



POLISAN HOLDING UNITED NATIONS GLOBAL COMPACT PROGRESS DECLARATION REPORT

(Reporting Period: 01.01.2019-31.12.2019)

Maximizing our contribution to society, the environment and our country's economy, and minimizing the inevitable impact of our business processes are some of the most important aspects of our business strategy. We aim to secure our long-term success with our sustainability approach. As Polisan Holding, we signed the United Nations Global Compact (UNGC) in 2018 as an important source of information for us. We take the principles of human rights, labor standards, environment and anti-corruption in the scope of the Convention as a guide in our own operations as well as in our supplier evaluation processes and we carry out our activities with the awareness of these 10 principles. We are happy to share our UNGC Progress Declaration Report, which we published for the second time this year.

[UN Global Compact CEO's Commitment Letter](#)



THE TEN PRINCIPLES OF THE UN GLOBAL COMPACT

Human Rights

1. Businesses should support and respect the protection of internationally proclaimed human rights and,
2. make sure that they are not complicit in human rights abuses.

Labour

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
4. the elimination of all forms of forced and compulsory labour;
5. the effective abolition of child labour; and
6. the elimination of discrimination in respect of employment and occupation.

Environment

7. Businesses should support a precautionary approach to environmental challenges;
8. undertake initiatives to promote greater environmental responsibility; and
9. encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

10. Businesses should work against corruption in all its forms, including extortion and bribery.

PRINCIPLES OF THE HUMAN RIGHTS AND LABOUR

Human Rights

- Businesses should support and respect the protection of internationally proclaimed human rights and,
- make sure that they are not complicit in human rights abuses.

Labour

- Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- the elimination of all forms of forced and compulsory labour;
- the effective abolition of child labour; and
- the elimination of discrimination in respect of employment and occupation.

Management of Human Resources and Labour at Polisan Holding

We consider human resources to be our intellectual capital and one of the most important factors behind our financial achievements. In this respect, creating a qualified, results-oriented, agile-thinking and team-player human resources structure that takes initiative in times of uncertainty is the core of our business strategy. We aim to increase the expertise, loyalty and organizational effectiveness of our employees through training and development practices in line with our medium- and short-term objectives.

We ensure that our practices in the fields of working time, remuneration, leave and other health and personal insurance are in line with the Labor Law and are transparent and fair.



Ethics and Integrity at Polisan Holding

We regard all of our company values, especially honesty, transparency, accountability and reliability, as integral parts of our corporate culture. We carry out our operations in accordance with the Polisan Holding Code of Business Ethics and Conduct for Suppliers, Disciplinary Procedure, and Irregularities and Security Violations Management Procedure, which form the basis of our business relations with our stakeholders, and the rules in the relevant law.



Healthy and Safe Working Conditions at Polisan Holding

At our Polisan group of companies, active in the chemicals industry, a high risk sector in terms of occupational health and safety, our core priority is to ensure a safe and healthy working environment for our employees and stakeholders. We continuously strive to improve our systems through a preventive approach based on international standards, as well as legal regulations. We create synergy by involving any our subcontractors and suppliers who are in charge on our site in occupational health and safety issues, and by sharing good practices, integrating those applicable to our system.

- 46 internal audits through announced site tours,
- 59 Pre-Project Risk Assessments specific to investment projects,
- 34 site audits for our regular subcontractors,
- Emergency response drills including 6 fire drills, 2 environmental spillage drills and 2 coastal facility drills to ensure emergency preparedness,
- 14,587 person-hours of training on Basic OHS, Basic Health, Hazard Awareness and Risk Detection, Emergency and Fire, Fire Line and Work Permits,
- 2,688 person-hours of training for our new personnel, 2,520 person-hours of training for subcontractor employees and 274 person-hours of facility orientation training,
- Ergonomic and OHS risk assessments at Polisan Kimya production facilities,
- Poliport Kimya Warehouse OHS risk assessments,
- OHS risk assessments in the production, raw material warehouse, quality control, shipment and joint operations departments at Polisan Kansai Boya GEBKIM facility.
- Training for 255 employees in the simulators deployed in our Dilovası site to raise awareness about road safety, seat belt use and working at high altitudes
- OHS Forum Theater Event attended by 195 employees
- 34 audits and 19 site visits to our subcontractors

Healthy and Safe Working Conditions at Polisan Holding

Process Safety Management System

We have been working since 2015 to prevent and mitigate the effects of major accident hazards within the framework of the SEVESO directives. For the last two years, we have been fortifying these efforts and our Security Management Systems with our Process Safety Management Program. Our activities in this scope in 2019 were as follows:

- Training 53 staff at foremen and operator levels in our
- Behavior-Based Process Safety Leadership program,
- Providing 4,725 person-hours of workshops to support our Process Management System,
- Planning 1,281 person-hours of training with the participation of 258 employees as part of our Process Safety Competency Training,
- Providing refresher training for 41 employees on Change Management Procedure,
- Making a presentation at the Process Safety Symposium about maintenance practices at Polisan of the future, asset management and reliability, e-transformation management design and memory of change.
- Providing 1,000 person-hours of workshops as part of Asset Integrity Management,
- Presenting four different accident investigations to a maintenance team of 20 members as part of the Learning from Incidents (LFI) event.

Healthy and Safe Working Conditions at Polisan Holding

Collective Labor Agreements

As Polisan, we respect our employees' right to organize and their collective bargaining rights. Therefore, we have created a framework that is based on the legal requirements for leading industrial relations in a fair manner, is able to ensure social justice and labor peace, and enables the employees and company management to mutually and collectively negotiate their own interests and benefits.

	Total Number of Employees	Number of Employees Who are Union Members	Percentage of Employees Who are Union Members
Polisan Kansai Boya	686	235	34%
Polisan Kimya	254	192	76%
Poliport Kimya	184	143	78%



Reflections on Stakeholder Relations

At Polisan Holding, when deciding on suppliers to work with, we evaluate not only their product performance and operating quality but also their responsible management practices and expect them to comply with our Code of Business Conduct and Ethics for Suppliers. In the last quarter of the year, we ensured that our critical suppliers, who represent 10% of the transaction volume of Polisan Kansai Boya, are signatories of these rules, and we plan to increase this rate to 20% next year.



Assessment of Suppliers and Subcontractors

We evaluate our suppliers and subcontractors according to our integrated management systems standards, business ethics and codes of conduct, and the performance of the products and services we procure. We visit them at our site and/or their own site and offer improvement suggestions for the issues they need and support their development.

POLISAN HOLDİNG 2019 AUDIT PLAN			POLISAN HOLDİNG 2020 AUDIT PLAN
AUDIT TYPE	PLANNED	REALIZED	PLANNED
HSE Site Audit	46	45	54
Subcontractor Audit	33	29	32
Supplier Audit	37	33	18

Our Social Responsibility Projects

Our main activities supporting human rights and labor practices are;

“Every Voice One Breath” with the Theme “Hear Me, Help Me Breathe”

Our “Every Voice One Breath” project, which aims to raise solution-oriented social awareness about women’s issues, focused on the theme “Hear Me, Help Me Breathe” in this year’s campaign. Our campaign made its voice heard with impressive music specially designed for Polisan. We tried to attract attention to all kinds of violence and inequality against women including physical and mental violence, femicide and all kinds of discrimination against women.



Clicking on images to display videos

Our Social Responsibility Projects

Our main activities supporting human rights and labor practices are;

Quantitative Analysis Laboratory Project

As a company that cares about the development of vocational and technical education in parallel with the industry, we have undertaken the construction of the Industrial Quantitative Analysis Laboratory of GEBKIM Vocational and Technical Anatolian High School. With this support, we believe that we will contribute to the development of knowledge, skills and competencies of students who will become the chemists of the future.

Professional Competence Certification Activity

In 2019, As Polisan Kansai Boya, we continued its certification activities launched in 2018 for the “Vocational Qualification Certificate” in cooperation with the Vocational Qualification Authority (VQA). The goal of this is to secure for the sector qualified paint and thermal insulation craftsmen who are knowledgeable masters of their field. During the year, we helped 1,862 paint masters receive Professional Competency and Practical Training. We believe that this endeavour, in having the quality of competent craftsman certified by an official institution - VQA - will make a great contribution to the Paint and Thermal Insulation Industry by taking implementation, the key component of the work, under guarantee.



Examples of Third-Party Assessments in Occupational Health and Safety

Our Performance in Health and Safety - Borsa İstanbul Sustainability Index

As Polisan Holding, we were granted the right to be listed in the Borsa İstanbul Sustainability Index for the third time. Our performance in Occupational Health and Safety, which is one of the evaluation headings, has been examined in the following headings and we have achieved a successful performance by meeting the threshold criteria as a result of index valuation.

- Details on health and safety education
- A senior executive in charge of health and safety
- Comprehensive quantitative data on health and safety record

(Note: Information about the other evaluation topics of the BIST Research Methodology is included in relation to each principle in order to avoid duplication.)

Examples of Third-Party Assessments in Occupational Health and Safety



Our Performance in Labor Practices - Ecovadis Sustainability Assessment

The sustainability performance of Poliport Kimya was awarded the Gold Award by the global rating platform EcoVadis, in its second assessment this year. In this assessment;

Our strengths in the Labor Force criterion are;

- Standard policy on the majority of labor or human rights issues,
- Our Responsible Care Commitment,
- Training on health and safety issues for subcontractors working within the Company,
- OHSAS 18001 Occupational Health and Safety Management System,
- Health care coverage of employees,
- Emergency preparedness plan for all affected employees (eg. fire drills),
- Detailed risk assessment of employee health and safety,
- Accident frequency reporting,
- GRI sustainability reporting,

[Linking our Performance to Global Compact Principles with our GRI Sustainability Report](#)

Principles of the UN Global Compact

Place of Performance Information in 2019 GRI Sustainability Report

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Human Resources, p.121
 Our Sustainability Policy, p.154
 Occupational Health and Safety, p.127
 We Became a Signatory to the UN Global Compact, p.12
 Ethics and Integrity, p.25
 3rd Party Inspections, p.34

Principle 2: make sure that they are not complicit in human rights abuses.

Ethics and Integrity, p.25
 Our Sustainability Policy, p.154
 Polisan Holding Code of Business Ethics and Conduct for Supplier, p.25
 Our Social Responsibility Projects and Sponsorships, p.135
 Anti-Bribery and Anti-Corruption Program, p.26
 Irregularity and Security Violations Evaluation Committee, p.26
 3rd Party Inspections, p.34

[Linking our Performance to Global Compact Principles with our GRI Sustainability Report](#)

Principles of the UN Global Compact	Place of Performance Information in 2019 GRI Sustainability Report
	Labour
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	Collective Labor Agreements, p.124 Polimevzuat Tracking System, p.33
Principle 4: the elimination of all forms of forced and compulsory labour;	Ethics and Integrity, p.25 Our Sustainability Policy, p. 154 Polisan Holding Code of Business Ethics and Conduct for Supplier, p.25 Polimevzuat Tracking System, p.33 3rd Party Inspections, p.34
Principle 5: the effective abolition of child labour; and	Ethics and Integrity, p.25 Polisan Holding Code of Business Ethics and Conduct for Supplier, p.25 Polisan Holding General Purchasing Conditions, p.37 Polimevzuat Tracking System, p.33 3rd Party Inspections, p.34
Principle 6: the elimination of discrimination in respect of employment and occupation.	Ethics and Integrity, p.25 Our Sustainability Policy, p.154 Polisan Holding Code of Business Ethics and Conduct for Supplier, p.25 3rd Party Inspections, p. 34

PRINCIPLES OF THE ENVIRONMENT

- Businesses should support a precautionary approach to environmental challenges;
- undertake initiatives to promote greater environmental responsibility; and
- encourage the development and diffusion of environmentally friendly technologies.



Environment Management at Polisan Holding

For a Liveable Environment

Environmental Management covers all of our business areas within the Holding, and the services we provide to our customers and receive from subcontractors. We conduct risk analyses for the aspects of our operations that interact with the environment and perform the necessary improvements in our processes to eliminate or, if not possible, reduce environmental impacts resulting from these activities in line with the relevant regulations.

[Polisan Holding Environmental Management Systems Applications Booklet](#)



Environment Management at Polisan Holding

Waste Management

We aim to effectively manage our workflows and use of raw and other materials and thus minimize waste generation at its source. Our waste management process covers the collection and sorting of waste at the source, disposal and/or recovery of waste in the temporary waste storage area in accordance with the relevant regulations, evaluation of disposal and/or recycling options, and ensuring its transportation to licensed waste disposal and recycling firms and monitoring this process. We manage this process in accordance with the norms of relevant national and international initiatives, particularly the ISO 14001 Environmental Management System standard.



Water and Wastewater Management

Different types of water usage in our facilities, such as process, tank washing and surface cleaning, require different water qualities. With the strategic advantage of the location of our Dilovası facility, we have access to groundwater and seawater as well as mains water. Sustainable water supply is very important for our operations to continue without interruption. On the other hand, we design recovery projects to protect water resources and treat the wastewater we discharge in accordance with the legal limits.



Energy Management

In operation-intensive areas, we monitor electricity consumption in relation to the volume of products manufactured/ handled each month. In case of a deviation from the values determined for comparison purposes, corrective action is taken by our facility managers. We classify all our electrical equipment according to energy efficiency. In line with this classification, we develop process-based energy efficiency and energy-saving projects such as purchasing, design and maintenance for significant energy volumes.



Environment Management at Polisan Holding

Management of Chemicals

We are meticulously implementing the national and international regulations with a risk-focused perspective to protect human and environmental health in the purchasing, handling, storage, use and transportation of chemicals. We perform the purchasing controls in our chemical procurement procedures in a safe and integrated manner according to the SDS information defined in our ERP system, the referral criteria in our internal procedures and ADR provisions. The handling of each chemical in the storage areas is carried out in line with safe working principles determined according to the potential hazards of the materials such as reactive, environmental or health.

Operational Air Quality Management

We control the emission sources that may result from our operations in line with the Regulation on the Control of Industrial Air Pollution. We commission accredited organizations to measure our emissions for the detection of pollutants more frequently than legally specified periods.

Noise Control

We evaluate the selection and modification of machinery and equipment that may be a source of noise in our change management process, measure the noise they generate in operation and prepare noise exposure maps. We take necessary measures to ensure adequate protection in case the measurement results exceed the specified exposure limits. To strengthen our compliance with the legislation, we perform onsite measurements with our technical staff at regular intervals. In 2019; we measured at 35 points and updated our 7 noise maps.

Environment Management at Polisan Holding

We Continue to Support Biodiversity

Polisan Kansai Boya has been supporting WWF-Turkey's "The Life of Turkey Program" since 2018. We also participated in the program's fourth-term Selection Committee Meeting this year and decided to support projects aimed at protecting karakovan beekeeping in Hemşin, Rize, sea otters in Fethiye, Muğla, and imperial eagles in Trakya and Bolu.

[Certificate of Participation](#)



Product Life Cycle Analysis Project

In 2016, Polisan Kansai Boya received its first Environmental Product Declaration (EPD) certificates for four paint products following the product life cycle analyses. The products were independently approved in accordance with ISO 14025 and EN 15804 standards. We renewed our Type III environmental labels (EPD) again this year for our new paint factory at GEBKIM with respect to energy and environmental issues.

As part of this process, we have updated the environmental analyses of our products throughout their life cycles, from raw material procurement to customer delivery. Our certificates were approved by an independent third-party institution and published on the International EPD System and EPD Turkey databases. Our updated certificates were the first EPDs in Europe and Turkey prepared in accordance with the new version of the European Building Materials Norm.

[Our Documents](#)



Examples of Third-Party Assessments in Environment



Our Environmental Performance- Borsa İstanbul Sustainability Index

As a result of the evaluations, we became one of the 56 companies which were entitled to be listed in BIST Sustainability Index in the period of November 2019 - October 2020.

Assessment in the environmental theme, our performance in the fields of Environmental Policy and Environmental Management System, Reporting of Environmental Issues, Biodiversity, and Climate Change Management Declaration were examined and we achieved a successful performance by meeting the threshold criteria as a result of index valuation.



Our Environmental Performance- Sustainability Governance Scorecard

Polisan Holding has been included in the impact analysis project carried out by Argüden Governance Academy, which examines sustainability in corporate governance strategies and business models. During the project evaluation period, we earned the right to be on the Global Sustainability Leaders list thanks to our significant sustainability Progress.

Our Company's guidance, performance and surveillance were evaluated. on water, climate, energy, biodiversity, waste management, hazardous materials and product life cycle themes.

Examples of Third-Party Assessments in Environment



Our Climate Change and Water Security Performance – Carbon Disclosure Project

In 2019 CDP Climate Change Program; we have disclosed our work in the categories of governance, risk management processes, risk disclosure, opportunity disclosure, commercial impact assessment and financial planning assessment, scenario analysis, emission reduction initiatives and low carbon products, emissions 1 and 2,, verification and value chain participation .

2019 CDP Water Security Program; we have disclosed our work in the categories of water accounting, value chain participation, operational impacts, water risk assessment, water-related risk exposure, water-related opportunities, water policies, management, business strategy, integrated approaches, objectives and targets.

According to the results of the evaluation made by Sabancı University Corporate Management Forum and Deloitte

[Polisan Holding Carbon Disclosure Project 2019 Climate Change Program Evaluation Result.](#)

[Polisan Holding Carbon Disclosure Project 2019 Water Security Program Evaluation Result.](#)

Examples of Third-Party Assessments in Environment



Our Climate Change and Water Security Performance – Carbon Footprint Management

We have reduced our emissions by 45% per unit from 2012 to 2019.

In 2018, Polisan Holding's Corporate Carbon Footprint Report and its compliance with the calculation methodology of the standard were verified by an independent third-party accredited organization at a reasonable level of confidence (95%). We created our reports using the same methodology and evaluated our performance this year as well. Furthermore, we ensure that relevant departments measure typical monthly energy consumption at usage points and investigate irregularities. In line with our climate-friendly approach, we also systematically take into account greenhouse gas emissions in the design and development of new products and our investment and purchasing decisions.

[Polisan Holding Corporate Carbon Footprint 2019 Summary Report](#)

Additionally, we calculate our greenhouse emissions every year at Polisan Kimya within the scope of the relevant legal process and have our reports verified by a Ministry-approved authority.

[Polisan Kimya 2019 Greenhouse Gas Verification Report](#)

Polisan Kansai Boya GEBKİM Facility Awarded Low Carbon Hero Award

Our facility was granted the Low Carbon Hero Award at the 6th Istanbul Carbon Summit, which rewards institutions that excel in carbon management.

[LEED Green Building Practices](#)

Examples of Third-Party Assessments in Environment

Our Environmental Performance- Ecovadis Sustainability Assessment

The sustainability performance of Poliport Kimya was awarded the Gold Award by the global rating platform EcoVadis, in its second assessment this year.

In the Ecovadis assessment, our strengths in the environmental criterion are;

- Environmental policy on some relevant issues ,
- Endorsement of the Responsible Care Global Charter,
- ISO 140001 certified,
- ISO 50001 certified,
- Formalized procedure related to materials / chemicals management,
- Regular training on work processes for labeling storing, handling and transporting hazardous goods,
- Company-specific emergency preparedness & response procedure,
- CSR Report follows GRI guidelines at parent level.

[Linking our Performance to Global Compact Principles with our GRI Sustainability Report](#)

Principles of the UN Global Compact	Place of Performance Information in 2019 GRI Sustainability Report
	Environment
Principle 7: Businesses should support a precautionary approach to environmental challenges;	Our Commitment to Responsible Care, p.12 Our Certificates, p.15 Our Quality, Health, Safety and Environment Policy, p.154 Our Sustainability Policy, p.154 Environmental Dimension Analysis, p.96 Waste Management at Polisan Holding, p.97 Water and Wastewater Management at Polisan Holding, p.101 Operational Air Quality Management, p.105 Energy Management, p.110 Management of Chemicals, p. 113 3rd Party Inspections, p.34 Process Safety Management Systems, p.127

[Linking our Performance to Global Compact Principles with our GRI Sustainability Report](#)

Principles of the UN Global Compact	Place of Performance Information in 2019 GRI Sustainability Report
	Environment
Principle 8: undertake initiatives to promote greater environmental responsibility; and	<p>Step by Step Sustainability, pp.12 -20</p> <p>Our Management Systems, p.33</p> <p>Our Sustainability Policy, p.154</p> <p>Our Memberships, p.154</p> <p>Environmentally Responsive Applications, p.46</p> <p>Cooperation with ÇEVKO in Waste Management, p.100</p> <p>Tracking of Greenhouse Gas Emissions from Transportation, p.41</p> <p>3rd Party Inspections, p.34</p> <p>R&D and Innovation at Polisan Kimya'da, pp.72-75</p> <p>Polisan Kimya Responsible Production Approach, p.81</p>

[Linking our Performance to Global Compact Principles with our GRI Sustainability Report](#)

Principles of the UN Global Compact	Place of Performance Information in 2019 GRI Sustainability Report
	Environment
Principle 9: encourage the development and diffusion of environmentally friendly technologies.	<p>Digitalization and Sustainable Production, p.53</p> <p>R&D and Innovation At Polisan Kansai Boya, p.55</p> <p>Our Efficiency Focused Projects and Investments, p.115</p> <p>LEED Green Building Applications at GEBKİM Factory, p.13</p> <p>Improving Material Storage Conditions, p.40</p> <p>Line Optimization Efforts, p.40</p> <p>Responsible Use of Resources in Production, p.80</p> <p>Distillation Unit Restoration Project, p.50</p> <p>Labeling Activities, p.64</p> <p>Mix Center, p. 66-69</p> <p>3rd Party Inspections, p.34</p>

PRINCIPLE OF THE ANTI-CORRUPTION

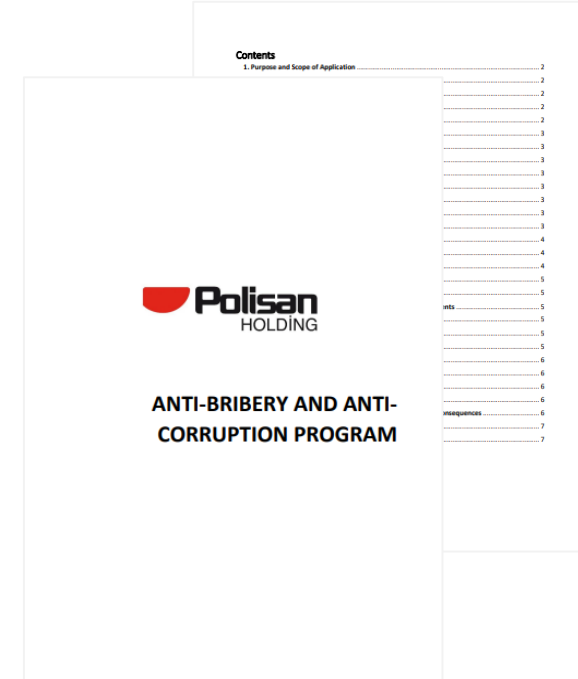


- Businesses should work against corruption in all its forms, including extortion and bribery.

Polisan Holding Anti-Corruption and Anti-Bribery Program

As a result of the awareness training and risk assessments conducted as part of our sustainability efforts in accordance with our anti-bribery and anti-corruption program, we have improved our performance in the Borsa Istanbul Sustainability Index in this category compared to the previous index period.

We expect our suppliers to work in accordance with the “Polisan Holding Code of Business Ethics and Conduct for Suppliers” which is included rules about anti-corruption and anti-competitive. In the last quarter of the year, we ensured that our critical suppliers, who represent 10% of the transaction volume of Polisan Kansai Boya, are signatories of these rules.



Examples of Third-Party Assessments in Anti-Corruption

Our Anti-Corruption and Anti-Bribery Performance- Borsa İstanbul Sustainability Index

Our performance has been evaluated in Anti-Bribery and Anti-Corruption category, and as a result of the index valuation, we have successfully performed by meeting the relevant threshold criteria;

- Prohibition of giving and receiving bribes,
- Obeying laws and regulations,
- Restriction of facilitation payments,
- Prohibition of giving and receiving gifts,
- Prohibition of political donations
- Prohibition of facilitation payments,
- The issue of no detriment to employees for refusing to pay bribes.



Our Anti-Corruption and Anti-Bribery Performance- Sustainability Governance Scorecard

The existence and depth of the Anti-Bribery and Anti-Corruption issue, one of the evaluation topics, in corporate governance strategy and business models was examined.

Examples of Third-Party Assessments in Anti-Corruption



Our Anti-Corruption and Anti-Bribery Performance- EcoVadis Sustainability Assessment

In the Ecovadis assessment, our strengths in the ethic criterion are;

- Disciplinary sanctions to deal with policy violations,
- Comprehensive policies on ethics issues,
- Incident response procedure to manage breaches of confidential information,
- Audits of control procedures to prevent information security breaches,
- Awareness training performed to prevent corruption.

[Linking our Performance to Global Compact Principles with our GRI Sustainability Report](#)

Principles of the UN Global Compact	Place of Performance Information in 2019 GRI Sustainability Report
	Anti-Corruption
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	Our Anti-Bribery and Anti-Corruption Policy, p.154 Our Anti-Bribery and Anti-Corruption Procedure, p.154 Anti-Bribery and Anti-Corruption Program, p.26 Anti-Bribery and Anti-Corruption Risk Assessment, p.26 Anti-Bribery and Anti-Corruption Trainings, p.26 Authorized Economic Operator Certification, p.38 Sustainability Policy, p.154 3rd Party Inspections, p.34 Authority and Roles Project, p.33 Internal Control and Audit, p.26

Annex: Associating the GRI Content Index with the UN Global Compact Principles

GRI Content	Principles
102-8 Information on employees and other workers	UNGC 6
102-14 Statement from senior decision-maker	UNGC 1, 2, 3, 4, 5, 6, 7, 8, 9, 10
102-16 Values, principles, standards, and norms of behavior	UNGC 10
205-2 Communication and training about anti-corruption policies and procedures	UNGC 10
302-1 Energy consumption within the organization	UNGC 7, 8
302-3 Energy intensity	UNGC 8
303-1 Water withdrawal by source	UNGC 7, 8
303-3 Water recycled and reused	UNGC 8
304-3 Habitats Protected or Restored	UNGC 8
305-1 Direct (Scope 1) GHG emissions	UNGC 7, 8
305-2 Energy indirect (Scope 2) GHG emissions	UNGC 7, 8
305-4 GHG emissions intensity	UNGC 8

Annex: Associating the GRI Content Index with the UN Global Compact Principles

GRI Content	Principles
305-5 Reduction of GHG emissions	UNGC 7, 8
306-1 Water discharge by quality and destination	UNGC 8
306-2 Waste by type and disposal method	UNGC 8
306-3 Significant spills	UNGC 8
307-1 Non-compliance with environmental laws and regulations	UNGC 8
308-1 New suppliers that were screened using environmental criteria	UNGC 9
401-1 New employee hires and employee turnover	UNGC 6
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	UNGC 6
401-3 Parental leave	UNGC 6
404-1 Average hours of training per year per employee	UNGC 6
406-1 Incidents of discrimination and corrective actions taken	UNGC 6
408-1 Operations and suppliers at significant risk for incidents of child labor	UNGC 2-5
413-2 Operations with significant actual and potential negative impacts on local communities	UNGC 1

Annex: Polisan Holding 2019 GRI Sustainability Report with UN Sustainable Development Goals Index



- Messages from Our Senior Executives,
- About Polisan Holding,



- Occupational Health and Safety,
- For a Liveable Environment,
- The Management of Chemicals,
- Innovation at Polisan Kansai Boya,
- Innovation at Polisan Kimya,



- Our Social Responsibility Projects and Sponsorships,
- Ethics and Honesty,



- Our Sustainability Journey,
- Waste Management at Polisan Holding,
- Innovation at Polisan Kansai Boya,
- Innovation at Polisan Kimya,
- Supply Chain Management at Polisan Kimya,



- Messages from Our Senior Executives,
- About Polisan Holding,
- Supply Chain Management at Polisan Kimya,



- Messages from Our Senior Executives,
- About Polisan Holding,
- New Production and Storage Facility at Global Standards,
- Innovation at Polisan Kansai Boya,
- Innovation at Polisan Kimya,
- Process Management,
- Our Efficiency Focused Projects,
- Our Projects and Investment,



- Ethics and Honesty,
- Human Resources,



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- Our Efficiency Focused Projects,
- New Production and Storage Facility at Global Standards,
- Innovation at Polisan Kansai Boya,
- Innovation at Polisan Kimya,
- Supply Chain Management at Polisan Kimya,



- Our Sustainability Journey,
- Wastewater Management at Polisan Holding,



- Our Sustainability Journey,



- Ethics and Honesty,
- Our Ethical Values,
- Human Resources,



- Our Sustainability Journey,



POLİSAN HOLDİNG UNITED NATIONS GLOBAL COMPACT PROGRESS DECLARATION REPORT

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