



Yüksel's Sustainability Report

III





Report Profile [G4-28,29,30]

The third in Yüksel's (Construction - İnşaat) series of annual sustainability reports, Riseability III has been prepared in accordance with GRI G4 Core level and the indicators of the UN Global Compact Communication on Progress.

The report covers the January 2013 - December 2013 period.



Yüksel's previous sustainability report, Riseability II, which covered the September 2011 - September 2012 period, was published in February 2013.

To access Riseability II, go to <http://yuksel.net/yukselebilirlik2.pdf>

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Message from the Chairman of the Board

[G4-1]

Dear Stakeholders,

In 2013 as well, which marked Yüksel's 50th anniversary, our understanding of sustainability guided us in terms of how to contribute to the environment and society as we went about our operations.

As a signatory of the world's largest corporate citizenship initiative, the UN Global Compact, which combines the concepts of human rights, labor, society and the environment, we are aware of the significance of increasing the number of signatories in the spread of corporate responsibility awareness. Another nongovernmental organization of which we are a member, the Turkish Contractors' Association, also signed the UN Global Compact in 2013, marking an important milestone in our sector.

At Yüksel, we are aware that we need to take on a more active role to contribute to the spread of corporate responsibility awareness and to ensure a business world more sensitive to the environment and to society. Therefore, we took another important step in 2013 by joining the Executive Board of the UNGC Turkey Local Network.

In this third Riseability report, we endeavored to prioritize our economic, environmental and social impacts by stakeholder dialogue. We saw through this that our economic and environmental impacts were significant. A glance at our social impacts reveals that our stakeholder greatly prioritize issues such as health and safety, employee training, employment, supply chain and occupational. By making prioritization plans in these areas, and focusing on our short and medium term business process, we aim to increase our corporate performance and fulfill our stakeholders' expectations.

Using our resources wisely fortifies not just our present, but our future. The contracting sector is one that lends itself to sustainability practices, and as such it must be accorded great importance. There have always been risks and obstacles, and there always will be. What matters is foreseeing risks and overcoming obstacles before harming or being harmed. As Yüksel, we are going to do our utmost to make positive contributions to the environment and society by continuing our exemplary sustainability work. I am pleased to share our business processes within the scope of sustainability and results via this report, Riseability.



“Using our resources wisely fortifies not just our present, but our future.”

Emin Sazak
Yüksel İnşaat
Chairman of the Board and CEO

Company Profile

[G4-3,4,5]



In its first years, Yüksel İnşaat specialized in embankment, dock, and port contracts, later contributing to many projects in fields such as energy, transportation and industrial facilities, thereby supporting the infrastructure and superstructure not only in Turkey but also in other countries where it operated. Since 1983, Yüksel İnşaat has continued its international activities, and since 2007, it has earned a place among “The World’s 225 Largest International Contractors”.

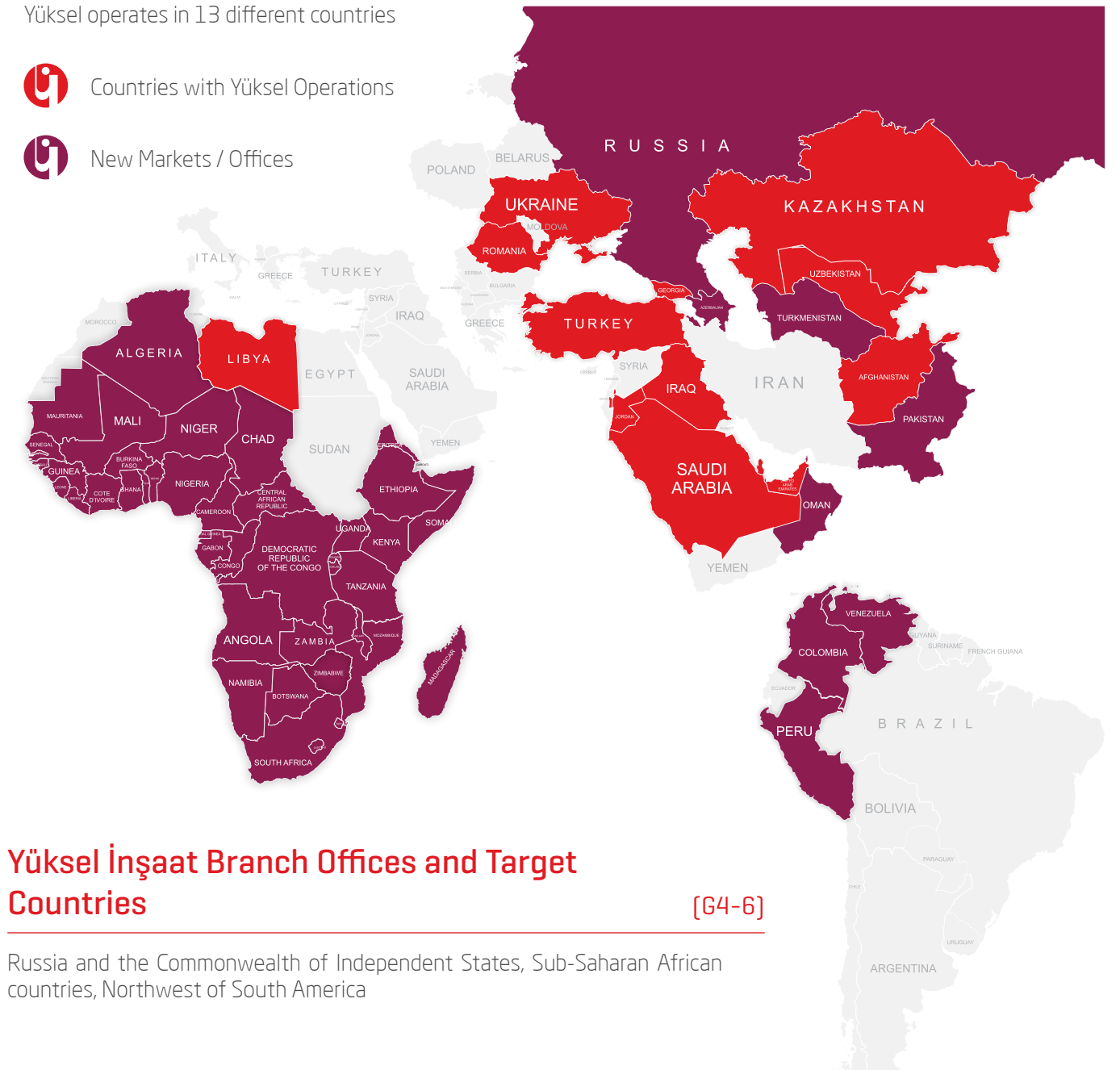
Country Operations

[G4-6]

Turkey	Ankara, İstanbul, İzmir, Adana, Balıkesir, Kahramanmaraş, Siirt, Diyarbakır, Samsun, Malatya, Artvin, Sivas, Erzincan, Kastamonu, Gaziantep, Şanlıurfa, Bolu, Kocaeli, Bursa, Ordu, Kırklareli, İskenderun, Muğla, Van, Antalya, Mersin, Sakarya
Saudi Arabia	Jizan, Dammam, Yanbu, Riyadh, Qassim, Al Hasa, Ceddah
Qatar	Doha
Libya	Tripoli, Derna, Umsaad, Sirte, Ajdabiya
Iraq	Erbil
Afghanistan	Bagram, Kabul, Mezar-ı Şerif, Shindand
Uzbekistan	Djizak, Urganch, Tashkent, Kokand, Bukhara, Samarkand, Uchkuduk
Kazakhstan	Almaty, Astana
United Arab Emirates	Dubai
Jordan	Amman
Georgia	Tiblisi
Ukraine	Kiev
Romania	Bucharest, Constanta

Yüksel operates in 13 different countries

-  Countries with Yüksel Operations
-  New Markets / Offices



Yüksel İnşaat Branch Offices and Target Countries

[G4-6]

Russia and the Commonwealth of Independent States, Sub-Saharan African countries, Northwest of South America

Yüksel's Nature of Ownership and Legal Form [G4-7]

Yüksel share its owner structure with its stakeholders transparently, though it is not a public company.



Stakeholder Name	Shares
Yüksel Holding A.Ş.	79.50%
Süleyman Servet Sazak	2.25%
Ayşe Bilgün Dereli	1.75%
Emin Sazak	1.75%
Abdurrahman Derya Sazak	1.00%
Suhandan Sazak	0.25%
Yurdal Sert	4.00%
Ayşe Deniz Sazak	1.00%
Mehmet Emin Sazak	1.55%
Sazak Turizm ve Ticaret A.Ş.	1.30%
Kaan Sert	4.00%
Arnt Güven Sazak	0.55%
Ayşe Öztan	0.55%
Tülin Vatan	0.55%

Yüksel Holding the largest stakeholder of Yüksel İnşaat comprises 15 active companies including Yüksel İnşaat.

Yüksel Group Companies

01 YÜKSEL

Yüksel Holding A.Ş.

The group companies active in fields such as construction, tourism, finance, IT, manufacturing, security, defense, energy and investment were collected under Yüksel Holding in 1997.

04 SASEL

Sasel Elektromekanik Sanayi ve Ticaret A.Ş.

It manufactures all kinds of electromechanically engineered goods, and provides installation, contract, and project, consulting services as well as manufacturing electrical boards and electrical installation pipes.

07 YÜKSEL

Yüksel Yapı Elemanları A.Ş.

It manufactures concrete, reinforced concrete, pre-stressed concrete pipes and beams in its factories in Gaziantep, Gebze and Ankara.

10 YÜKSEL

Yüksel Özel Güvenlik Hizmetleri A.Ş.

It provides all types if international and domestic security services.

13 YÜKSEL

Yüksel Yatçılık A.Ş.

It provides yacht tourism services in Marmaris with its modern yacht fleet and sailing school.

02 YÜKSEL

Yüksel İnşaat A.Ş.

It is Yüksel's founding company which undertakes high tech infrastructure and superstructure contracts domestically and abroad.

05 DataSel

Dataset Bilgi Sistemleri A.Ş.

It is active in the information technology field.

08 YÜKSEL ENERJİ

Yüksel Enerji Holding A.Ş.

It was founded in 2008 to bring together all group companies active in the energy field. It carries out activities to resolve the financing, investment, organization and administration of the energy related companies it holds shares in.

11 YÜKSEL

Yüksel Kompozit Teknolojileri A.Ş.

It was founded to design and manufacture composite parts and components as well as equipment and apparatus especially for the aeronautical industry.

14 YÜKSEL

Yüksel Elektrik Enerjisi Toptan Satış A.Ş.

It conducts wholesale activities of electrical energy as well as importing and exporting.

03 YÜKSEL İNŞAAT SAUDIA

Yüksel İnşaat Saudia Limited Şirketi

It carries out infrastructure and superstructure contracts in Saudi Arabia.

06 MEKSA YATIRIM

Meksa Yatırım Menkul Değerler A.Ş.

It provides individual and corporate clients with extensive capital markets mediation services.

09 YÜKSEL ENERJİ

Yüksel Enerji Elektrik Üretim ve Tic. A.Ş.

It is a production facility producing and selling electrical energy.

12 KASK SİGORTA

Kask Sigorta Aracılık Hizmetleri A.Ş.

It provides services in all areas of insurance.

15 YÜKSEL

Yüksel Yönetim Hizmetleri A.Ş.:

It provides hygiene, service, landscaping, cleaning, organization, automotive and security systems services.

Markets Served [G4-8]

Yüksel İnşaat offers its customers contracting services in five main areas. The highest quality services are provided not only domestically but also internationally to minimize and, where possible, eliminate the impact of operations as a requirement of sustainability.

With half a century of experience, Yüksel İnşaat acts with environmental and social awareness in all of its operations. By delivering projects it undertakes on time, it also ensures structures that will increase quality of life such as dams, roads, hospital buildings and waste-water plants are provided as quickly as possible.

Selected Projects

Dams and Hydroelectric Power Plants (HEPP)	<ul style="list-style-type: none">• Kandil Dam and HEPP - Kahramanmaraş/Turkey• Altinkaya Dam and HEPP - Samsun/Turkey• Damad Dam - Jizan/Saudi Arabia
Industrial Projects	<ul style="list-style-type: none">• Water transmission line project between Hilli, Yobba and Al Lith Dams - Shoaiba Water Purification Facility /Saudi Arabia• Adana Wastewater Project Construction / Turkey• Khorezm Sugar Factory /Uzbekistan
Transportation Projects	<ul style="list-style-type: none">• Kora-Shaqlawa-Qandeel Highway- Erbil/Iraq• Salwa Road Stage 2 - Doha/Qatar• Ordu Ring road /Turkey
Building Projects	<ul style="list-style-type: none">• Afghanistan Bagram Joint Forces Operation Headquarters -Bagram/Afghanistan• King Faisal University Hospital Stage 1 - Al Hassa/Saudi Arabia• Metrocity Office and Trade Center, Residence Compound -Istanbul/Turkey
Marine Structures	<ul style="list-style-type: none">• Additional Mole to the Haydarpaşa Port - Istanbul/Turkey• Marmaris Tourism Yacht Marina Construction/ Turkey• Bostanlı Passenger and Car Ferry Dock - Izmir/Turkey

With nearly 14,000 employees, the Yüksel Group is in contact with various customer and vendor groups as well as governments, public institutions, educational institutions, NGOs, international organizations and local people from many sectors, in particular the construction and contracting sectors, in the countries where it operates. Cognizant of how many people's lives it touches, in so many different parts of the world, Yüksel aims to increase the quality of life of societies.

Company Profile [G4-9,10]

The following Yüksel İnşaat data is based on 2013 reports:

Total number of employees: 9,097 (Including subcontractors and employees provided by professional HR companies on a project basis)

Net Sales: 1,796,609.190 TL

Total Number of Operations: 89

Total Operation Capital: 300,000.000 TL

Total Assets: 2,104,480.200 TL

Equity: 458,182.493 TL

Total Liability: 1,646,297.707 TL

Total Progress Payment: 1,795,413.532 TL

The distribution of operations comprising 5% or more of the total revenues by country:

Turkey	913,191.044 TL
Qatar	281,575.470 TL
Afghanistan	235,390.757 TL
Saudi Arabia	243,860.824 TL
Iraq	110,167.620 TL

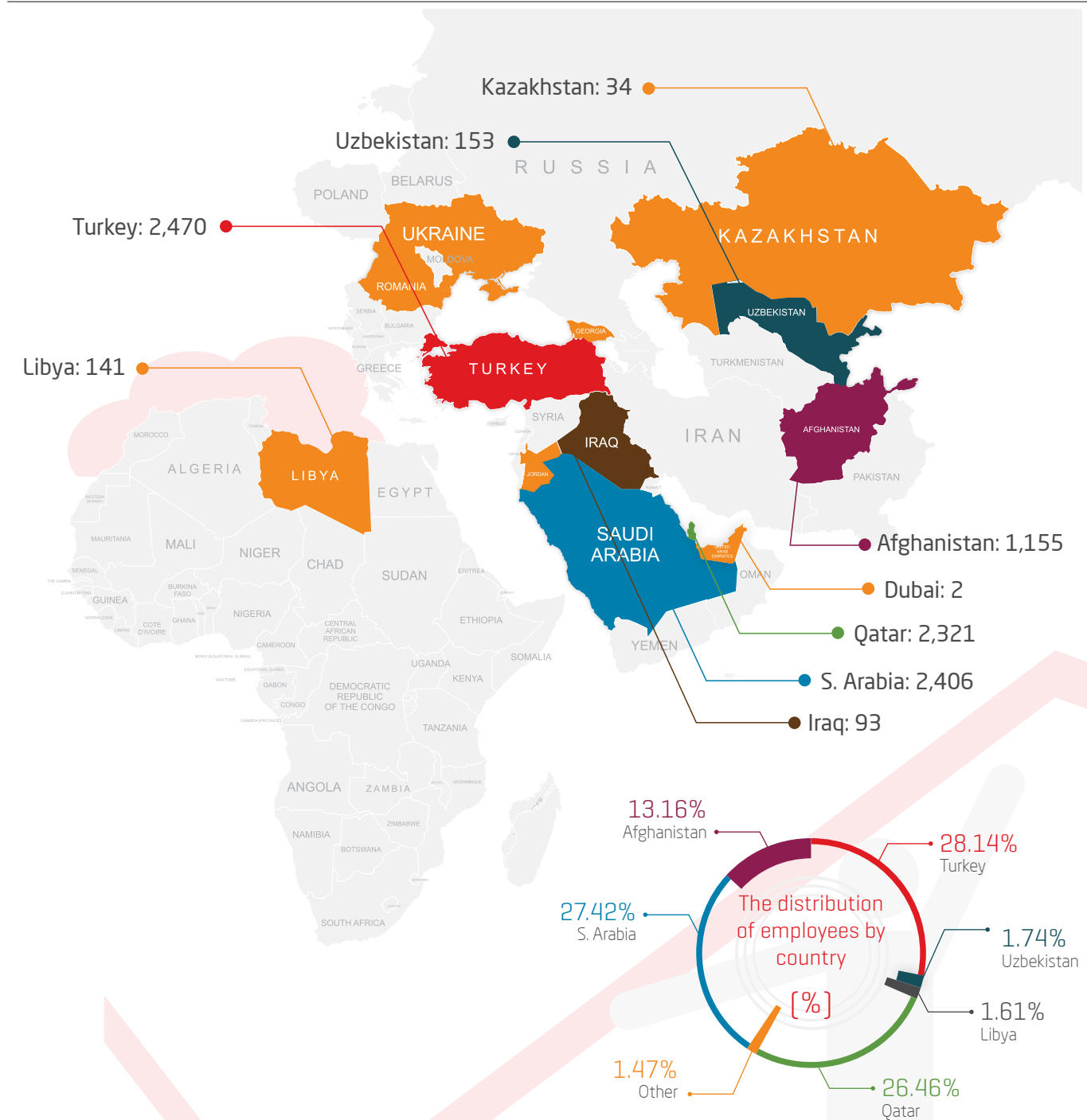
The distribution of operations comprising 5% or more of the total expenses by country:

Turkey	863,773.269 TL
Qatar	268,693.683 TL
Afghanistan	222,415.857 TL
Saudi Arabia	200,729.288 TL
Iraq	66,333.604 TL

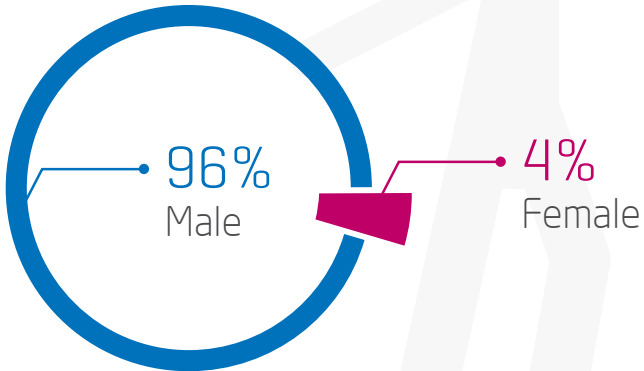


Yüksel's Workforce

Distribution of employees by country



Contracted employees by gender



Permanent Employees by profession and nationality

Due the Yüksel's area of operation, the majority of the employees are workers, operators and foremen.

Job Category	Yüksel (Turkish)	Yüksel (non-Turkish)	Subcontractor/ Partner	Project-based Employees from Professional HR Companies	Total
Engineer, Architect	285	171	77	3	536
Accounting, Personnel, Administrative	212	264	47	0	523
Technician, Foreman	213	170	130	0	513
Operator, Foreman	179	503	480	16	1,178
Worker	622	4,135	1,286	304	6,347
Total	1,511	5,243	2,020	323	9,097

Positions by Job Category

Engineer, Architect	Project Director, Site Manager, Engineer, Department Head, Architect, Technical Office Director, Work Safety Chief, Quality Control Director, etc.
Accounting, Personnel, Administrative	Accounting Director, Personnel Manager, Personnel Officer, Warehouse Responsible, Chief Administrator, Translator, etc.
Technician, Foreman	Technician, Foreman, Topographer, etc.
Operator, Foreman	Equipment Operator, Heavy Machinery Equipment Operator, Ironworker Foreman, etc.
Worker	Driver, Repairman, Maintenance, Cook, Waiter, etc.

Yüksel İnşaat does not have in its employ any unregistered workers. All employees are registered to the Republic of Turkey Social Security Institution.

Freedom of Association and Collective Bargaining Agreements

[G4-11]

The right of freedom of association and collective bargaining agreements is protected in the Constitution of the Republic of Turkey. Yüksel respects its employees’ freedom of association and collective bargaining agreements and does not obstruct it in any way.

Supply Chain

[G4-12]

Yüksel İnşaat, as a contracting company, plays an important role in the supply chain. It takes great care in the selection of the materials and subcontractors it uses in the projects it undertakes to ensure high quality.



In 2013, Yüksel İnşaat worked with a total of 750 suppliers in Turkey, Qatar, Saudi Arabia, Afghanistan and Iraq. Product and service quality is prioritized in the selection of all suppliers.

Of the suppliers used, 66% had quality certification, 65% had work safety certification and 29% had environmental management systems certifications.

Of the subcontractors used, 33% had quality certification, 66% had work safety certification and 40% had environmental management systems certifications.

The total amount paid to suppliers in 2013 was 248,306,587 TL.

Type and Regional Distribution of Suppliers

Type of Supply	Location of Supplier	Sector-specific quality of supplier within the chain
Product/Service	Qatar, Iraq, Turkey	Labor intensive
Material/Raw material	Afghanistan, Arabia	Material intensive
Subcontractor	Iraq, Turkey, Afghanistan	Labor intensive

Commitments to Initiatives External

Precautionary Approach

[G4-14]

Yüksel İnşaat endeavors to determine beforehand any economic, environmental and social impact that may result from its activities. The relevant people are informed and the necessary measures are taken in accordance with the risks identified. It is deemed as very important to identify the risks and take preventive measures as they relate to reputation management, work safety, environment and quality management systems, employee training and Business Ethics.

According to Principle 15 of the Rio Convention, and the Precautionary Approach defined therein, "In order to protect the environment, the precautionary approach shall be widely applied by states according to their capabilities, where there are threats of serious or irreversible damage, lack of full scientific certainty shall not be used as a reason for postponing cost-effective measures to prevent environmental degradation."

Corporate Memberships

[G4-15, 16]

In 2006, Yüksel İnşaat signed the United Nations Global Compact (UNGC) and declared its commitment with the principles related to Human Rights, Labor Standards, the Environment and Anti-corruption. In the COP published between 2008 and 2010, and the sustainability reports published since 2011, the company has shared its work regarding UNGC and the progress made with all of its stakeholders.

In fact, with the goal of being more active, and spreading the responsible organization concept not just within the contracting sector but to others, the company has been part of the UNGC Turkey Local Network Executive Board for three years.

In the area of environmental sustainability, which is aspect of triple bottom line, Yüksel has once again led the way by publishing a CDP, and received ISO 14001 Environment Management System certification, which shows that the existing environmental policies are put into practice. Yüksel has also demonstrated that it attaches equal importance to quality and safety with its EN ISO 9001-2000 Quality Management System and OHSAS 18001 Occupational Safety Management System certifications.



Membership of National and International Organizations

01 Turkish Contractors Association
02 Ankara Chamber of Commerce
03 Ankara Chamber of Industry
04 Foreign Economic Relations Board
05 UN Global Compact
06 BM Global Compact Turkey Local Network Executive Board Membership
07 The Turkish Employers' Association of Construction Industries
09 Deniz Temiz Association/ Turmepa

Yüksel's contribution to NGOs is not limited merely to membership. Like its involvement in the UNGC Turkey Local Network Executive Board, Yüksel İnşaat is active in the decision making processes. Yüksel İnşaat Executive Board Chairman and CEO, Mr. Emin Sazak, is the President of the Turkish Contractors' Association. During his term, the association has signed the UNGC and published an Ethical Principles Declaration. Emin Sazak also serves as Board Member on the European International Contractors' Association and the President of the Turkish-Qatari Work Council.

NGOs in which executive and medium level Yüksel İnşaat directors are actively involved:

 <p>Emin Sazak Chairman of the Board and CEO</p> <p>President of the Turkish Contractors' Association and Board Member of the European International Contractors' Association</p>	 <p>Cihan Candemir Board Member</p> <p>President of the Turkish - Afghan Work Council, Deputy President of the Turkish - Russian Work Council, Board Member of the Turkish - Turkmen Work Council and the President of the Asia-Pacific Countries' Union of Chambers Construction Assembly</p>
 <p>Bülent Güngör Senior Vice President</p> <p>President of the Turkish - Iraqi Work Council Executive Board Vice, Executive Board Deputy Director of the Turkish -Qatari Work Council, Executive Board Member of the Turkish - Oman and Turkish - Saudi Arabian Work Councils</p>	 <p>Kurtuluş Koçdağ Group Manager</p> <p>Vice President of the Turkish - Ethiopian Work Council</p>
 <p>Tolga Akkaş Group Manager</p> <p>Executive Board Member of the Turkish - Indian Work Council, Executive Board Member of the Turkish - Nepalese Work Council, Executive Board Member of the Turkish - Pakistani Work Council</p>	 <p>Kaan Sert Business Development Group Assistant Manager</p> <p>Vice President of the Turkish - Colombian Work Council, Executive Board Member of the Turkish - Chilean Work Council, Executive Board Member of the Turkish - Venezuelan Work Council</p>

MATERIAL ASPECTS and BOUNDARIES

The Boundaries of the Report

[G4-17, 18]

This report includes the economic, environmental and social impacts mentioned in the Yüksel İnşaat consolidated financial report and also the impact of Yüksel Holding.

The Organizations included in the Yüksel İnşaat Consolidated Financial Table

1- Yüksel Libya Şubesi	15- Aysel Invest Private Stock Company
2- Yüksel Dubai LLC ve Dubai Şubesi	16- Yüksel Enerji Elektrik ÜretimTic. A.Ş.
3- Yüksel Katar Şubesi	17- Yüksel Enerji Holding A.Ş.
4- Yüksel Afganistan Şubesi	18- Yılmaz Elektrik Ürt. Enerji ve Tic. A.Ş.
5- Yüksel Ürdün Şubesi	19- Güven Elektrik Ürt. Enerji ve Tic. A.Ş.
6- Yüksel Özbekistan Şubesi	20- S.H. Enerji Elektrik Üretim Tic. A.Ş.
7- Yüksel Saudia Co. ve Suudi Arabistan Şubesi	21- Ağrı Enerji Üretimi A.Ş.
8- Yüksel Irak Şubesi	22- Anadolu Metro Ortak Girişimi İnşaat
9- Sasel Elektromekanik San. ve Tic. A.Ş.	23- Yüksel-Yenigün-Doğuş-Yapı Merkezi Ortak Girişimi İnşaat
10- Fiba Yüksel Uluslararası Proje Geliştirme ve Yat. A.Ş.	24- Yüksel-Metag-Tepe-Yenigün-Zafer Ortak Girişimi İnşaat
11- Yüksel - Turkuaz - YDA İnşaat ve Tic.Ltd. Şti.	25- Yüksel-Midmac Ortak Girişimi-Yeni (Katar) İnşaat
12- Yüksel Yapı Elemanları A.Ş.	26- Yüksel-İlci Ortak Girişimi İnşaat
13- Meksa Holding A.Ş.	27- Yüksel-Özaltın Ortak Girişimi İnşaat
14- Meksa Yatırım Menkul Değerler A.Ş.	28- Nuroİ-Yüksel-Özka-YDA Ortak Girişimi İnşaat

The boundaries / extent of the report have been determined considering the sectoral and/or intra-organizational risks, stakeholder requests and concerns, existing and potential economic, social and environmental impacts which Yüksel İnşaat may face due to its area of operation.

The scope of the report has been determined based on the results obtained from the contact Yüksel İnşaat has developed with its stakeholders; the report has also been prepared so that each stakeholder can access the topic and information of interest to them with the greatest ease.

Occupational Health and Safety: As a construction sector company, Yüksel has internalized the issue of occupational health and safety throughout the whole organization. Yüksel prioritizes the safety and health of all of its employees, in particular those who work on construction sites. Performance data to this regard can be seen on page 35.

Energy efficiency: Not only is the efficient use of energy important to increasing company performance, it is also important in the prevention of negative environmental impacts that may arise from Yüksel's activities. Yüksel's performance related to energy efficiency is detailed in the section called Environmental Impacts, on page 28.

Employment: Yüksel has one of the largest employee bases in its sector. Therefore, Yüksel's employment policy is especially important for its stakeholders. Contributing to employment not just in Turkey but all of the countries where it has operations, Yüksel transparently presents the related data in the Social Impacts section, on page 33 to its stakeholders.

Economic performance: Yüksel's economic performance, as it directly affects its stakeholders, is among the prioritized impacts. The information regarding Yüksel's economic performance is given in the Economic Impacts section, on pages 25 and 26 in detail.

Carbon foot print management: The environmental impact of the activities of the construction sector calls for the utmost care and precaution in the interest of sustainability. In full recognition of this, Yüksel has been the first company in the sector to measure its carbon foot print within its environmental sustainability strategy. Compared to 2012, 2013 saw a decrease in the amount of carbon emissions. Detailed information on Yüksel's carbon foot print has been provided in the Environmental Impacts section on pages 29 and 30.

Waste Management: Waste management is crucially important both at the headquarters and on the operation sites for environmental sustainability. The detailed information regarding the separation and suitable elimination of all of the wastes that result during and after operations has been given in the Environmental Impacts section, on page 31.

Education and Training: With the belief that education and training are lifelong processes, Yüksel offers various educational opportunities for its internal stakeholders. These opportunities not only increase employees' sense of ownership and engagement, they also impact their performance positively. Further, first degree relatives of Yüksel employees are provided with scholarship opportunities, for as long as they are successful, within a set budget. Yüksel's education and training strategy and the related details are given in detail in the Social Impacts section, on page 34.

Anti-corruption: As a signatory of the UNGC, Yüksel has declared its views on this problem in all of the reports published since 2008. Information about this issue, which Yüksel stakeholders also attach great importance to, is given in the Social Impacts section, on page 36.

Human rights: Yüksel influences both its employees, as its internal stakeholders, and the local public in the countries where it operates regarding human rights. The positive impacts of this influence and the policy and work carried out to eliminate negative impacts are presented in the Social Impacts section, on page 36.

Supply practices: Due to its area of operation, Yüksel works with a large number of suppliers. The selection of suppliers is among the important economic impacts. Yüksel takes great care in its selection of suppliers to ensure high quality and environmental friendliness. Whenever possible, it opts to work with suppliers who have quality assurance and environmental certifications. The detailed information is provided on page 12.

Priority for Stakeholders

Impact to Company Performance

High

Very High



Stakeholder Engagement

[G4-24,25,26,27]

Yüksel İnşaat Stakeholder Analysis

Yüksel İnşaat has a wide stakeholder base. Recognizing the positive contribution of constant communication with stakeholders to work processes and their results, Yüksel shares information and opinions with each stakeholder on different platforms. The results of this exchange play an important role in the sustainability strategy of Yüksel.

Internal Stakeholders

	Dialogue Methods	Aims and Results
Employees	<div>Informative e-mails</div> <div>Information sessions on Sustainability</div> <div>Yüksel Bulletin</div> <div>New Year's Ball</div> <div>Cocktail Receptions</div>	<p>Yüksel's greatest resource is its human resources. Therefore, the development of its employees is among the priorities of its sustainability strategy. To ensure the internalization of sustainability, regular meetings have been held with each employee group since 2013.</p> <p>The quarterly published Yüksel Bulletin includes a Riseability section, which discusses Yüksel's approach to sustainability.</p> <p>The New Year's Ball and receptions are an opportunity to bring together employees and executive management.</p>
Executive Board and General Director	<div>Regular information sessions</div> <div>Management vision meetings</div>	<p>Relevant departments regularly provide executive management with sustainability related activities and communication.</p> <p>The quarterly Vision Meetings are an occasion to invite well-known speakers to provide executive management with current information on topics such as economy, management strategies and sustainability strategies, and to enable an exchange of ideas.</p>

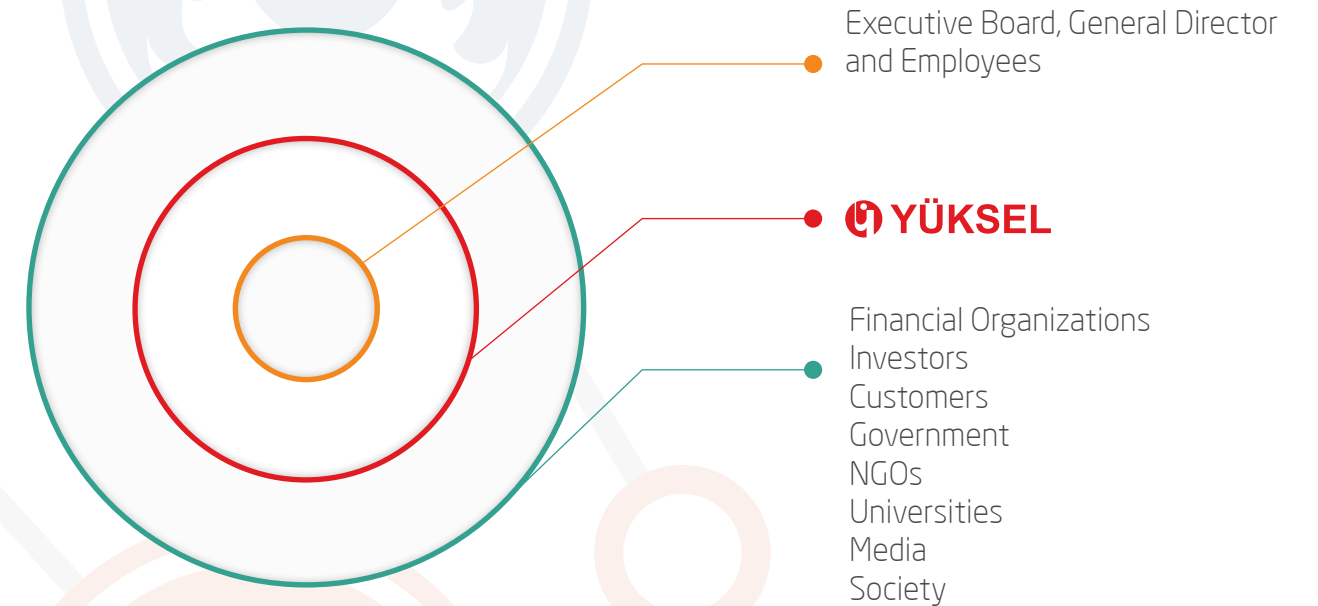
External Stakeholders

	Dialogue Methods	Aims and Results
Financial Institutions	<div>Face to face meetings</div> <div>Informative sessions</div> <div>Sustainability Report</div> <div>Telephone, e-mail, fax</div> <div>Invitations to events</div>	<p>Yüksel announces not just its sustainability strategy, but also the content and budget of its corporate responsibility related activities in Riseability.</p> <p>In meetings held upon demand for more detailed information related to these activities, financial organizations are provided with further information on the reports and the allocated budgets.</p> <p>Yüksel invites the financial organizations it does business with to events related to its social responsibility projects like the Yılmaz Sazak International Athletics Meetings, the Yılmaz Sazak Photography Lane and the Sabancı Museum Exhibition Opening.</p>
Investors	<div>Website</div> <div>Sustainability Report</div> <div>Meetings</div> <div>Other reports</div> <div>Email address particular to Investor Relations</div>	<p>Yüksel attaches great importance to informing its investors in the quickest and most accurate way possible. Therefore, the information on the website is regularly updated. The "Investor Relations" section of the Yüksel İnşaat website contains important news and financial tables as well as ethical rules.</p> <p>Also on the website, investors can easily access information regarding Yüksel's sustainability reports and work on Riseability.</p>
Customers	<div>Face to face meetings</div> <div>Information sessions</div> <div>Telephone, email, fax</div> <div>Invitations to events</div>	<p>New developments take place on matters pertaining to environmental sustainability, work safety and health and Business Ethics due to Yüksel's communications with its customers.</p> <p>Therefore, Yüksel takes customer demands and concerns very seriously and follows up.</p>
Suppliers	<div>Telephone, email, fax</div> <div>Face to face meetings</div>	<p>Yüksel selects the materials it supplies for its operations from among those that decrease environmental impact. In accordance with such a demand from Yüksel, its suppliers offer more environment-friendly products.</p>

Dialogue Methods

Aims and Results

Government	Official correspondence Event invitations	Yüksel's relationship with government institutions is maintained through official correspondence kept under record. Apart from these, Yüksel also invites officials to the art and/or sporting events that it organizes. The Minister of Sport and other administrators working for the Youth and Sport Ministry are invited to one of Yüksel's most important social investments, the Annual Yılmaz Sazak International Athletics Meetings.
NGOs	Memberships Regular meetings Publication memberships Collaborations	Cognizant of the importance of NGOs to social development, Yüksel makes an effort to cooperate with NGOs while planning its social contributions. By following NGO publications, the organization tries to keep up to date on NGO activities. As the first company in its sector to sign the UNGC Principles, Yüksel is actively involved in this organization through a position on the UNGC Local Network Executive Board since 2013.
Universities	Promotional meetings Solution Partnerships	In 2013, Prof. Dr. Sema Aşçıgil from Middle East Technical University and over 30 of her students assessed Yüksel's sustainability report within the scope of their 'Corporate Governance and Social Responsibility' course. The meeting began with a presentation of Yüksel's corporate structure and its approach to Riseability. Next, the students were asked to comment on Yüksel's sustainability report. Yüksel also develops cooperative partnerships with universities within the framework of its social responsibility and sponsorship projects. In 2005-2013, Yüksel was the main sponsor of the Alaca Höyük Excavation in cooperation with Ankara University. Support was provided for the dig led by Prof. Dr. Aykut Çınaroğlu through the fulfillment of some of the needs of the site and the excavation team. Detailed information about the excavation can be found at: www.yuksel.net and http://alacahoyukkazisi.com/dernek.html
Media	Press conferences Press releases Interviews	Yüksel İnşaat conducts its relations with the media transparently and honestly. Information requests from the media are provided swift and accurate responses. Newsworthy information is put into press releases and offered to media organizations to inform the general public.
Society	Sustainability Report Website Social media Employee volunteering activities within corporate responsibility projects Sponsorships	Yüksel İnşaat contributes to society not only in Turkey but in all countries it operates in. Detailed information about Yüksel's social contribution activities can be reached at www.yuksel.net



Yüksel takes into account the views of its stakeholders, a very important part of its sustainability strategy, and responds to any questions or concerns as swiftly and accurately as possible. During the content creation for Riseability III, stakeholders were consulted for their opinions and suggestions. The content of the report was created in line with these opinions and more detailed information was presented according to the topics that came up to most often.



Governance

[G4-34]

Yüksel İnşaat A.Ş. Board Members



Emin Sazak
Chairman of the Board
and CEO



Mehmet Emin Sazak
Vice Chairman



Süleyman Servet Sazak
Executive Member



Yurdal Sert
Member

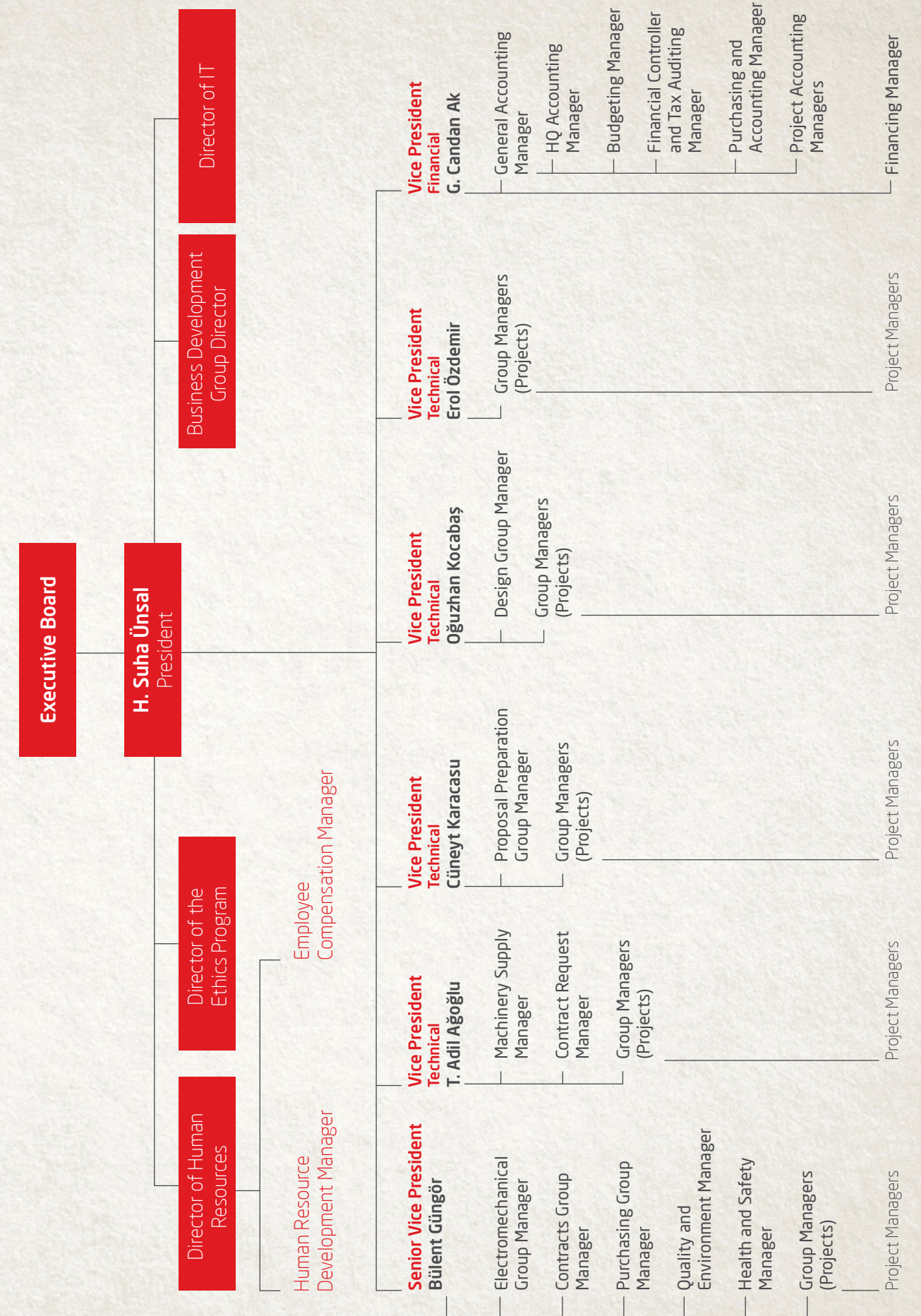


Cihan Candemir
Member



Hakkı Suha Ünsal
Member and President

Organizational Chart [President and Vice Presidents]





Hande Tarıkahya

Ethics Coordinator

The Yüksel Business Ethics Program not only provides our employees with a safe and peaceful environment but it also creates an atmosphere of mutual trust for our stakeholders. The Program, which details all of Yüksel’s values, has a broad scope, including everything from anti-corruption to environmental protection guidelines. All of our stakeholders are welcome to submit their questions and complaints to the Ethics Hotline 24/7.

The Business Ethics Program, which came about due to the importance Yüksel İnşaat places on Business Ethics, was printed as a booklet and distributed to all headquarters employees. Newly recruited employees also receive the Program booklet among the materials given to them on their first day at work. Integrity, respect, trust, harmony, responsibility and quality are the most prioritized values.

The Yüksel Business Ethics Program provides an ethics hotline accessible 24/7 to all Yüksel employees and anyone professionally related to Yüksel. Any comments or complaints can be made to the hotline toll-free by phone, by email, mail or in person 24 hours a day, 7 days a week. All of the statements made to the ethics hotline are confidential. After any requests or complaints are followed up, the initiating person is provided information.



To reach the Ethics Hotline toll free:

From Turkey:

0800 314 10 28

From Iraq and Afghanistan:

1008 # 41099 00005 0 800 314 10 28

Email: etik@yukssel.net

Walk-in address:

Yüksel İnşaat Headquarters / Ethics Program Directorate



Economic Impacts

Economic Performance

[EC - 1]

Yüksel shares its performance indicators with all of its stakeholders, particularly with its investors and financial organizations in a transparent manner. The detailed financial reports, which undergo independent audits, can be accessed by investors in the Investor Relations section of Yüksel’s website. Yüksel’s consolidated financial indicators are as follows:

Direct Economic Revenues

Net sale revenues	1,796,609.190 TL
Constant value sales	95,453.203 TL
Security sales	423,963 TL
Equity based partnership sales profit	5,451.250 TL

Economic Value Distributed

Operational expenses	
*Raw material expenses	426,156,666.91 TL
*Outsourced service expenses (employee training, subcontracting services, patent costs, license costs, etc.)	442,788,206.29 TL
*Facility expenses (rent, repairs and maintenance, etc.)	82,736,115.26 TL
Employee wages (payments include income tax, insurance, etc.) and benefits; private health insurance, company cars, roadside assistance, scholarships, severance packages, etc. Please note: Professional training, tools used for work, security equipment and other expenses related directly with work functions are not included.	325,791,670.12 TL
Payments made to capital providers (such as dividend payments, etc.)	0 TL
Total payments made to the government Total payments to the countries operated in (taxes if required, corporate tax, income tax, property tax, national, international penalties, etc.)	26,599,608.53 TL
Total funds spent on social investments Donations, NGO support, financial support for R&D, financial support for infrastructure investments such as schools/roads /factories which are outside the company's area of operations, etc.	688,339 TL
Total	1,278,160,997.57 TL

Indirect Economic Impacts

[EC - 7]

Yüksel has an economic impact in the regions where it operates not only commercially but also due to the in-kind contributions and donations it makes to benefit the community.

In 2013, during the operations in Kahramanmaraş, the needs of the schools and villages in Kandil and Sarıgül were met as much as possible and the roads were improved and made suitable for transportation. In addition, the 157 square-meter, prefabricated building used at the construction site for the Kandil Dam and HEPP was donated to the Elbistan Technical and Industrial Vocational High School to be used as a workshop.

The total cost of these investments was 191,435 TL.



Environmental Impacts



Environmental and Social Impacts

Bülent Güngör

Senior Vice President

As Yüksel, we are continuing our work with our experienced team to minimize any negative environmental and social effects of our activities and to increase the positive ones. Sustainability, which is a fundamental aspect of our management approach, is a requirement not just for the construction sector but for all sectors. This is why we are involved in the UNGC Turkey Local Network Board and working actively to spread the concept of corporate responsibility.

Yüksel takes great pride in the efforts it puts forth with all of its employees to minimize if not completely eliminate any environmental damage it causes and to foresee any potential negative impact and take preventive measures.

Energy Efficiency

[EN - 3, 6]

The amount of renewable and nonrenewable fuel that Yüksel consumed in 2013 in the General Directorate, Ankara Machine Supply Directorate (Kazan) and its constructions sites subject to inspection is as follows;

Diesel

For the Generator (General Directorate Blocks A, B, F and Kazan)	3,068 lt. (A Block: 756 lt, B Block: 876 lt, F Block: 756 lt, Kazan: 680 lt)
Kazan	4,958 lt. (for machines)
Çetin Dam and HEPP Facilities	3,867,452 lt. (for heavy machinery and heating, including subcontractors)
Sarıgül Dam and HEPP Facilities	627,292 lt. (for heavy machinery and heating, including subcontractors)
Qandeel Dam and HEPP Facilities	615,468 lt + 107,400 lt (subcontractor) = Total 722,868 lt (for heavy machinery and heating)

Natural Gas

F Block Kitchen	7,749 m³
For Central Heating (A, B, F Blocks and Kazan)	221,583 m³ (A Block: 63,561 m³, B Block: 38,785 m³, F Block: 113,180 m³, Kazan: 6,057 m³)

Electricity

General Directorate (A, B, F Blocks, Parking lot) and Kazan	1,793,099 KWs (A Block: 511,190 KWs, B Block: 359,584 KWs, F Blok: 780,012 KWs, Parking lot: 90,344 KWs, Kazan: 51,969 Kws)
Çetin Dam and HEPP Facilities	3,500 MW (total consumption)
Sarıgül Dam and HEPP Facilities	1,873,418 KWs (including subcontractors)
Qandeel Dam and HEPP Facilities	3,647,258 KWs (including subcontractors)

The calculation method for the above figures was the monthly receipts, invoices and slips.

It was seen following the measurements taken in 2013 that the greatest energy consumption was due to shipments, energy use and flights. Work is underway for a savings plan for 2014.

Periodic machinery repairs and maintenance also aim to conserve fuel. Moreover, the use of energy saving light bulbs has increased (in offices and sleeping quarters), and solar power has been utilized to provide hot water for some of the sleeping quarters in the Sarıgül Dam and HEPP Facilities during parts of the year.

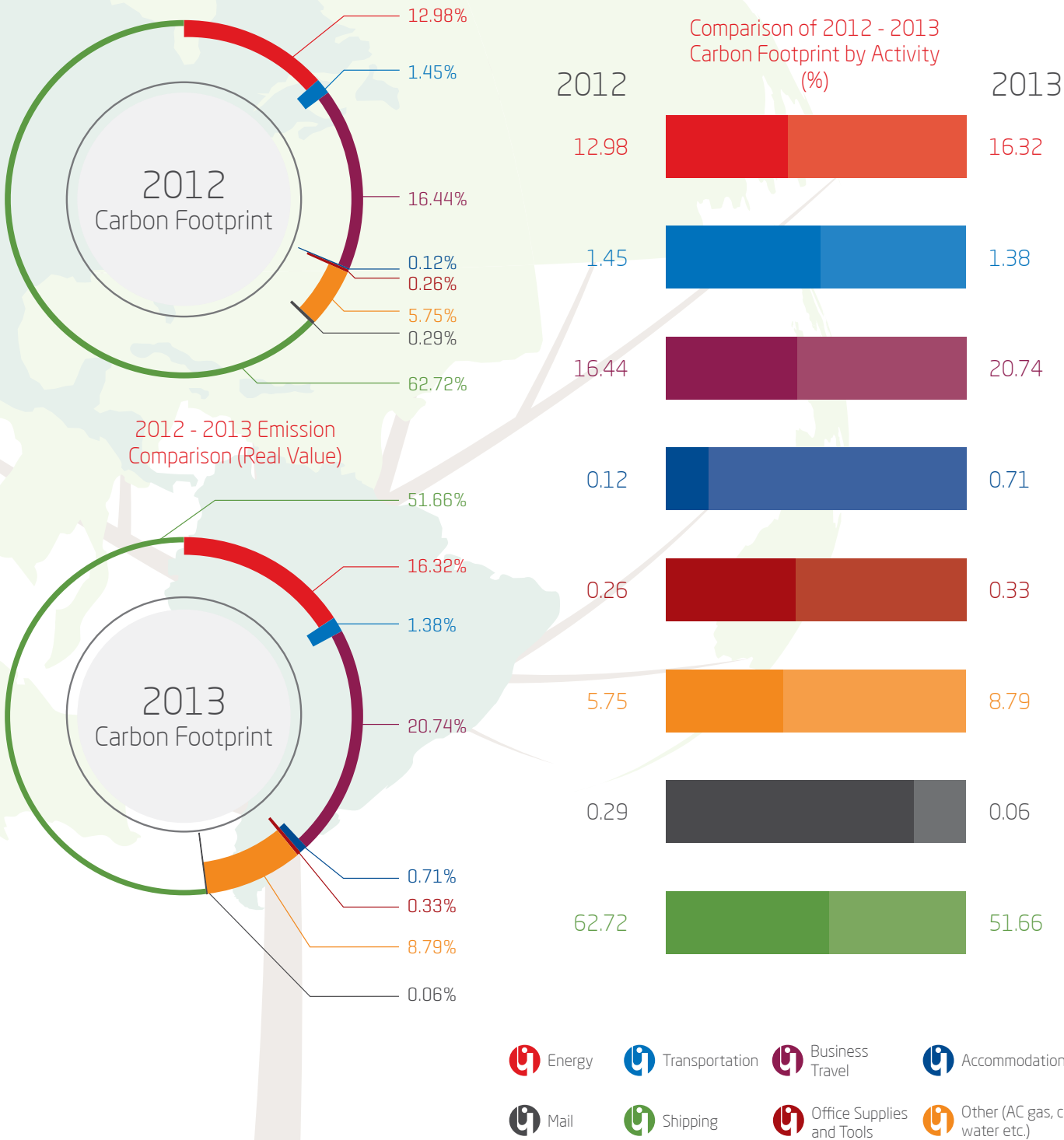
Compared to the energy consumption in 2013, some decreases are currently seen.

Carbon Footprint Management

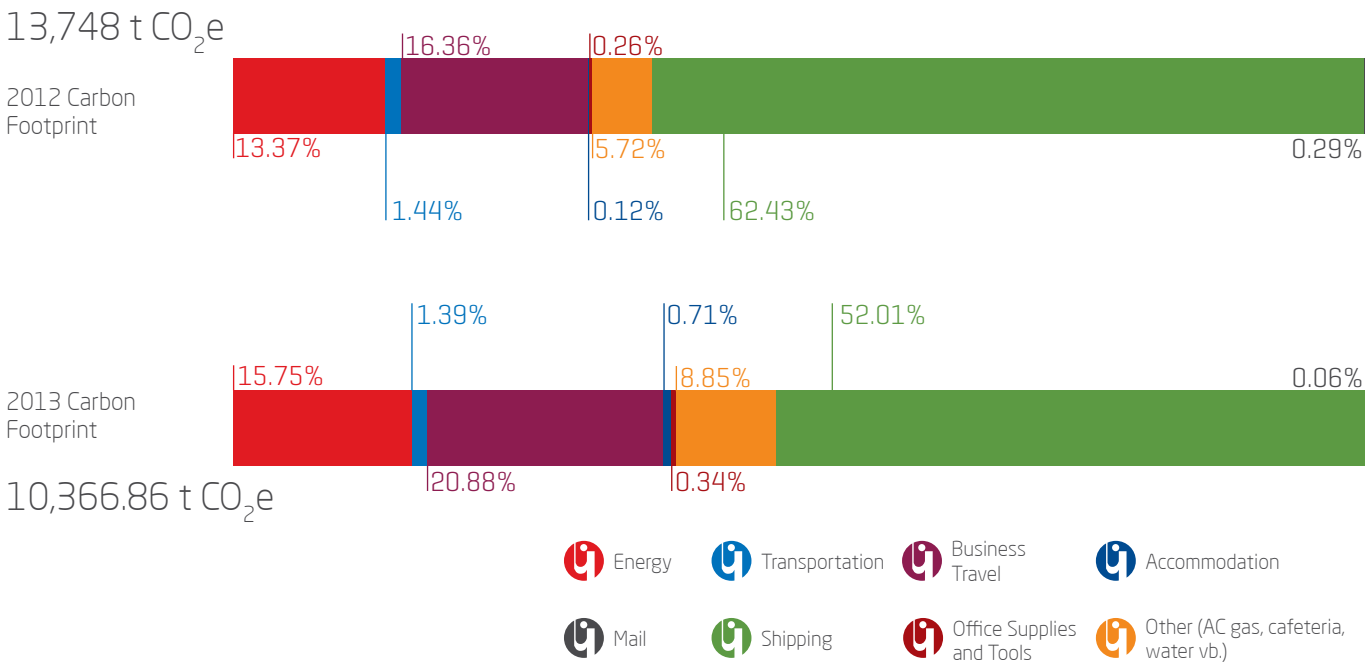
[EN - 15, 16, 17]

Yüksel İnşaat views measurement as the most important step towards identifying the measures to be taken to prevent existing and potential adverse effects. Therefore, it collaborates with professional consultants to measure its carbon footprint, compares results with the previous year and takes necessary decreasing measures.

The comparative figures for the corporate carbon footprint for 2012 and 2013 are given below;



The percentage of Yüksel İnşaat 2012 and 2013 Carbon Footprint by Activity



A decrease of 37.18% is seen from 2012 to 2013 in the carbon footprint resulting from shipping activities, which is Yüksel's main carbon footprint source.

A 3.76% decrease is seen in 2013 in the carbon footprint resulting from business related travel compared to that in 2012.

In the third largest source of carbon emissions for Yüksel İnşaat, a decrease of 4.09% is seen from 2012 to 2013.

The table below shows the carbon footprint values in 2012 and 2013 for each activity and the increase / decrease rates.

Source of Emission	Scope	2012	2013	Δ
	1/2/3	t CO ₂ e	t CO ₂ e	%
Energy	1-2-3	1,776.24	1,703.60	-4.09
Transportation	1-3	198.61	144.25	-27.37
Business Related Travel	3	2,249.36	2,164.82	-3.76
Hotel Accommodation	3	16.66	73.91	+343.64
Office Supplies and Wastes	3	35.94	34.94	-2.80
Other (AC Gas, Cafeteria, Water)	1-3	786.37	917.86	+16.72
Shipping	3	8,585.35	5,391.35	-37.18
Mail	3	39.60	6.27	-84.18
Total	1-2-3	13,686.14	10,437.29	-23.74

Waste Management [EN23,EN25,EN27,EN34]

The wastes resulting from Yüksel activities are measured and the elimination or recycling is carried out in accordance with the related laws. Wastes are delivered to the authorized organizations for elimination/recycling.

Waste Amounts

2013 General Directorate and Kazan

Water, Cardboard (kg)	1,645.00
Plastic (kg)	475.00
Metal (kg)	378.00
Glass (kg)	43.00
Vegetable Oil (lt)	240.20
Domestic Waste (kg)	1,253.50
Batteries (kg)	70.00
Cartridge - Toner (kg)	318.00
Fluorescent 120 cm (number)	153.00
Fluorescent 60 cm (number)	462.00
Energy saving small light bulbs (number)	548.00
Medical Waste (kg) (very small amount, estimated weight)	2.00
UPS - Accumulator (number)	0.00
Motor Oil (lt)	370.00
Filters (Oil, diesel, air) (kg)	25.00
OTL (kg)	360.00
Accumulator (kg)	140.00

Çetin Dam and HEPP Facilities

Waste Motor Oil (kg)	10,460
Vegetable Oil (kg)	420
Medical Waste (kg)	61
Tires needing replacement (number)	400
Domestic Waste (tons)	637

Sarıgül Dam and HEPP Facilities

Waste Motor Oil (kg)	3,400
Retired batteries (kg)	5
Vegetable Oil (kg)	450
Tires needing replacement (number)	7,050
Recycling Waste (kg)	2,050
Scrap Metal (kg)(For Recycling)	169,600
Medical Waste (kg)	36
Domestic Waste (kg) (According to records from 01 Feb.,2013 - 15 Feb., 2013)	94,880

Within the scope of the Yüksel Environment Management System, Environmental Aspect and Impact Analyses are carried out, activities are conducted to this effect under controlled conditions, monitoring and measuring is done in accordance with laws and other conditions, and additional precautions are taken when necessary.

In order to decrease water consumption at the General Directorate, faucets with sensors are used, planning is taking place with the consulting firm to decrease emissions, precautions are being taken to control dust emissions (watering dust, sprinkler systems, filter usage in silo bases, etc.) and waste management practices are being carried out at Yüksel to decrease negative environmental impact.

All complaints from customers and the local community are taken into careful consideration and resolved. Once complaints are investigated, solutions are presented such as necessary measures being taken, improvements, repairs or reimbursement of damage and providing assistance.

Social Impacts

Yüksel Employees [LA1, LA3]

Yüksel is dynamic, open to innovation and has the power to quickly adapt due to its young employee population.

Age distribution of 1,511 Turkish employees:

Under 30	Ages 30 - 50	50 +
564	572	375

Riseability - Yüksel's Sustainability Report 3

The number and age distribution of employees who left Yüksel in 2013 are given below by gender and geographic location:

Location	<30	♀	♂	30-50	♀	♂	>50	♀	♂
Afghanistan	173	0	173	318	0	318	67	0	67
Arabia	28	0	28	42	0	42	19	0	19
Bulut Dam HEPP	0	0	0	1	0	1	0	0	0
Çobanlı HEPP Construction	1	0	1	0	0	0	0	0	0
Iraq Erbil	39	0	39	91	1	90	0	0	0
Kandil Dam and HEPP	24	0	24	71	2	69	20	0	20
Qatar	5	0	5	12	1	11	3	0	3
Libya	0	0	0	1	0	1	0	0	0
Melen Construction Site	0	0	0	2	0	2	1	0	1
NGY Ordu Ring Road Construction	1	0	1	2	0	2	1	0	1
Sarıgül Dam and HEPP	16	0	16	65	3	62	13	0	13
Tashkent HQ	0	0	0	1	0	1	0	0	0
Jordan HQ	0	0	0	5	0	5	0	0	0
Yağmur Dam HEPP	0	0	0	2	0	2	0	0	0
Yüksel - İlci Partnership (Çetin)	323	5	318	395	1	394	61	0	61
Yüksel - İlci Partnership (Silvan)	0	0	0	5	0	5	4	0	4
Yüksel - Özaltın Partnership	3	0	3	2	1	1	2	1	1
Yüksel İnşaat İstanbul Branch Office	0	0	0	2	1	1	0	0	0
Yüksel İnşaat Kazan	2	0	2	6	0	6	3	0	3
Yüksel İnşaat HQ	7	5	2	13	6	7	6	0	6
Total	622	10	612	1,035	16	1,019	238	1	237

Total number of people who left in 2013: 1,895

Yüksel respects its employees’ personal lives and believes in a healthy balance of professional – private life. All women who give birth are able to use their legal maternity leave. Male employees also have the right to have 1 day off as paternal leave.

- Total number of employees earning the right to go on parental leave by gender: 7 MALE +3 FEMALE
- Total number of employees who exercised their right to parental leave by gender: 7 MALE +3 FEMALE
- Those returning to work after taking parental leave by gender 7 MALE +1 FEMALE
- Those still in employ 12 months after returning to work post-maternity/paternity leave by gender: 7 MALE + 2 FEMALE
- Percentage of employees who went on parental leave and returned to their job and stayed: 100% MALE + 70% FEMALE

Training at Yüksel

[LA9,LA10]

Yüksel attaches a great deal of importance on its employees’ professional and personal development. The training opportunities provided are exemplary in its sector. In 2013, Yüksel Academy provided 1,312 man hours of e-training. In the event that the training was out of town, the expenses of the staff member taking part, including transportation and accommodation, were covered. Further, the employees attending training are granted leave of absence.

General Training

Headquarters Employees – White Collar (Yüksel İnşaat)

Female 45

Hours 500

Male 72

Hours 1,094

E-Training

HQ and Construction Site Employees – White Collar (Yüksel İnşaat)

Female 40

Hours 220

Male 231

Hours 1,010

Scholarship funding provided for first degree relatives of Yüksel İnşaat employees in 2013: 161,050 TL

Primary and Secondary Education: 32 employees

Higher Education: 23 employees

Total: 55 employees

Diversity and Equal Opportunity at Yüksel

[LA12,LA13]

Yüksel offers all of its employees equal opportunities regardless of their gender, language, religion, race, political views and choices. The diversity related information of Yüksel employees in 2013 is given below:

Male-Female Employee Diversity

Yüksel Headquarters Employee Total: 150

Number of Female Employees: 49, 33%

Number of Male Employees: 101, 67%

Diversity of Employees in Managerial Positions

Management Positions (such as Assistant Director): 34, 23% (among total number of employees)

Female Employees in Management Positions: 5, 3,3% (among total number of employees), 15% (toplaml among total number of managers)

Male Employees in Management Positions: 29, 19.3% (among total number of employees), 85% (among total number of managers)

Ages 30-50: 17, 50% (among total number of managers)

50+ : 17, 50% (among total number of managers)



Diversity by Age

50 +: 41, 27.3%

Ages 30-50: 98, 65.3%

Under 30: 11, 7.3%

There is no gender based discrimination in the determination of Yüksel employees. Pay scales are determined by taking into consideration the amount of responsibility and risks a position entails.

Male-Female Employee Basic Salary Rates

	Female	Male
Number of employees	56	200
Average salary	3,045.27	4,904.32

Occupational Health and Safety [LA5]

Occupational health and safety are among Yüksel's top priorities. The WSH Council convenes on a monthly basis in all of the domestic projects as a legal requirement, and also in the ongoing Kora-Shaqlawa Qandeel Highway Project in Erbil, Iraq. In the projects in Saudi Arabia the WSH Council convenes when deemed necessary. In the Qatar-based projects, monthly meetings are held. The staff members who take part in the monthly WSH Council meetings as per legal requirements are as follows:

- 1) Employer or a representative of the employer (usually the project manager or the chief of the construction site),
- 2) Safety expert, person responsible
- 3) Workplace physician,
- 4) An employee responsible for human resources, personnel, and social affairs or an administrative and financial affairs officer,
- 5) When necessary a defense expert,
- 6) A foreman and head worker (elected by open ballot in a meeting attended by over half of the foremen and head workers),
- 7) Employee representative (elected by open ballot by employees).

Yüksel İnşaat examines subcontractors according to the Subcontractor Employment Regulations in terms of work safety and health. The domestic international subcontractors are offered an additional contract related to environmental protection and occupational health and safety, thereby preventing any possible negative impact on the environment as well as ensuring that subcontractors take the necessary measures for safety and health.

By using Subcontractor Performance Evaluation Forms, the subcontractors’ performance is monitored by Yüksel in terms of WHS.

The Accident and Incident Report Table is utilized in all construction sites domestically and internationally within the scope of the “Occupational Health and Safety Assessment Series”. Through this report, detailed information about any accidents or incidents is kept in an organized fashion.



Human Rights at Yüksel

[HR3, HR5, HR6, HR10]

Yüksel, by signing the UNGC in 2006, declared that it upholds human rights. What Yüksel values most is ‘humans’. No discrimination can take place based on gender, language, religion, race, political view or choice in domestic and international work processes. Anything that goes against universal human rights is deemed unacceptable.

Yüksel is strictly against child-labor. It is company policy that subcontractors who commit child labor are not employed. This is clearly stated in the 1st Article of the Additional Contract Related to Environmental Protection and Occupational Health and Safety prepared for subcontractors. Yüksel is also against the employment of any workers against their will.

Business Ethics at Yüksel

[S04, S05]

According to the Business Ethics Program; “YÜKSEL is a contracting company that aims to uphold the highest Business Ethics in all its endeavors, committed to reaching this aim via professionally prepared, well-equipped and highly qualified staff and advanced technology; it attaches the greatest importance to HONESTY as demonstrated by the sincerity in its work; RESPECT AND TRUST as shown by its awareness of the value of each employee; RESPONSIBILITY and HARMONY evident in the highest regard it has for team work; and HIGH QUALITY through offering our customers creative ideas, solutions and high quality technology.”

Yüksel’s Business Ethics, as detailed in its Business Ethics Program booklet, clearly outline Yüksel’s expectations of its employees, partners and suppliers. Any individuals or entities in the position of supplying goods or services for Yüksel are expected to comply with the Yüksel Business Ethics Program and the principles of the UN Global Compact Principles. The Yüksel Business Ethics Program provides an ethics hotline accessible 24/7 to all Yüksel employees and anyone professionally related to Yüksel. Any comments or complaints can be made to the hotline toll-free by phone, email, and mail or in person 24 hours a day, 7 days a week. All of the statements made to the ethics hotline are confidential. After any requests or complaints are followed up, the initiating person is provided information.

In 2013, there were no corruption related cases. No lawsuits have been filed in 2013 against Yüksel İnşaat or against Yüksel employees.

“This Program has been prepared in accordance with international laws and procedures related to ethics and complies with these rules.”

To reach the Ethics Hotline toll free:

From Turkey: 0800 314 10 28

From Iraq and Afghanistan: 1008 # 41099 00005 0 800 314 10 28

Email: etik@yuksel.net

Walk-in address: Yüksel İnşaat Headquarters / Ethics Program Directorate

Our Social Contributions

The Yılmaz Sazak International Athletics Meeting



For the past 18 years, Yüksel İnşaat has held the Yılmaz Sazak Athletics Meeting to draw more attention to athletics in Turkey, to help make track sports more popular, and to identify and train athletes to represent our country internationally.

Yüksel, by contributing to the development of track sports, also supports young athletes.

Give&Gain Employee Volunteerism

Within the context of the Give&Gain Employee Volunteerism Day inaugurated in 2008 to raise awareness in the world about the importance of volunteering, Yüksel employees have also been active for the past three years. Each year, and increasing number of employees take part in these activities, leading to an increased sense of social responsibility.



Alaca Höyük Excavation



Since 2005, Yüksel İnşaat has been supporting the Alaca Höyük Excavation, which was initiated in 1935 through Atatürk’s personal support. Representing Turkey’s first “national excavation”, Alaca Höyük is also home to Anatolia’s oldest water collection structure called the Hittite Dam. The dam, which saw light of day with Yüksel’s support and began collecting water, now spreads life to the land surrounding it, after 3,250 years.

The budget allocated by Yüksel for social investments in 2013 is 634,499.00 TL.



UN Global Compact Principles Indicators

Human Rights		Page
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights; and	36
Principle 2	make sure that they are not complicit in human rights abuses.	24
Labor		
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	12
Principle 4	the elimination of all forms of forced and compulsory labor;	36
Principle 5	the effective abolition of child labor; and	36
Principle 6	the elimination of discrimination in respect of employment and occupation.	32, 33, 34
Environment		
Principle 7	Businesses should support a precautionary approach to environmental challenges;	27, 28, 29, 30, 31
Principle 8	undertake initiatives to promote greater environmental responsibility; and	27, 28, 29, 30, 31
Principle 9	encourage the development and diffusion of environmentally friendly technologies.	27, 28, 29, 30, 31
Anti-Corruption		
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	24, 36

GRI G4 INDEX-STANDARD DESCRIPTIONS [G4-32]

indicator	scope	page / explanation	indicator	scope	page / explanation
STRATEGY and ANALYSIS					
G4-1	Statement by the Chairman of the Board	3	G4-22	Description of the reaction towards the re-statement of the information from the previous reports and the reasons for any changes made	There are no major changes in the statement of the information in Riseability III.
COMPANY PROFILE					
G4-3	Name of Company	4	G4-23	Any major changes in the limits and scope of the report compared to other reporting periods	There are no major changes in the content of Riseability III in terms of the limits and scope.
G4-4	Main brands, products and/or services	7	STAKEHOLDER ENGAGEMENT		
G4-5	Location of headquarters	Yüksel İnşaat A.Ş. Söğütözü Caddesi 14/A-B Beştepe/ler / ANKARA	G4-24	The stakeholder groups invited to participate by the organization	18, 19, 20, 21
G4-6	The number of countries in which the organization operates and the names of the countries, those involving main operations as well as those related to the sustainability issues mentioned in the report	4, 5	G4-25	The basis for identification and selection of participating stakeholders	19
G4-7	Nature of Ownership / Legal Form	6, 7	G4-26	The organization's approach to frequency of participation, stakeholder participation methods and involvement in the report preparation process by stakeholder type and group	19
G4-8	Markets served	8	G4-27	The main issues and concerns put forth through stakeholder participation, and how the organization responded to these through reporting	19, 20, 21
G4-9	Scale of reporting organization	9, 10, 11	REPORT PROFILE		
G4-10	The number and distribution of employees by type of employment, type of employment contract, gender and location	11	G4-28	The reporting period of the information provided	1
G4-11	Percentage of employees covered by collective bargaining agreements	12	G4-29	The date of the most recent report	1
G4-12	Organization supply chain	12	G4-30	Reporting Cycle	1
G4-13	Any major changes in the size, structure or ownership during the report period	No major changes have taken place in 2013 in executive management, partnership structure, operation regions or supply chain at Yüksel İnşaat.	G4-31	Contact information for any questions regarding the report and its content	Yüksel Holding Dept. of Corporate Communications kurumsaliletisim@yukse.net Söğütözü Cad. 14/A-B Beştepe/ler / Ankara - TURKEY T: +90 312 284 25 45 F: +90 312 286 17 37
G4-14	Description of whether a cautious approach or principle is practiced by the organization or how it is practiced	13	G4-32	The report type choice determined by the organization, GRI content index, external auditing reference if any	No external auditing was undergone for Riseability III.
G4-15	Externally developed economic, environmental, and social charters, principles, or to which the organization subscribes or other initiatives approved	13, 14	G4-33	The policy and current practices of the organization regarding an external audit of the organization Description of the content and principle of the external audit of it has not been included in the sustainability report. A statement of the relationship between the organization preparing the report and the auditor(s)	Yüksel is very open to external audits. Riseability III contains data which has been subject to external auditing. Yüksel is inspected by independent auditing organizations in terms of Environment Management and Quality Systems and Work Safety and Health. The financial data provided has undergone independent auditing and been approved. The decision makers at the auditing organizations and Yüksel, including high level management, have no personal connections to each other whatsoever.
G4-16	Memberships to any organizations or associations (such as industrial unions) or international advocacy organizations that the company owns, manages through positions on the governance organs, takes part in through projects or committees, funds beyond routine membership dues or sees membership as strategic	14	GOVERNANCE		
IDENTIFIED MATERIAL ASPECTS and BOUNDARIES					
G4-17	The list of organizations on the consolidated financial table or similar documents of the organization included in the scope of the report	15	G4-34	The governance system of the organization, including the highest level of management, and the names of the managers in charge of economic, environmental and social impacts	22, 23, 24, 27
G4-18	Implementation of the process for determining the content and boundaries of the report as well as the principles	15	ETHICS and INTEGRITY		
G4-19	Influences during the process of content creation	16	G4-56	The values of the organization, principles, standards and practices such as Business Ethics Rules	24
G4-20	Reporting of the significant influences arising within the organization	16			
G4-21	Reporting of the significant influences arising outside the organization	17			



GRI G4 INDEX- PERFORMANCE INDICATORS

MATERIAL IMPACTS	DISCLOSURE MANAGEMENT APPROACH	SCOPE	PAGE/LINK EXPLANATION	OMISSIONS	EXTERNAL ASSURANCE
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ECONOMIC IMPACTS

Economic Performance

	EC1	Direct economic value produced and distributed	25, 26		All economic data provided was subjected to independent auditing.
	EC4	Significant financial support received from the government		N/A	

Indirect Economic Impacts

	EC7	Commercial, in-kind or charity based endeavors as well as the development infrastructure investments and the improvement of the services provided and their impact.	26		
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ENVIRONMENTAL IMPACTS

Energy

	EN3	The amount of energy used within the organization	27		
	EN6	The decrease in the amount of energy used	28, 29		

Biodiversity

	EN11	Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas		N/A	
	EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	No significant effect is present since Yüksel İnşaat is not an industrial facility and operations are conducted under controlled conditions.		

Emmissions

	EN15	Direct greenhouse gas emissions (Scope 1)	29, 30		
	EN16	Greenhouse gas emissions due to energy (Scope 2)	29, 30		
	EN17	Other indirect greenhouse gas emissions (Scope 3)	29, 30		
	EN19	Decreasing greenhouse gas emissions	30		

Riseability - Yüksel's Sustainability Report 3

MATERIAL IMPACTS	DISCLOSURE MANAGEMENT APPROACH	SCOPE	PAGE/LINK EXPLANATION	OMISSIONS	EXTERNAL ASSURANCE
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Effluents and Waste

	EN23	Total waste weight by type and elimination method	31		
	EN25	The rate of wastes stated by the Basel Convention Annexes I, II, III and VIII as being toxic that is transported, imported, exported or processed	Yüksel İnşaat does not have transnational toxic waste transportation processes.		

Products and Services

	EN27	Efforts to decrease the environmental effects of products and services	31		
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Compliance

	EN29	The financial value and total number of nonfinancial major penalties resulting from non-compliance with environmental laws and regulations	Yüksel has not been penalized for any noncompliance with any environmental laws or regulations.		
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Supplier Enviromental Assesments

	EN33	Measures taken to prevent any existing or potential significant environmental impacts within the supply chain	All suppliers and subcontractors working in the dam construction sites which are subject to inspection are inspected for environmental compliance. There is an additional contract signed by subcontractors related to WSH and environmental impact. Once any existing or potential negative environmental effects are determined, subcontractors are requested to make repairs. When necessary, companies are fined.		
	EN34	The number of complaints related to environmental impacts that have been made through the organization's official complaint mechanism and how many have been filed and resolved	31		

MATERIAL IMPACTS	DISCLOSURE MANAGEMENT APPROACH	SCOPE	PAGE/LINK EXPLANATION	OMISSIONS	EXTERNAL ASSURANCE
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SOCIAL IMPACTS / LABOR PRACTICES AND DECENT WORK

Employment

	LA1	Employee turnover rate by age group, gender and region and the total number of employees who have left the organization	32, 33		
	LA3	The number of days of leave for employees returning to work after taking leave by gender	33		

Occupational Health and Safety

	LA5	The percentage of employees represented in the work safety and health committees active within WSH programs	35		
	LA7	Employees who are under serious risk of occupational illnesses or accidents	At Yüksel İnşaat, there are no employees who are under serious risk of occupational illnesses or accidents.		

Yüksel is periodically inspected by TÜV NORD with regard to Safety and Health practices.

Training and Education

	LA9	Average hours of training per year per employee by employee category	34		
	LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	34		

Diversity and Equal Opportunity

	LA12	Composition of governance bodies and breakdown of employees per category according to gender, age group, minority group membership, and other indicators of diversity	34, 35		
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Equal Remuneration for Women and Men

	LA13	Ratio of basic salary of men to women by employee category	34, 35		
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Riseability - Yüksel's Sustainability Report 3

MATERIAL IMPACTS	DISCLOSURE MANAGEMENT APPROACH	SCOPE	PAGE/LINK EXPLANATION	OMISSIONS	EXTERNAL ASSURANCE
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SOCIAL IMPACTS / HUMAN RIGHTS

Non-Disconvunation

	HR3	Total number of incidences of discrimination and the measures taken	36		
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Child Labor

	HR5	Operations identified as having significant risk for incidents of child labor, and measures taken to contribute to the elimination of child labor	36		
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Forces or Compulsory Labor

	HR6	Operations identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of forced or compulsory labor	36		
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Supplier Human Rights Assesment

	HR10	Percentage of significant suppliers that have undergone screening on human rights	36		
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SOCIAL IMPACTS / SOCIETY

Anti-Corruption

	S04	The training and communication provided by the organization regarding its corruption prevention policies and procedures	36		
	S05	Incidences of corruption and measures taken	36		

Public Policy

	S06	Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country	No contributions were made.		
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Anti-Competative Behavior

	S07	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and the results of these actions	There are no legal actions regarding this issue.		
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Compliance

	S08	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	No significant fines or sanctions have been received.		
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SOCIAL IMPACTS / PRODUCT RESPONSIBILITY

Customer Health and Safety

	PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	There are no incidents regarding this issue.		
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Marketing Communications

	PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes	There have been no incidences.		
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Customer Privacy

	PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	There have been no complaints to this regard.		
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Compliance

	PR9	Value of significant fines for non-compliance	No fines have been received regarding this issue.		
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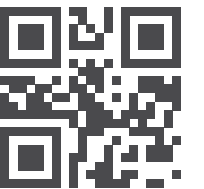
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