



United Nations
Global Compact



sustainability
matters

COMMUNICATION on PROGRESS (CoP) 2019



Shared Value
Initiative Affiliate

Certified



Corporation
bcorporation.net

MAKE BETTER CHOICES

Who we are?

We are sustainability specialists helping brands and corporates to make better choices. We believe in the power of businesses in driving positive change and scaling impact across the globe.

We offer strategic advice to address today's most important sustainability challenges by putting shared value into practice and unearthing opportunities. Briefly, we connect profit with purpose. But, we know strategy is not enough, so we do have answers if you ask what you need to do on Monday. We walk with our clients to activate targets.

By the way, we are proud to be a B Corp company.

Our services



CONSULTING

SUSTAINABILITY STRATEGY
PURPOSE DRIVEN POSITIONING
SUSTAINABLE BRAND MANAGEMENT
STRATEGY EXECUTION AND ACTIVATION
SUSTAINABILITY REPORTING AND COMMUNICATIONS
RESPONSIBLE INVESTMENTS AND INTANGIBLE ASSET VALUATION
ESG PERFORMANCE MANAGEMENT
IPO READINESS
ORGANIZATIONAL LEARNING AND DEVELOPMENT (LEARNING ORGANIZATIONS)



RESEARCH & ANALYTICS

INSIGHTS & ANALYTICS
IMPACT STRATEGY & ACTIVATION
IMPACT ASSESSMENT
THOUGHT LEADERSHIP
SOCIAL INNOVATION & PRODUCT/SERVICE DEVELOPMENT

We are a proud B corp
company.

Certified



Corporation[®]

- A certification conferred by the nonprofit B Lab
- A company that meets a high level of social and environmental performance and makes a legal commitment to consider all stakeholders
- Any for-profit company in any country can pursue certification (LLC's included)

Statement by the CEO



I am pleased to confirm that S360 Sustainability Services reaffirms its support to the Ten Principles of the United Nations Global Compact regarding the areas of Human Rights, Labour, Environment and Anti-Corruption. Our actions on the purpose of integration of the Global Compact and its principles into our business strategy, corporate culture and daily operations are described in this Communication on Progress (CoP), which is our sixth annual report. We also commit and declare to share this information with our stakeholders via our primary communication channels.

**Sincerely,
Kerem Okumuş, Founder, CEO**

DESCRIPTION OF ACTIONS

Human Rights and Labor Rights Principles

S360's goal is to influence that our employees and all our business partners respect the Universal Declaration of Human Rights. We also adhere to the ILO Declaration on Fundamental Principles and Rights at Work and encourage our clients to do so. In the scope of our Labor Principles we aim to ensure all employees are provided with fair and equal working conditions.

Our Human Rights Principles are as follows:

- To ensure that employees are provided with safe, suitable and sanitary work facilities.
- To protect employees from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats.

Our Labor Rights Principles are as follows:

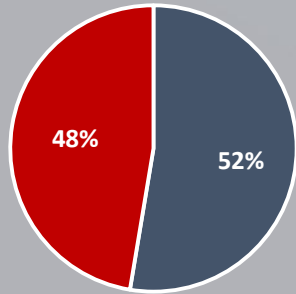
- To ensure that recruitment decisions are based on relevant and objective criteria
- To comply with minimum wage standards
- To prevent discrimination of all kinds and ensures comparable pay for comparable work
- To ensure all employees' health and safety

Implementation

- We implement a horizontal management approach in our company. Complaints and/or requests are assessed and discussed during regular meetings. With the participation of whole team, we come to a conclusion regarding issues proposed for the agenda.
- We provide strategic tools for our clients to ensure that human rights are protected in all business processes and employees work under fair, equal and safe conditions.

Social Outcomes

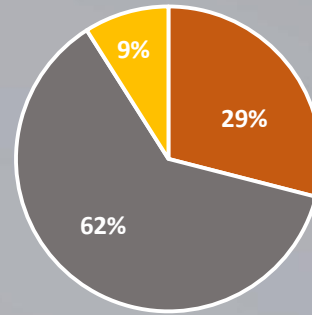
Employees by gender



■ Female ■ Male

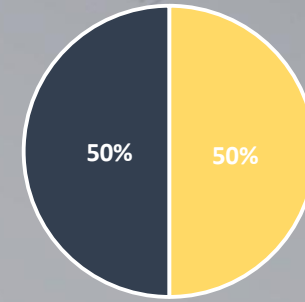
	Female	Male	Total
Number of employees	11	10	21

Employees by age



■ Under 30 ■ Between 30-50 ■ Above 50

Employees in management by gender



■ Female ■ Male

	Full-time		Part-time	
	Female	Male	Female	Male
Number of employees by employment type	10	7	1	3

Four of our employees are part-time while 17 are full-time.

There were six posture-related muscle and joint injuries in 2018, but no absenteeism due to injuries. As a solution, ergonomic assessment was made by an expert and office equipment has been replaced.

Environmental Principles

As an office based company, S360's goal is to reduce its environmental impact caused by its activities as well as to encourage its clients and business partners to improve their environmental performance.

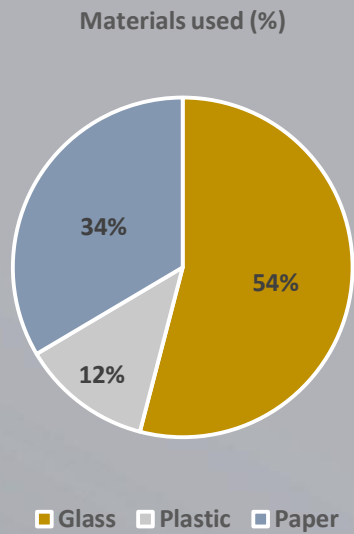
Our Environmental Principles are as follows:

- To reduce our carbon footprint caused by transportation.
- To reduce wastes by recycling materials.
- To encourage our clients and business partners to set goals for reducing environmental impact.

Implementation

- We offer strategic advice for our clients to reduce their carbon footprint and perform an effective waste and water management. Thus, we play a role in tackling today's environmental challenges.
- Online meeting tools are preferred instead of visits, when possible.
- Recycling boxes are installed in various points of the office.

Environmental Outcomes



Waste materials in 2019	Waste amount (ton)	Recycled waste (ton)	Recycling ratio per material (%)
Glass	20	20	100%
Plastic	4,6	2,8	61%
Paper	12,4	10,8	87%
Total	37	33,6	91%

Anti-corruption

S360's goal is to eliminate all kinds of corruption when doing business and pursue all of its business processes with its partners with an ethical and transparent approach.

Our Anti-corruption Principles are as follows:

- To mention anti-corruption and/or ethical behaviour in all contracts made with business partners.
- To commit being in compliance with all relevant laws including anti-corruption laws

Implementation

- To communicate with and provide with training for all employees on anti-corruption
- To ensure consistency with the anti-corruption commitment via internal checks
- To implement the anti-corruption commitment with a responsible and accountable management approach



Contact

asli.kurtulus@s360.com.tr
ece.akdogan@s360.com.tr
info@s360.com.tr

