	5	-	2	-	44
FOREMAN	-	-	-	-	-	1	1
WORKER	2	6	-	-	-	-	8
GRAND TOTAL	13	38	8	4	2	1	66

Employment Profile

	TOTAL EXPERIENCE	AVERAGE EXPERIENCE
WHITE COLLAR	1334	5.51
BLUE COLLAR	1292	4.77
TOTAL	2626	5.12

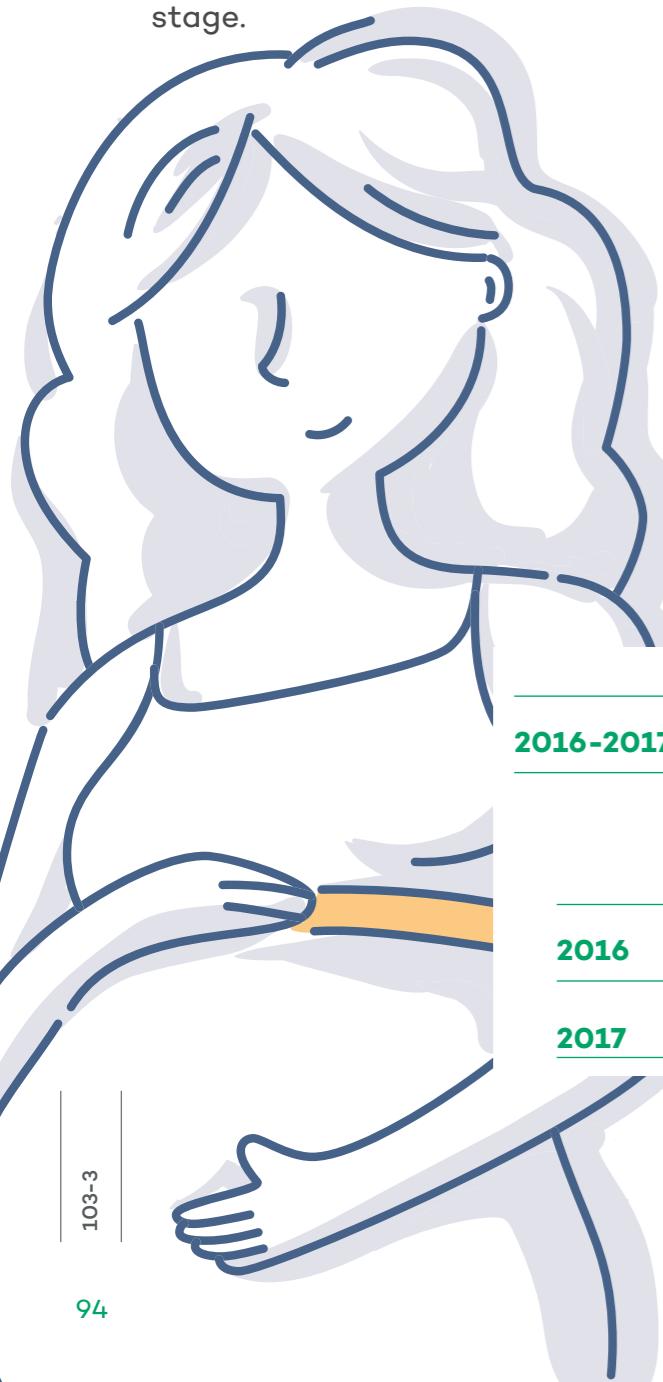


LEVEL DISTRIBUTION IN MALE EMPLOYEES

YÖNETİM KADEMESİ	LESS THAN 1 YEAR	1-5 YEARS	6-10 YEARS	11 - 15 YEARS	16-20 YEARS	MORE THAN 20 YEARS	TOTAL
TOP MANAGEMENT	-	8	5	4	7	-	24
SUPERVISOR	3	9	1	-	2	-	15
ADMINISTRATION / TECHNICAL STAFF	19	88	9	6	2	4	128
FOREMAN	1	5	1	5	5	-	17
WORKER	43	156	25	20	18	1	263
GRAND TOTAL	66	266	41	35	34	5	447

Equality and Combating Discrimination

Anadolu Etap implements the “Equal Opportunity Principle” which is common to Anadolu Group companies. Believing that equal opportunity is a prerequisite for Social Development, Anadolu Etap regularly reviews this policy and makes necessary improvements. The equal opportunity policy covers all employees, and is carefully applied for all work processes starting from the recruitment stage.



	Total number of employees entitled to maternity/ paternity leave		Total number of employees receiving maternity/ paternity leave		Total number of employees returning to work after end of maternity/paternity leave	
	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE
2016-2017	6	61	6	61	6	61

	Total Turnover Rate
2016	10%
2017	12%

While deciding on the selection and promotion processes of employees, the experience, knowledge and skills required by the position are evaluated objectively. All employees are provided with a wage and performance system based on transparent and objective criteria, and equal training and development opportunities are offered. In addition, annual target and performance evaluation processes are used for white collar employees throughout the company.

Women's Employment

In Anadolu Etap farms, **70%** of the farmers employed in 2017 and 25% of white-collar employees within the company are women.

According to the Turkish Statistical Institute, while female workforce participation in agribusiness in developing countries is **43%**, the rate in Turkey is **45%**.

Anadolu Etap supports women entering the workforce. There are **2,000** people employed on the farms, of which **70%** are women. Women agricultural engineers and technicians working on Anadolu Etap farms are trained to be future leaders.

Anadolu Etap established a training center called “AgroAcademy” in 2012 to increase the standards in fruit growing and to provide sustainability. **In 2017, the AgroAcademy has educated 565 farmers, 75% of whom were women, on Fruit Growing and Sustainable Growing. 50% of students granted scholarships under “AgroScholarship” are girls.**

70% of FARMERS ARE WOMEN



Combating Child Labour

Nearly 40-50% of the children working in Turkey are employed in agribusiness. The number of child labourers working in agribusiness is between 350.000-400.000 and ranks first among children working in the worst conditions. These children are employed in harsh conditions for the harvesting of crops such as cotton, nuts, citrus, rice, sugar beet, tobacco and so on, in various regions of Turkey. These children, who are deprived of educational opportunities and cannot continue their education due to their work, or who cannot start their education at all, live mostly in the South-eastern

and Eastern Anatolia Regions and exist without their own basic requirements for 4-7 months of the year in tents.

Anadolu Etap does not employ workers under the age of 18 at its farms. Anadolu Etap launched the MİÇO (Children of Seasonal Workers) project in 2015 in order to ensure free and continuous education of seasonal workers. Detailed information about this project can be found in the "Community Relations" MİÇO section.



In-House Training

Anadolu Etap believes that the most important element of sustainability is them employment of qualified workers. Therefore, all employees are included in the training and development processes and trained throughout the working period according to their positions and needs. The training is carried out within the framework of Anadolu Group competency model and based on core values. Education is knowledge-based, people-oriented and action oriented. Trainings are provided to increase the social, technical knowledge and skills of the employees and training and

development activities are carried out for specific purposes.

The scope of education is determined, organized and recorded according to these objectives. The efficiency measurement is carried out during and after the training.

Trainings can be arranged for special needs of divisions, as well as due to needs such as talent management, corporate culture, company strategies and cost effectiveness.

In 2016, a total of 7 hours of training per person was provided, and in 2017, the average training per person was increased to 16 hours. The average number of hours of training per person per year is the same for male and female employees. At Anadolu Etap, trainings are carried out both face to face and online.



Training Time Per Person	
Blue Collar	
2016	5
2017	10.5

Training Time Per Person	
White Collar	
2016	2
2017	5.5



Anadolu Etap Internship and Scholarship Programs

Anadolu Etap provides the opportunity for students who are studying in related departments of vocational high schools and universities to be interns at the farms, plants, packing facilities and offices of Anadolu Etap. Scholarship students are given priority in the quota of interns. AgroScholarship has been given to Agriculture Faculty students in cash for 12 months since 2014. 50% of the scholars are male students and 50% are female students.

Two of the students included in Anadolu Etap's scholarship and internship program have been employed as Agricultural Engineers within Anadolu Etap.

Mentoring Program

Mentoring Program is provided to the scholarship students in the Anadolu Foundation Mentoring Program. Mentors are determined on a voluntary basis from among the Anadolu Group executives. Mentees are selected from among the young people who are most interested and keen on the activities of the Foundation. The program is carried out in one-year periods as a joint learning process.

Scholarship and internship application processes can be followed from the website.



Intern	
2016	15
2017	15
Scholar	
2016	7
2017	8
Mentor-Mentee Program	
2016	12
2017	9



Occupational Health and Safety Policy

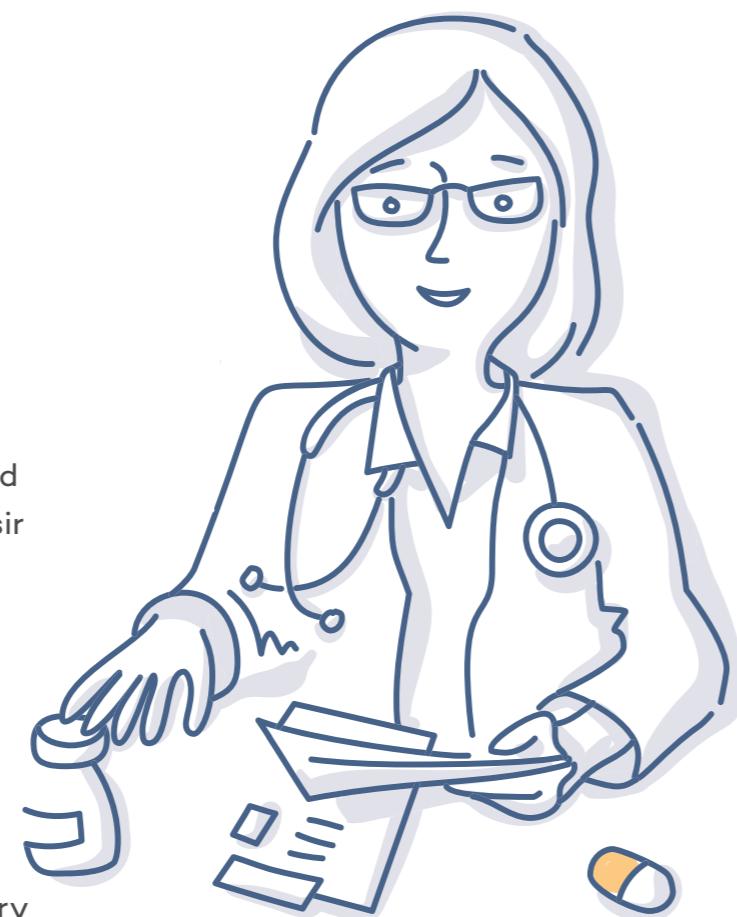
Anadolu Etap aims to become a pioneer in the industry by documenting, continuously reviewing and developing its occupational health and safety systems, from raw materials to the offering of final products.

Anadolu Etap works to ensure full compliance with the relevant legislation regarding occupational health and safety practices. It is aimed for occupational health and safety to be a common understanding for all Anadolu Etap employees.

Health Inspections

Periodic health examinations are regularly performed for employees at Anadolu Etap each year.

OHS committees have been established in Denizli and Mersin Plants and Balıkesir and Çanakkale Farms. At the Denizli Plant, the OHS board consists of 13 people, 8 of which are compulsory participants, the OHS board in Mersin consists of 16 participants, 9 of which are compulsory participants, the Balıkesir Farm OHS board consists of 18 people, 10 of which are compulsory participants and the Çanakkale farm OHS board consists of 12 people, 8 of which are compulsory participants.



Occupational Health and Safety Statistics

2016

%	Plants*	Farms
Accident frequency rate	11.2	11.8
Lost day rate	4.2	1.1

2017

%	Plants*	Gönen	Farms
Accident frequency rate	11.7	12.6	7.8
Lost day rate	2.3	-	1.8

Occupational Health and Safety Training

Hours per person	Plants*	Gönen	Farms
2016	5	4	8
2017	6	4	8



SOCIAL RESPONSIBILITY APPLICATIONS



AGRO Academy

Anadolu Etap implements the best practices in the world together with modern growing techniques to become one of the leading fresh fruit and fruit juice company in Europe.

Anadolu Etap established a training center called "AgroAcademy" in 2012 to offer much more sophisticated standards in fruit growing. Following the cooperation agreement signed with the University of Florida in 2012, Anadolu Etap has been continuing to offer executive training in partnership with the Executive Development Centre of Bilgi University as of 2013, and technical training in partnership with Ege University Department of

Horticulture. The sustainable and modern fruit growing techniques training covers theoretical and practical applications.

With the "Fruit Growing and Sustainable Growing" training of Anadolu Etap, the aim is to extend modern fruit growing techniques and sustainable growing, as well as contribute to the economic and social development and prioritizing the education of women farmers in order to increase the quality of women workforce.

The fact that 75% of the 565 farmers participating in these trainings consists of female farmers is one of the clearest indicators of the importance that Anadolu Etap places on women's employment and development.

MİÇO

Anadolu Etap launched the MİÇO (Children of Seasonal Agricultural Workers) project in 2015 in order to provide free and continuous education for the children of seasonal workers. Within the scope of the MİÇO project, during the academic year, the children coming to Çanakkale and Balıkesir farms are expected to continue their education in coordination with the Provincial Directorate of National Education. After the schools are closed, the children are taught art, handicrafts, music, physical education and Turkish lessons from June until the end of August in the kindergartens, established in two farms with the teachers appointed by the Public Education Directorates.



The MİÇO project has been implemented at the Balıkesir and Çanakkale Farms due to the fact that the harvest begins in early May and continues until mid-November. For this reason, more seasonal agricultural workers are needed at the Balıkesir and Çanakkale farms, and therefore more MİÇOs come with their families.

Anadolu Etap is the first agricultural company in Turkey to provide free and continuous education to 150 children in 2015, 155 children in 2016 and 160 children in 2017 by opening schools for the children of seasonal agricultural workers at their farms. During 2016-2017 season, MİÇO Project has been realized at the Çanakkale and Balıkesir

farms, within the framework of the "One Team" Corporate Social Responsibility Program of Turkish Airlines EuroLeague, in cooperation with Anadolu Efes Sports Club. Within the scope of the program, MİÇOs took courses for 8 weeks, focusing on the activities of basketball, correct decision making, the importance of eye contact and communication, personal skill development, sports culture, fast problem solving and team awareness. As a result of the studies, it was a great source of happiness for the Anadolu Etap to receive the feedback during conversations with MİÇOs on how enjoyable it was for them.

In August 2017, 136 MİÇOs, aged 6-14, participated in the Kids Lab project and Innocampus children's workshops in cooperation with BASF. Children also designed their own spider robots using their creativity in the computer environment and obtained their certificates by completing their laboratory trainings.

Anadolu Etap 2017 Sustainability Report

GRI Standards Index - Core

GRI Standard		Topics	Answers and Page Numbers
GRI 101: FOUNDATION 2016			
GRI 102: GENERAL DISCLOSURE 2016			
Corporate Profile			
102-1	Name of the organization	"AEP Anadolu Etap Penkon Gıda ve Tarım Ürünleri Sanayi ve Tic. A.Ş"	-
102-2	Activities, brands, products, and services	Anadolu Etap at a Glance	6-9,15
102-3	Location of headquarters	"Fatih Sultan Mehmet Mahallesi, Balkan Caddesi No:58 D:E, 34771 Ümraniye/İstanbul"	
102-4	Location of operations	Anadolu Etap at a Glance	6,7
102-5	Ownership and legal form	Anadolu Etap at a Glance	7
102-6	Markets served	Anadolu Etap at a Glance	7
102-7	Scale of the organization	Anadolu Etap at a Glance, Economic Performance	7, 50, 51
102-8	Information on employees and other workers	Employment Profile	84, 85
102-9	Supply chain	Supply Chain Management	32, 33
102-10	Significant changes to the organization and its supply chain	There is no change because of first report	
102-11	Precautionary Principle or approach	Anadolu Etap at a Glance	20, 21
102-12	External initiatives	Memberships, Supported Initiatives	24
102-13	Membership of associations	Memberships, Supported Initiatives	24
Strategy			
102-14	Statement from senior decision-maker	CEO's Message	4-5
Ethics and integrity			
102-16	Values, principles, standards, and norms of behavior	Anadolu Etap at a Glance	20, 21
Governance			
102-18	Governance structure	Anadolu Etap at a Glance	18
Stakeholder engagement			
102-40	List of stakeholder groups	Corporate Communications & Stakeholder Relations	26-29
102-41	Collective bargaining agreements	There is no collective agreement	-
102-42	Identifying and selecting stakeholders	Corporate Communications & Stakeholder Relations	26-29
102-43	Approach to stakeholder engagement	Corporate Communications & Stakeholder Relations	26-29
102-44	Key topics and concerns raised	High Priority Sustainability Issues	40-43

GRI Standard			Topics	Answers and Page Numbers
Reporting practice				
102-45	Entities included in the consolidated financial statements	Anadolu Etap at a Glance	6-11	
102-46	Defining report content and topic Boundaries	-	4	
102-47	List of material topics	High Priority Sustainability Issues	40-43	
102-48	Restatements of information	Not	-	
102-49	Changes in reporting	Not	-	
102-50	Reporting period	-	4	
102-51	Date of most recent report	-	-	
102-52	Reporting cycle	-	-	
102-53	Contact point for questions regarding the report	-	4	
102-54	Claims of reporting in accordance with the GRI Standards	-	4	
102-55	GRI Standards Index	GRI Standards Index - Core	108	
102-56	External assurance	There is no external assurance	-	
GRI 200 ECONOMIC STANDARDS SERIES 2016				
GRI 201 Economic Performance 2016				
GRI 103 MANAGEMENT APPROACH 2016	103-1	Explanation of the material topic and its boundary	High Priority Sustainability Issues	42,43
	103-2	The management approach and its components	Economic Sustainability	44,47
	103-3	Evaluation of the management approach	Economic Sustainability, Economic Performance	50-53
	201-1	Direct economic value generated and distributed	Economic Performance	50-53
GRI 203 Indirect Economic Impacts 2016				
GRI 103 MANAGEMENT APPROACH 2016	103-1	Explanation of the material topic and its boundary	High Priority Sustainability Issues	42,43
	103-2	The management approach and its components	Economic Sustainability	44,47
	103-3	Evaluation of the management approach	Economic Sustainability, Economic Performance	50-53
	203-1	Infrastructure investments and services supported	Economic Performance	50-53
	203-2	Significant indirect economic impacts	Indirect Economic Impact	52-53
GRI 204 Procurement Practices 2016				
GRI 103 MANAGEMENT APPROACH 2016	103-1	Explanation of the material topic and its boundary	High Priority Sustainability Issues	42,43
	103-2	The management approach and its components	Economic Sustainability	44,47
	103-3	Evaluation of the management approach	Economic Sustainability, Supply Chain Management	32-34
	204-1	Proportion of spending on local suppliers	Supply Chain Management	32-34
GRI 205 Anti-corruption 2016				
GRI 103 MANAGEMENT APPROACH 2016	103-1	Explanation of the material topic and its boundary	High Priority Sustainability Issues	42,43
	103-2	The management approach and its components	Economic Sustainability	44,47
	103-3	Evaluation of the management approach	Economic Sustainability, Anadolu Etap at a Glance	20, 34
	205-2	Communication and training about anti-corruption policies and procedures	Anadolu Etap at a Glance	20, 34

GRI 300 ENVIRONMENTAL STANDARDS SERIES 2016				
GRI 302 Energy 2016				
GRI 103 MANAGEMENT APPROACH 2016	103-1	Explanation of the material topic and its boundary	High Priority Sustainability Issues	42,43
	103-2	The management approach and its components	Environmental Sustainability	59-63
	103-3	Evaluation of the management approach	Environmental Sustainability, Energy Policy	64-66
	302-1	Energy consumption within the organization	Energy Policy	66,67
	302-2	Energy consumption outside of the organization	Energy Policy	66,67
	302-3	Energy intensity	Energy Policy	66,67
	302-4	Reduction of energy consumption	Energy Policy	66,67
	302-5	Reductions in energy requirements of products and services	Energy Policy	66,67
GRI 303 Water 2016				
GRI 103 MANAGEMENT APPROACH 2016	103-1	Explanation of the material topic and its boundary	High Priority Sustainability Issues	42,43
	103-2	The management approach and its components	Environmental Sustainability	59-63
	103-3	Evaluation of the management approach	Environmental Sustainability, Water Policy	59-63, 68
	303-1	Water withdrawal by source	Water Policy	68
	303-2	Water sources significantly affected by withdrawal of water	Water Policy	68
	303-3	Water recycled and reused	Waste Water Management	71
GRI 305 Emissions 2016				
GRI 103 MANAGEMENT APPROACH 2016	103-1	Explanation of the material topic and its boundary	High Priority Sustainability Issues	42-43
	103-2	The management approach and its components	Environmental Sustainability	59-63
	103-3	Evaluation of the management approach	Environmental Sustainability, Emissions	59-63,69
	305-5	Reduction of GHG emissions	Emissions	69
GRI 306 Effluents and Waste 2016				
GRI 103 MANAGEMENT APPROACH 2016	103-1	Explanation of the material topic and its boundary	High Priority Sustainability Issues	42-43
	103-2	The management approach and its components	Environmental Sustainability	59-63
	103-3	Evaluation of the management approach	Environmental Sustainability, Waste Management	59-63,70-71
	306-1	Water discharge by quality and destination	Waste Management	70-71
	306-2	Waste by type and disposal method	Waste Management	70-71

GRI 400 SOCIAL STANDARDS SERIES 2016				
GRI 401 Employment 2016				
GRI 103 MANAGEMENT APPROACH 2016	103-1	Explanation of the material topic and its boundary	High Priority Sustainability Issues	42-43
	103-2	The management approach and its components	Social Sustainability	76-81
	103-3	Evaluation of the management approach	Social Sustainability, Equality and Combating Discrimination	76-81,94
	401-1	New employee hires and employee turnover	Equality and Combating Discrimination	94
	401-3	Parental leave	Equality and Combating Discrimination	94
GRI 403 Occupational Health and Safety 2016				
GRI 103 MANAGEMENT APPROACH 2016	103-1	Explanation of the material topic and its boundary	High Priority Sustainability Issues	42-43
	103-2	The management approach and its components	Social Sustainability	76-81
	103-3	Evaluation of the management approach	Social Sustainability, Occupational Health and Safety Policy	76-81,102
	403-1	Workers representation in formal joint management-worker health and safety committees	Occupational Health and Safety Policy	102
	403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Occupational Health and Safety Policy	103
GRI 404 Training and Education 2016				
GRI 103 MANAGEMENT APPROACH 2016	103-1	Explanation of the material topic and its boundary	High Priority Sustainability Issues	42-43
	103-2	The management approach and its components	Social Sustainability	76-81
	103-3	Evaluation of the management approach	Social Sustainability, In-House Training	76-81,98-99
	404-1	Average hours of training per year per employee	In-House Training	98-99
	404-2	Programs for upgrading employee skills and transition assistance programs	In-House Training	98-99
GRI 405 Diversity and Equal Opportunity 2016				
GRI 103 MANAGEMENT APPROACH 2016	103-1	Explanation of the material topic and its boundary	High Priority Sustainability Issues	42-43
	103-2	The management approach and its components	Social Sustainability	76-81
	103-3	Evaluation of the management approach	Social Sustainability, Equality and Combating Discrimination	76-81,94
	405-1	Diversity of governance bodies and employees	Equality and Combating Discrimination	84-93
	406-1	Incidents of discrimination and corrective actions taken	Equality and Combating Discrimination	94
GRI 408 Child Labor 2016				
GRI 103 MANAGEMENT APPROACH 2016	103-1	Explanation of the material topic and its boundary	High Priority Sustainability Issues	42-43
	103-2	The management approach and its components	Social Sustainability	76-81
	103-3	Evaluation of the management approach	Social Sustainability	76-81,96
	408-1	Operations and suppliers at significant risk for incidents of child labor	Social Sustainability	96,106
GRI 416 Customer Health and Safety 2016				
GRI 103 MANAGEMENT APPROACH 2016	103-1	Explanation of the material topic and its boundary	High Priority Sustainability Issues	42-43
	103-2	The management approach and its components	Social Sustainability	76-81
	103-3	Evaluation of the management approach	Social Sustainability, Food Safety	76-81,30-31
	416-1	Assessment of the health and safety impacts of product and service categories	Food Safety	30-31



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Content and Reporting Consultant

SUCSR Corporate Sustainability Consultancy

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using the information and resources that are believed to be accurate and
reliable in the preparation period of the report.

