



Mey|Diageo 2020

Sustainability Report

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About the report

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Mey|Diageo, which continues its activities with the principal of “Celebrating life, every day, everywhere!”, aims to deliver the legacy of the past, taken from Turkey’s oldest organization, Tekel, to future generations by making it “new” with its successful management in economic, environmental and social areas fields.

Mey|Diageo, which knows its responsibilities in solving global problems and taking firm steps on its way, has signed the UNGC - United Nations Global Compact in 2019.

The content of “Mey|Diageo 2020 Sustainability Report”, which is of great importance since it is our first report, has been determined in the light of the materiality studies conducted at the global level by considering the current trends and changing local and global agendas. In addition, the contents were updated according to the inputs provided by the Mey|Diageo Sustainability Committee (MDSC) appointed by the Leadership Team.

Our report, was prepared in order to show the operations conducted in Turkey between July 01, 2019 - June 30, 2020 (F20) in order to be parallel to the financial calendar applied by Diageo. All factories, plants and sales offices and headquarters of 2 companies operating within the borders of Turkey are within this context. Date from F18 and F19 are also included in some sections in order to make our performance measurable and comparable with previous periods in Mey|Diageo 2020 Sustainability Report, which is an indicator of the value we give to all our stakeholders we are in contact with.

This report has been prepared in accordance with GRI Standards: Core option. In our report, all our practices regarding compliance with UNGC principles are included. You can find the aforementioned principles and the GRI indicators used in the UNGC Principles Index and GRI Standards Table in the addendums section of our report.

Our report has been prepared in two languages as Turkish and English.

During the preparation of our report, which was not subject to external audit, the relevant data were collected and evaluated, under the leadership of MDSC, with the contributions of relevant departments of the companies. EWA Corporate Consultancy has contributed to the preparation of the report.

The opinions and suggestions of all our stakeholders are of great importance to Mey|Diageo in order to improve our sustainability performance. We will be pleased if you send us any comments, suggestions and questions about sustainability performance regarding the published Mey|Diageo 2020 Sustainability Report to **surdurulebilirlik@diageo.com**.

General Manager's statement

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Dear Stakeholders and Readers,

In 2020, we experienced a pandemic that has shaken the entire human race and forced us to confront the weakness of the globalized world order. We are in such a period that the world is almost being reshaped. At this point, we understand the importance of cooperation and solidarity more than ever. Today is the day to reconsider our values for a world focused on values and stakeholders.

We, as Mey | Diageo, signed the United Nations Global Compact (UNGC) on October 10, 2019 in order to deliver the legacy of the past to future generations by making it "new" and to contribute to creating a life worth celebrating every day. We have committed to continuing our work by adhering to 10 principles. The process of further integrating sustainability into our company's strategies and operational performance has entered a new stage with this signature.

Sustainability goes beyond answering the climate crisis problem; it is a model focused on growth, production, consumption, and risk management. The 17 Sustainable Development Goals (SDGs) declared by the United Nations emphasize that, whenever possible, global problems such as population growth, biodiversity loss, inequality, and human-induced climate change can only be solved through collective consciousness and work. As a company operating in the agricultural industry sector, we are also aware of our responsibilities. As a matter of fact, our "Sustainability Inventory" efforts, in which we are aligned with the SDGs, have shown that the 320 sustainability projects we carried out since 2017 have contributed to 5 SDGs, namely: **responsible consumption and production (SDG12), decent work and economic growth (SDG8), industry, innovation and infrastructure (SDG9), climate action (SDG13), and sustainable cities and communities (SDG11).**

As a company, which is an international structure with commercial activities in approximately 180 countries and

regional offices in 80 countries, we put our best efforts toward the goals set at the global level. We have a long journey ahead of us, but our goals are clear: to spread awareness about responsible drinking, to develop a culture based on inclusion and diversity, to make our operations carbon free, to use 30% less water in every drink we will produce by 2030, to replace more than we use in areas with limited water resources by 2026, to eliminate waste in our value chain, and to contribute to a more honest and fair world.

As Mey | Diageo, our favorite title is that of being a certified "farmer company". We carry out good agricultural practices as a farmer company. Besides we touch the lives of 27,000 farmers annually who are in our value chain.

As Mey | Diageo, we are happy and proud to share our work and the story behind the figures in our sustainability report, which we have prepared under the guidance of the Global Reporting Initiative (GRI) while we continue to invest in our country's economy, human resources, technology, soil, and farmers. We believe that the positive impact we will create in our country and on our planet will continue to increase every year with the understanding of sustainability that we have integrated into our business strategies and operational performance. As a company which does not only work with the goal of fulfilling its corporate social responsibilities but also with the goal of being a responsible social institution, we will continue to work with our best efforts for our country and our planet.

In line with this goal, I would like to thank my devoted colleagues, our customers, our suppliers, and all the stakeholders of our industry, who carried out projects with great motivation even during the pandemic.

Levent Kömür
General Manager

Highlights in the reporting period

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CO₂ Emission



Compared to 2007, the total CO₂ emission was reduced by 74%.

Water Used



Compared to 2007, the amount of water used to produce 1 liter of product was reduced by 45%.

Amount of waste



Compared to 2007, the total amount of landfill waste was reduced by 99.9%.

Packaging Weight



The packaging weight used in the products was reduced by 5.47%.

Recyclable Materials



The amount of recyclable materials used was increased by 25.9%.

Recyclable Packaging



Rate of recyclable packaging material usage was increased to 99.9%.

Industrial Trees



100% of the paper and cardboard used was obtained from industrial trees.

Zero waste to landfill

8 main locations, including the head office, have reached a "Zero Waste to landfill" rating.

Scotch Whisky Association

The sectoral round table meeting was hosted with the participation of the British Embassy and Scotch Whiskey Association (SWA) officials and sectoral stakeholders.

Highlights in the reporting period

Mey|Diageo, which has been following the developments related to the Covid-19 pandemic since the first day, has immediately created a crisis table on the issue. Mey|Diageo, which looks at the issue with the sensitivity of “concern management” beyond crisis management and in a multifaceted manner, has elaborated these plans by creating alternative scenario plans in order to act immediately if the predicted scenarios occur.

Mey|Diageo, which considers itself as an important component of the gastronomy in Turkey and the world, has conducted works in solidarity with gastronomy ecosystem that is one of the sectors most affected by the pandemic. Especially in these difficult days, it has made us feel that it supported the gastronomy ecosystem with the actions it took and the support it gave. Some of aforementioned the activities of Mey|Diageo, which has put “solidarity” at its center during the pandemic period, are listed side.

Crisis management during the pandemic

Work Smart	Besides many activities carried out for our employees, the “Work Smart” application, which was also applied before the pandemic, was revised in accordance with the conditions of the day and “Hybrid and Space Independent Work Model” was implemented.
Ethyl alcohol support for the pandemic	Karaman ethyl alcohol production facility, which is normally open for 6 months and closed for 6 months, was opened 5 months ago with the thought that there may be need for ethyl alcohol during the pandemic period, and cologne producers were supplied with ethyl alcohol in an amount that can be used for production of 6 million bottles of cologne free of charge or only for its cost.
Purchasing to support	Twice the amount of grapes needed was purchased in Elazığ in order for the farmer’s grapes not to remain in the vineyard.
Disinfection service	Disinfection service was provided to 750 sales points such as restaurants, pubs, taverns etc. located in totally nine provinces including Adana, Ankara, Antalya, Balıkesir, Bursa, İstanbul, İzmir, Muğla and Mersin.
Receivables delay	After the restaurants were closed on March 13, 2020, the receivables of 100 million TRY in total were postponed to support the ecosystem.
“Siftah bizden”	After the reopening of the restaurants on June 1, 2020, 3,500 restaurants were visited one by one and 1,000 TRY of “siftah” (first sale of the day) support was given to each of them.
“Bereketle sağlık olsun”	Support was given to Development Workshop Cooperative’s campaign of “Bereketle Sağlık Olsun” (Let There Be Health with Abundance), which included 8 provinces where seasonal agricultural workers are concentrated, in terms of meeting the need of hygiene materials, that is one of the most important needs in the pandemic period, of 2,500 agricultural workers and their families in Manisa Alaşehir, where Mey Diageo’s largest Raki factory is located.
Support for bartenders	Cocktail recipes were purchased from 550 bartenders to publish a book of cocktail recipes of bartenders who needed solidarity during the period when restaurants, nightclubs and pubs were closed.

Mey|Diageo at a glance

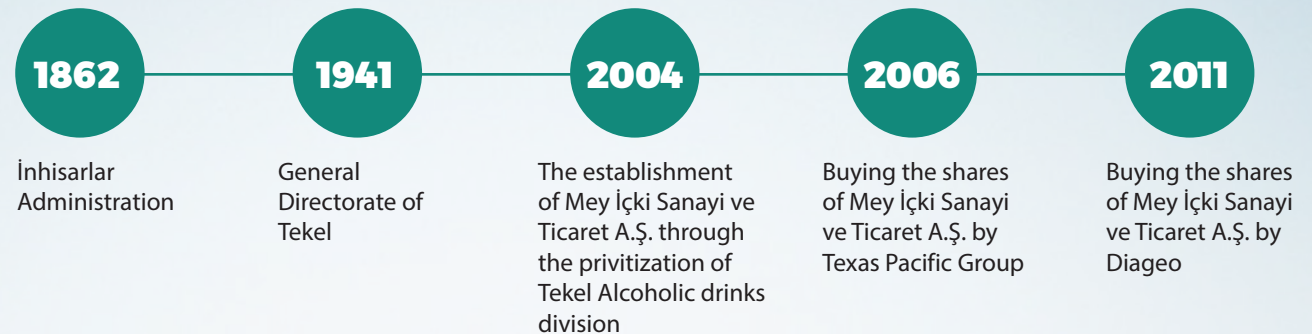
Mey|Diageo at a glance

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Since 2011, we have been working under the umbrella of Diageo, the global leader of alcoholic drinks sector, trading in 180 countries with offices more than 30 thousand passionate employees and more than 200 brands. With the power, experience and vision added by Diageo adds to us, we take our work one step further every day.

What draws attention in the story of transformation of Tekel Administration into Mey İçki Sanayi ve Ticaret A.Ş., and Mey İçki Sanayi ve Ticaret A.Ş. into Mey|Diageo is that the path of General Directorate of Tekel, which dates back to 1862, intersects with Diageo, which has historical alcohol brands dating back to the 17th century.

Milestones of Mey|Diageo's growth and transformation story



The reason why our growth story is sustainable is our relationship and communication with our employees, customers and suppliers based on our values, no matter what geography we are in and whatever the nature of our business requires.



Our values

Passion

Being passionate about customers and consumers

Freedom

Freedom to succeed

Pride

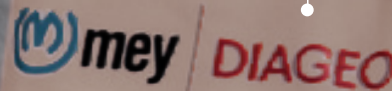
Being proud of what we did

Value

Valuing each other

Success

Being the best



Mey|Diageo in brief

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Company's identification

TRADE NAME

Mey İçki Sanayi ve Ticaret A.Ş. (MEYİ)

ACTIVITY AREA

Wholesale of Alcoholic Drinks

NUMBER OF EMPLOYEES

522

TRADE NAME

Mey Alkollü İçkiler Sanayii ve Ticaret A.Ş. (MEYA)

ACTIVITY AREA

Production of Distilled Alcoholic Drinks

NUMBER OF EMPLOYEES

447

UNGC SIGNING DATE

October 10, 2019

UNGC CONTACT INFORMATION

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- Altuğ Ünüvar
Senior Corporate Communications Specialist
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Top management of the company



Levent Kömür
General Manager



Bahar Uçanlar
Marketing Director*



Birsen Çevik Akgünlü
Human Resources Director



Kürşat Apan
Supply Chain Director



Meltem Azbazdar
Legal and Corporate Affairs
Director



Özlem Yeşildere
Finance and Digital
Transformation Director



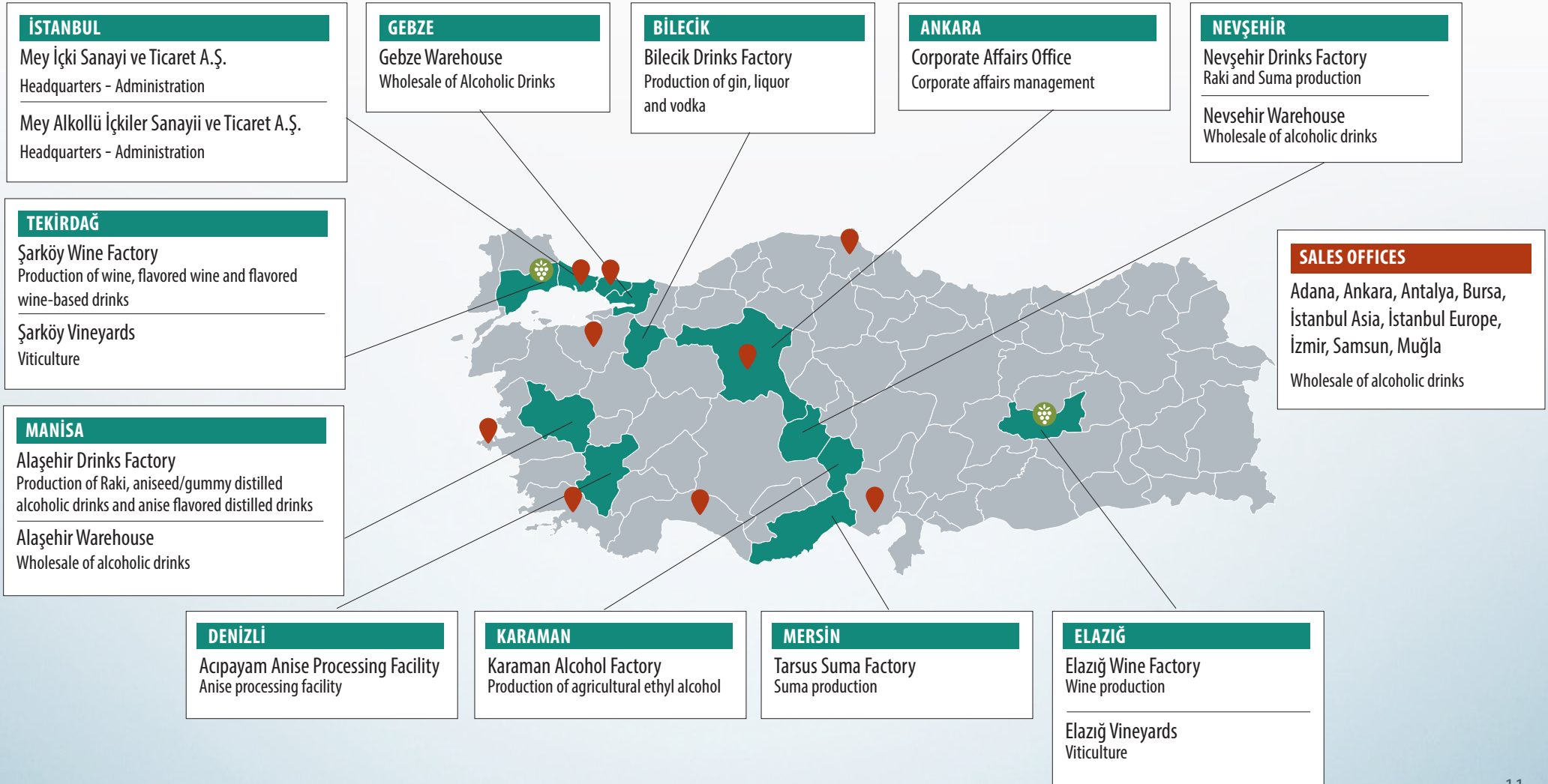
Serkan Solmazer
Sales and Distribution Director

*As of January 18, 2021

Corporate profile

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Factories, facilities, offices and vineyards



Our brands and products

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Mey|Diageo's portfolio of products produced in Turkey consists of Yeni Rakı, Tekirdağ Rakısı, Kulüp Rakı, Altınbaş Rakı, İzmir Rakısı, Tayfa Rakı, Civan Rakı, Herdem İzmir Sakızlısı, Daim, İstanbulblue, Binboa, Gilbey's, Birader, Bazooka and Mirage vodkas, Adalin and Mirage gins, İstanbulblue Mixx Likör, Nazen, Mirage and Jest liqueurs, and Kayra and Terra wines.

Mey|Diageo, which has strengthened its product portfolio thanks to the international knowledge and experience of Diageo, the world's largest alcoholic beverage producer with leading distilled spirits, beer and wine brands, continues the domestic distribution of brands such as Johnnie Walker, J&B, Bell's, Vat 69, Dimple Golden Selection, Bulleit Bourbon, The Singleton, Cardhu, Glenkinchie, Caol Ila, Oban, Lagavulin, and Talisker whiskies, Smirnoff, Ciroc and Ketel One vodkas, Gordon's, Tanqueray and Gilbey's gins, Baileys, Sheridan's, Archers, Safari, Captain Morgan, Zapaca, Don Julio, Cielo, Ruffino, Echo Falls and Château Bel Air.

The roots of our strong brands go back to the soil, the vine and the grape's millions of years of history. Particularly, the first step of the magnificent journey of the grape, which is associated with the concept of abundance, starts in the vineyard and ends at the table and the bottle, is the "vine harvest". The maintenance of the vineyards, which is an important stop of different flavor journeys, is a process based on science that requires high technical knowledge.



Story of the vineyard

Bud swell

During December-February, the vineyards are in sleep period, which we call dormancy. The awakening of the vine to the new season begins in March-April, when the air temperatures rise above 10 C°. At this stage, the buds swell and thump to form new shoots. The biggest danger at this stage is spring frosts, very sensitive shoots may be damaged or even die due to spring frosts.

Shoot and Leaf Development

Shoots develop very rapidly in the vine until the flowering period, carbohydrate reserve and vine development occur in the vine with photosynthesis in the leaves and green parts. During this period, it takes enough nutrients and water from the soil for the development of the vine. During the Véraison period, the vine is required to undergo a little stress and to provide fruit development instead of shoot green parts.

Flowering and Grain Formation

In May and June, fertilization and grain formation occurs in the vine. Male and female organs are found together in the vine. For a healthy fertilization, sufficient light, temperature above 15 C° and no or very little rain is required.

Véraison and Grain Ripening

The grains in the growing clusters that develop between July and September begin to ripen. Before the Véraison, all the grains in the clusters are white and green for all black grapes. The color of the grain starts to change during the period of Véraison. White varieties get a more transparent yellowish color, while black ones turn into red and purple colors. In this period until harvest, the sugar level in the grains increases and the level of acid decreases. In this process, both sugar maturity and the development of aromas and tannin development are followed.

Harvest

The harvest is decided according to the tastings and analyzes made in the vineyard in late August and October. The biggest risk in this period is rainfall. Grapes are taken into crates with hand-harvesting and brought to enterprises and started their new journey to turn into suitable products.

Dormancy (Hibernation)

After the harvest, the green shoots of the vine become woody during the vegetation period. The vine stores the carbohydrate in its roots and its leaves fall off. It stores energy to prepare for the next season and goes to sleep to protect itself against cold winter conditions. Pruning is carried out during the dormant period without waking up the vine.

RAKI, the only drink you set a table for

There are many rumors about where the name “Raki” was used for the first time. There is an information that the word “Iraki”, meaning Iraqi origin, was used since it was first produced in Iraq. According to some sources, it comes from the word “arak”, which means sweat in Arabic, or from the word “araga”, which the Ancient Turks living in Central Asia drew from the airag with the techniques thought to have learned from the Chinese. Indeed, the encyclopedia of Larousse des Alcools describes this drink as “arika”.

Whichever language it comes from, “Raki” is the ancient drink of these lands for 500 years. In Evliya Çelebi’s travel book describing the tradesmen of Istanbul, which he wrote in 1630, he also mentioned about the “Arakçıyan” tradesmen. It is known that 300 people worked in this field in 100 workplaces in Istanbul at that time. He states that the taverns, which he characterizes as Mel’un (cursed), Men’hus (inauspicious) and Mezmun (no good), are in Istanbul’s districts of Samatya, Kumkapı, Balıkpazarı, Unkapanı, Fener, Balat and Boğaz, and also adds that Galata means tavern.

Alcohol bans, which were softened with the reform period and the declaration of the Constitutional Monarchy, also increased the production of raki and other alcoholic drinks. Raki, which used to be produced mostly from grape pulp until the First World War, was produced from raisins, sometimes even figs and mulberries with the tightnesses brought by the war. Illegal production started during Men-i Müskirat (alcohol prohibition) period, which was declared in 1920 and lasted for four years. In 1926, alcohol and alcoholic beverages were taken under the state monopoly, and raki begun to be produced entirely by the state.

The current definition of raki is provided by amendment at the law numbered 4250, which entered into force in 2001. Based on the definition of Raki in the Communique of Turkish Food Codex on Distilled Alcoholic Drinks; it is the distilled alcoholic drink made from Suma or from Suma mixed with agriculturally-based ethyl alcohol, which is then distilled a second time in traditional 5,000-liter or smaller-volume copper flasks together with aniseed grown in Turkey (*Pimpinella Anisum*). In the production, at least 65% of the



total of alcohol taken into the copper distiller is Suma. Besides, it should be rested for at least one month before bottling. The alcohol content is at least 40% by volume. In case of use of sugar in its production, this sugar should be refined white sugar and the amount of sugar used should not exceed 10 grams per liter of product. The volatile substance content should be equal to or more than 100 grams in the hectoliters of 100% alcohol by volume. Methanol content should not exceed 150 grams per hectolitre of 100% alcohol by volume. The anethole amount of the essential oil originating from the anise seed should be minimum 800 milligrams per liter of the product. No additives can be used in the production of Raki. Suma is defined as the grape distillate obtained by using the fresh and/or dried grape produced in Turkey as raw material and by distilling only in Turkey with an alcohol amount of 94.5% by volume to maintain the grape’s flavors and fragrances through fractional distillation.

RAKI, the only
drink you set a
table for



In 2009, the Turkish Patents Institute placed “Raki” under protection by certifying the geographical designation of origin of the product. Raki is defined as “a unique, colorless distilled alcoholic drink which is produced, processed and being exposed to the other processes completely within the borders of Turkey and which takes its characteristics from the natural elements of the Republic of Turkey, in particular the grape and anise grown in Turkey and the traditional production methods applied in Turkey.” Its traditional taste is defined as follows;

“It leaves a very strong anise scent on the front nose during tasting, intense and balanced anise-alcohol taste on the palate, as well as the aroma from the grape, and a slippery mark on the back palate.”

In other words, it should be produced by its masters and not every anise scented drink should be called raki. There is experience, art and spirit in real raki.

White cheese, seafood, red meat offal and white meat are indispensable on the tables set up for its sake. In addition to these, raki can be consumed with pleasure and joy with many different flavors such as stuffing, topik, halva, taramasalata, mackerel, roasted eggplant, stewing, oven/grilled mushrooms, old cheddar, yoghurt and yoghurt appetizers, atom and other spicy appetizers.



A tradition through the generations

With the lifting in 2001 in Turkey of the state monopoly over drinks of high alcoholic content and the ensuing privatization in the sector, the production of raki too was opened to the private sector for the first time and, as per the revision made in the Spirits and Alcoholic Beverages Monopoly Act No. 4250, a “definition of raki” was introduced and stipulated in the law. To Article 3 of Act No. 4250 was added the defining clause that, “Raki produced in Turkey is required to be made from suma, a distilled form of grape, or from suma mixed with agriculturally-based ethyl alcohol, which is then distilled a second time in traditional 5000-liter or smaller-volume copper flasks together with aniseed, with the total alcohol content in the product being no less than 65%.”

As can be seen, while the definition of raki occupies an important place in history, it has been subjected to special provisions since it is an alcoholic drink and to general provisions because it is also a food product. It is significant, however, that the definition of raki has been included within the scope of law as from 2001. In this way, the stage was set for new producers to enter the market as the transition was made from the state monopoly to the free market and the traditional raw materials and customary process of production were preserved, providing assurance for the future of raki. In 2009, the Turkish Patents Institute placed “raki” under protection by certifying the geographical designation of origin of the product.

We’re bringing raki from 500-year past to the present taking the legacy of it and still preserving the traditional production and the way of drinking. We’re targeting to keep the standards of raki with every new product that we add to our portfolio.

Geographic designation

The geographical designation is the quality sign which indicates and warrants the source of the product, its characteristics and the connection of the said characteristics with the geographical area for the consumers. With the geographical designation registration, products which have obtained a certain reputation with their quality, traditionality, raw materials obtained from the region and their local qualifications are protected.

Origin name

If a product’s all or main qualities are due to natural and anthropic elements of a certain geographical area, these geographical designations are referred to as “origin”. The product must be produced, processed and undergo all the other processes in the determined geographical area. In this framework, they have very strong bonds with the region that is the basis of the geographical designations registered as the origin.



Anise is an important raw material for the Raki

Anise is an important raw material for the Raki. It is known that the anise originates from the Middle East and has been produced since the ancient Egypt. In the production of Raki, it is mandatory to use the aniseed grown in Turkey (*Pimpinella Anisum*). Turkey has an important location in the world due to its wide variety of plant species and its climate structure in terms of agricultural production. Anise, which is an important member of the Umbelliferae (Apiaceae) family, is a precious one year plant that has been grown in Turkey for many years. In our country, anise is produced in provinces such as Burdur, Denizli, Uşak, Antalya, Muğla, İzmir and Afyonkarahisar. Anise is a plant that contains essential oil; the quality of the aniseed is mainly based on the amount of essential oil contained in the seed and the composition of its essential oil. The amount of essential oil and aroma composition of aniseed varies according to the region where it is grown. Aniseed has an effect on the aroma characteristics of Raki.

The research project on the effect of the region on the essential oil and aroma composition of aniseed (*Pimpinella Anisum* L.) is carried out jointly with the university. the effect of the climate and geographic conditions (region) on the essential oil and aroma composition of the aniseed is investigated in this study. The main purpose of the project is to preserve the tradition of "Raki" which has been going on for generations.



The story of wine

As a result of the analysis and sensory harvesting, grapes are transported to the factory in 20 kg plastic grape crates. Grapes are processed without losing time. After the grapes pass through the sorting and stem separation processes, whole or semi-burst grains (mash) are taken into stainless steel tanks for red wine production. Unlike the red wine, it is directly pressed after the sorting and sap separation processes in white and rose wine. After the pressing process, it is cooled and pre-clarified. Then, after clarification, the clean stum is transferred to the fermentation tank. After this, yeast is added to the tanks and fermentation begins. The tanks are tasted by the winemaker at least 2 times a day, and the process and mixing method is decided daily. At the same time, sugar and temperature controls are made by taking samples from the tanks before each tasting.

Fermentation is completed in an average of 7-12 days between 28-30 degrees Celsius for red fermentation tanks, and is completed in an average of 15-30 days between 10-15 degrees Celsius for white and rose fermentation tanks.

Pressing in red wine production is decided as a result of daily degustation. The pre-stums of the tanks that are decided to be pressed are taken, and these stums are called "Free Stum" which are then taken into barrels or tanks according to their quality. The fermented grape remaining in the tank is sent to pneumatic presses and the pressing process is

completed. The stum obtained in this way is called "Press Stum". At the end of alcohol fermentation, maloactic fermentation process is initiated in red and some special white wines. The aim here is to convert the harder malic acid to the softer lactic acid.

As result of the fermentation, the wine is taken into barrels or stainless steel tanks by making it free from residues and in order for it to rest. Tastings and analyzes are done periodically during the rest period. This period varies between 5-10 months for mass, semi-premium segment wines and 1-3 years for premium segment wines.

Then, the mixing process is carried out in accordance with the wine for the purpose of branding. This process is called coupling or blending. After the coupling process, the wines are clarified. The purpose is to physically and chemically stabilize / clarify the wine, in addition to remove unwanted compounds that affect the sensory properties of the wine.

With the process of "Cold Stabilization", which is the next step, wine stones (Tartrate Crystals) that may collapse after bottling are removed by keeping them at -5 degrees Celsius for a while. Subsequently, filtration, preparation for bottling, final filtration and bottling processes are carried out.

Harmony of wine and food

Sweet dishes increase the bitterness, acidity and caustic alcohol effect of wine. It reduces the effect of sweetness and fruity properties in wine. Therefore, less sweet and tannin wines are not recommended with sweet dishes!

Umami dishes increase the bitterness, acidity and caustic alcohol effect of wine. It reduces the effect of sweetness and fruity properties in wine. Therefore, do not pair it with wines with a high tannin or oak character!

Salty dishes increase the wine's body and reduce its acidity and bitterness. Salt may make wine with tannins more delicious!

Acidic dishes increase the body, sweetness and fruity characteristics of the wine. They reduce the acidity of wine. Care should be taken not to pair them with less acidic wines!

Intensely flavored dishes cause the aromas in the wine to be felt less. They should be paired with wines of the same aroma intensity.

Fatty dishes reduce the acidity of wine. They should be paired with high acid wines.

Hot (Chili) dishes reduce the body, richness, sweetness and fruity characteristics of the wine. They increase the burning effect of alcohol. You should pair them with low-alcohol, fruity and slightly sweet wines.

Bitter dishes increase the bitterness in the wine. You should pair them with white or low tannin red wines.



Awards received during the reporting period



Berlin International Spirits Competition

- Yeni Rakı Silver Medal and “Rakı of the Year” title
- Yeni Rakı Master’s Mix Double Gold Medal

San Francisco World Spirits Competition

- Yeni Rakı - Double Gold Medal

Berliner Wein Trophy

- Kayra Imperial Merlot 2015 - Gold Medal
- Kayra Vintage Öküzgözü 2013 - Gold Medal

Sommelier Wine Awards

- Kayra Versus Öküzgözü 2016 - Appreciation
- Kayra Narince 2017 - Appreciation
- Imperial Merlot Cabernet Franc 2014 - Appreciation

International Wine Challenge T2

- Kayra White Kalecik Karası 2017 - Appreciation
- Kayra Narince 2017 - Bronze Medal
- Kayra Kalecik Karası 2017 - Bronze Medal
- Kayra Versus Öküzgözü 2016 - Bronze Medal
- Kayra Versus Dedeçeşme 2016 - Silver Medal

Decanter

- Kayra Versus Öküzgözü 2016 - Silver Medal
- Kayra White Kalecik Karası 2018 - Bronze Medal
- Kayra Buzbağ Rezerv 2015 - Bronze Medal
- Kayra Heritage 2014 - Bronze Medal
- Kayra Vintage Sauvignon Blanc 2017 - Appreciation

Kariyer.Net

- Respect for Human Award



Mey|Diageo 2020
Sustainability Report

Sustainability at Mey|Diageo



Sustainability at Mey|Diageo

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Our customers, who love and like our brands, expect our company, which stands behind our brands, to do the right thing everywhere and at all times. Compliance with the law is our usual obligation. As Mey|Diageo, we go beyond legal compliance and focus on the needs of the future, the environment, our business and people. Our world is in a fast transformation. The way of doing business is changing at the same rate as well. We strive to successfully manage the unique characteristics, sensitivities and vulnerabilities of the agricultural industry sector in the future as in the past, and to strengthen our adaptability.

Our sustainability approach

Mey|Diageo strives to contribute at the highest level in order to contribute to Diageo in achieving its goals with the passion of creating the world's best performing, most reliable and reputable consumer products.

The basis of our sustainability approach is the principle of "Pioneering Grain to Glass Sustainability". Our work is shaped around this principle and sustainability is at the center of all our projects. Protecting our future and our planet lies at the basis of our projects, communication activities, initiatives we take part in, our relations with public authorities and customers. In this context, we never stop thinking about the value we create in the long term, possible risks and opportunities, and our business model.



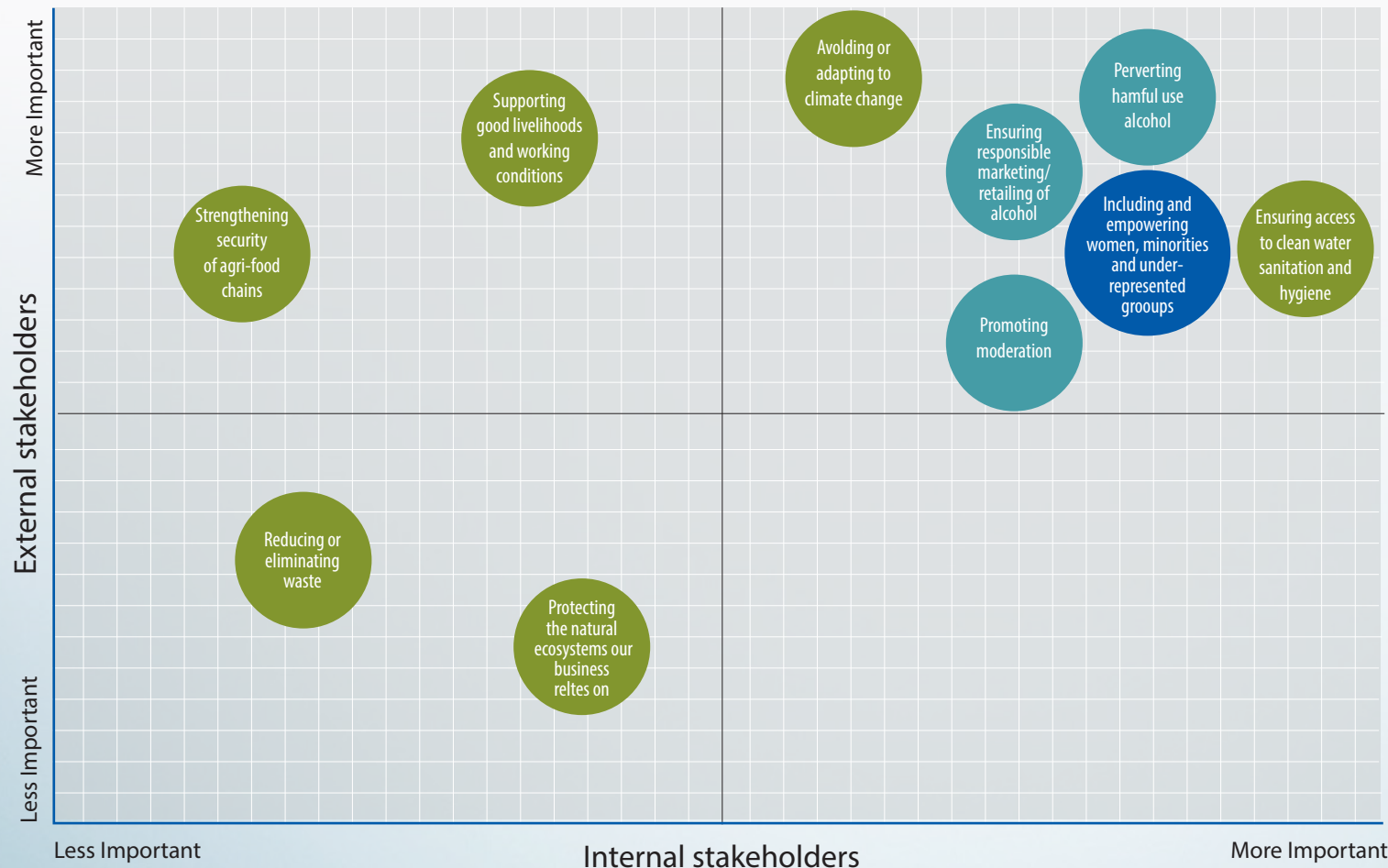
Our sustainability priorities

102-47

The basis of our strategy is to contribute to the UN SDGs with our projects and studies by considering the 2030 targets set by the international organizations. Based on this approach, our critical priorities include the following;

- **Promote positive drinking**
- **Promote culture of inclusion and diversity by including and empowering women, minorities and under-represented groups**
- **Pioneer grain-to-glass sustainability**
 - protecting the natural ecosystem
 - reducing or eliminating waste
 - strengthening security of agri-food chains
 - supporting good livelihoods and working conditions
 - avoiding or adapting to climate change
 - ensuring access to clean water sanitation and hygiene

Materiality matrix



Promote positive drinking



Champion inclusion and diversity



Pioneer grain-to-glass sustainability



Sustainability at Mey|Diageo

“Our sustainability priorities are owned at the level of the Leadership Team.”

Our sustainability management

102-18 103-2

Our structure regarding sustainability issues was reviewed and Mey|Diageo Sustainability Committee (MDSC) was established in 2020. It consists of a project leader and core team under the sponsorship of the Supply Chain and Regulatory and Legal Directors selected from among the MDSC Leadership Team. There is an expanded committee under the MDSC, including L.E.G.O. (Leadership, Empathy, Growth, Opportunity) members and representatives of the other relevant departments.

Our performance within the scope of our sustainability priorities is owned at the level of the Leadership Team, that is our highest management body. MDSC is working for adoption of the sustainability agenda formed within the framework of the sustainability priorities, strategies and targets determined globally and its becoming a part of the business processes. In addition, MDSC monitors international developments, public regulations and trends. The works are also monitored and evaluated within this structure, and the connection with the Leadership Team is provided through the employees sponsoring MDSC, and the sustainability management process has become simpler and more visible with the signing of UNGC by the General Manager Levent Kömür.



“Diversity and Inclusion Committee”, which consists of Mey|Diageo’s volunteer employees, which already exists in our company, is another element contributing to the sustainability management.

Our contribution to the Sustainable Development Goals

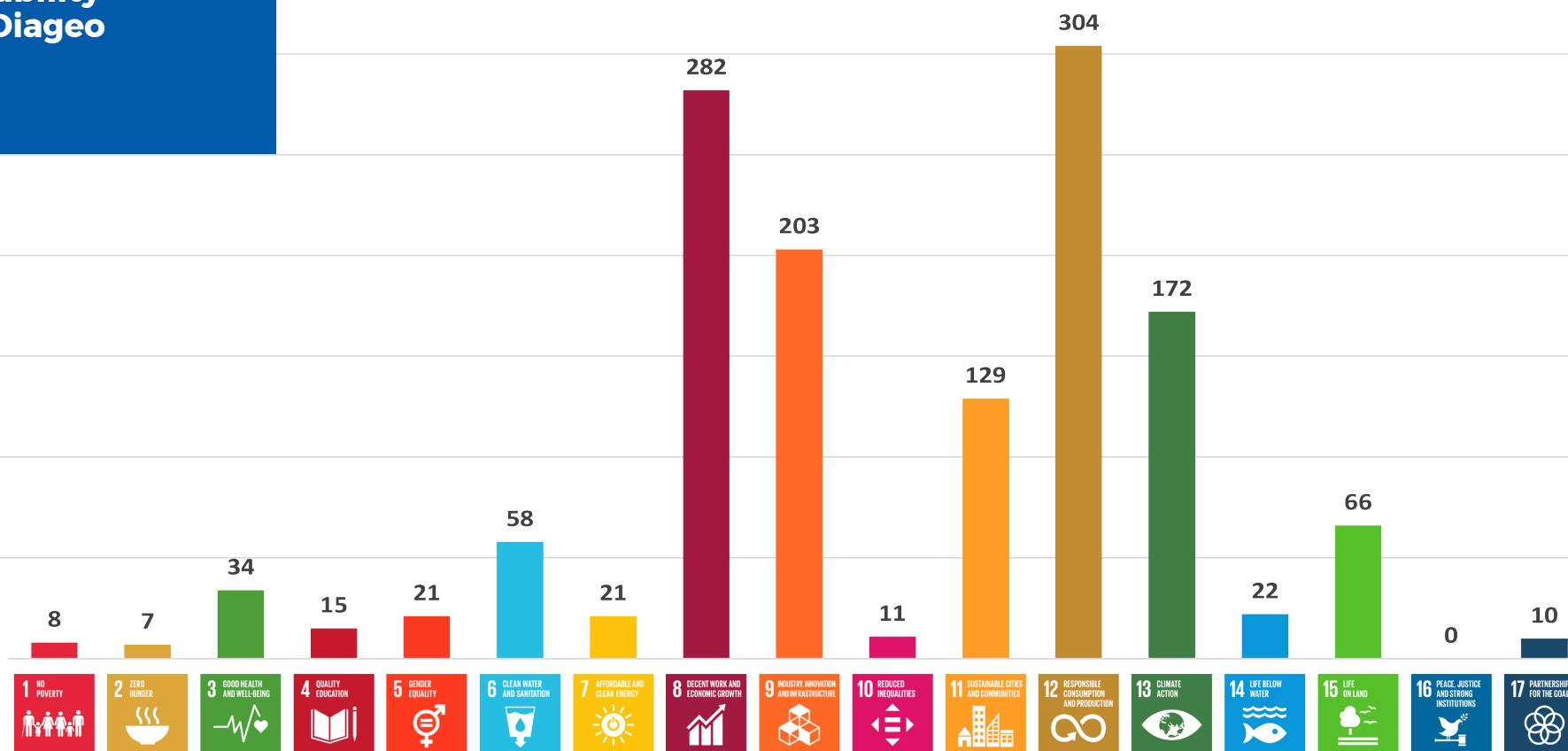
103-3

The purpose of the “Sustainability Inventory” study is to determine the contribution of Mey|Diageo’s activities to 17 SDGs announced by the UN. Within the scope of the aforementioned inventory study, the projects and applications carried out by Mey|Diageo’s factories/facilities/departments in 2017-2020 were examined through the set of criteria and 320 of them were selected as projects contributing to sustainability. The Sustainability Inventory Report clearly shows that Mey|Diageo contributes to the UN SDGs as an active participant.

As a matter of fact, our “Sustainability Inventory” work, in which we are aligned with the SDGs, has shown that the first 5 SDG we contributed with 320 sustainability projects we carried out since 2017 are respectively **responsible consumption and production** (SDG12), **decent work and economic growth** (SDG8), **industry, innovation and infrastructure** (SDG9), **climate action** (SDG13) and **sustainable cities and communities** (SDG11).

Sustainability at Mey|Diageo

Sustainability inventory



**F17 - F20
period**

320 Projects and Applications

Reporting period performance

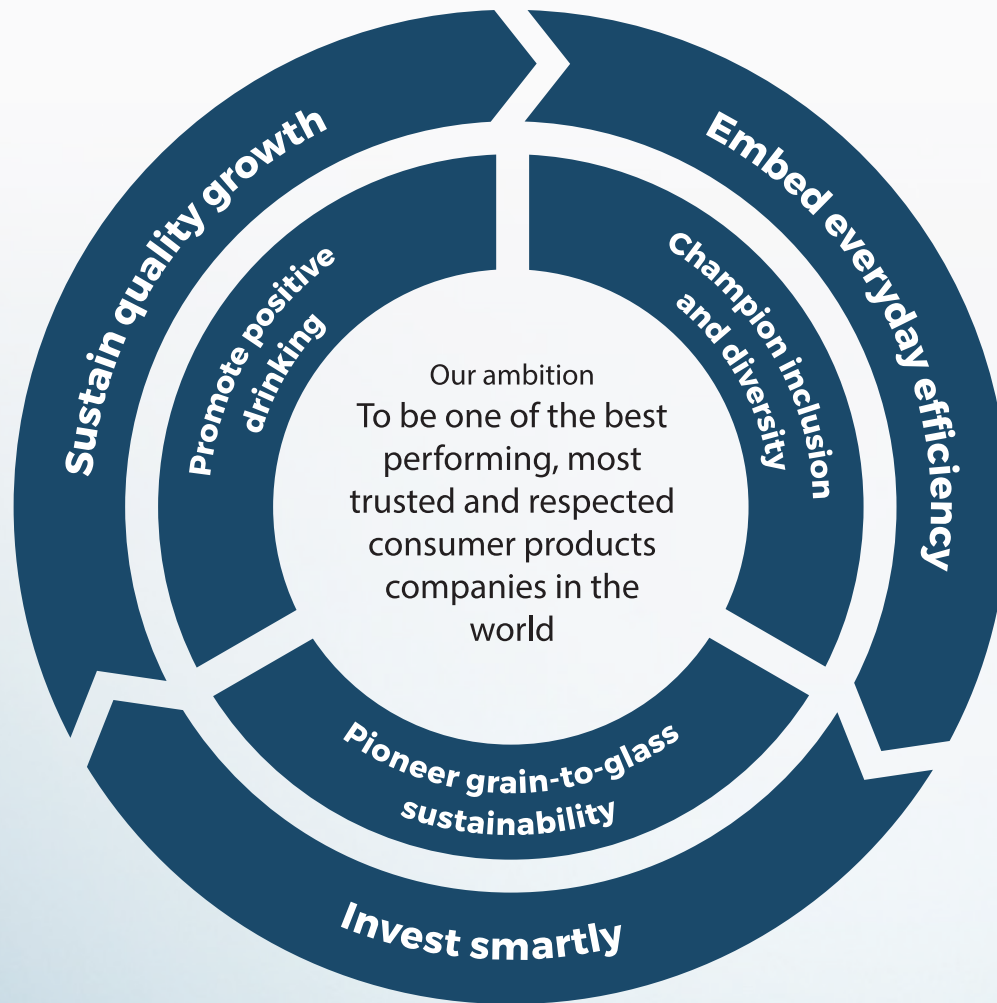
103-2

Our way of doing business determines our sustainability performance. Sharing the value we create is at the core of the way we do business. In other words, we strive to add economic, environmental and social value to all the elements in our main field of activity.

A brief summary of the focus of our performance is “promoting positive drinking”, having “champion inclusion and diversity” culture and “pioneering grain to glass sustainability”. In addition, “sustaining quality growth”, “embedding everyday efficiency”, and “investing smartly” are among our strategic priorities. While working with our employees, business partners and suppliers for these priorities, our aim is to support the society as a good corporate citizen and to increase our positive impact on our customers and consumers. It is our greatest passion to share the value we create in every link of our value chain, wherever we live, work, use the source and sell. Therefore;

- **our values** are the foundation of our business and the guide to the way we do business
- **our curiosity** to understand our customers and consumers is endless
- **we always** learn and improve ourselves
- **we give** ourselves and each other the freedom to succeed
- **we are** proud of what we do and the way we do it
- **we value** our diversity and differences





To sustain quality growth:

To create a sustainable, consistent and quality growth.

To embed everyday efficiency:

Everyday efficiency enables us to invest smartly and sustain quality growth.

To invest smartly:

We invest smartly in the future success of our business, consistent performance and sustainable quality growth.

To promote positive drinking of alcoholic drinks:

We want to positively change the way the world drinks alcohol.

To be champion inclusion and diversity:

We work to shape market-leading policies and practices in order to create the most inclusive and diverse culture that allows all our employees to be successful.

To pioneer grain to glass sustainability:

We strive to protect the natural resources on which our long-term success depends, to positively affect the communities where we live, work, use resources and sell.

Our management systems policy

102-11

As Mey|Diageo, we consider the environment, quality and food safety, including the work health and safety as a measure provided to human and an integral part of the company policy.

As Mey|Diageo, it is our one of the leading aims to ensure that our employees provide service in a healthy and safe working environment in world standards and create high quality products and brands competing in the world markets.

In this direction, our basic principles can be summarized as follows:

As Mey|Diageo, our goal for a sustainable future is to fulfill the responsibilities of being a corporate citizen as well as fulfilling to fulfill all our obligations determined by legal regulations. As a company that is aware of its social responsibilities, it undertakes an active role in the development and protection of the society and environment. In this context, our policy is constantly being improved to follow up all innovations and developments in order to provide a healthier and safer working environment for our employees, to have a positive impact on the environment and to offer our customers quality and reliable products and processes. The success of our policy will be achieved by educating people at all levels working for the company, raising their awareness on food safety, quality, environment, occupational health and safety and energy management system and with the participation of everyone working for the company.

In accordance with the requirements of our Management Systems, we constantly improve our processes with a risk-based thinking approach, and strive to ensure that our products and services meet the needs and expectations of our consumers and customers. We inform all of our employees about the importance of the effectiveness of management systems, and carry out all necessary activities, including training for the improvement of their competencies and their commitment. Effective communication to be established with all relevant parties/ stakeholders within and outside the company constitutes the basis of Mey|Diageo's quality, food safety, environment and occupational health and safety, energy, management systems. We set targets for the sustainability and constant improvement of quality, food safety, environment, energy and occupational health and safety management systems, and the entire system will be continuously reviewed by the management. The business processes of Mey|Diageo and their interactions with each other were determined and the application of risk-based methodology was taken as basis while applying these processes.

Our management systems policy

For a sustainable environment;

We comply with the legal regulations within the scope of environmental requirements, as well as Diageo Environmental Global Management Standards and Diageo guidelines in all our processes.

- Resource utilization efficiency
 - As the leading company of the alcoholic beverage sector, we use all natural resources, particularly energy, efficiently for a sustainable environment.
 - In line with Diageo's global environmental targets, our priorities are the efficient use of water, reducing greenhouse gas emissions, reducing the pollution in our waste water and the amount of waste thrown into the soil.
 - While designing existing processes and new projects within the scope of improving energy consumption performance, attention is paid to the use of energy saving equipment and systems.
 - With the energy management system, our energy consumption performance is constantly improved in order to reach the targets.
 - Our aim is to increase the use of renewable energy and establish facilities that produce their own energy and are not dependent on external sources.
 - The carbon footprint reduction efforts are expanded by measuring the greenhouse gas emissions throughout the life cycle of the product.
 - For all raw materials, materials and services used, sustainable high quality standards are observed and the processes are checked through supplier audits.

- Continuous improvement projects are implemented in order to reach the raw material in a sustainable way and to avoid any possible risks arising from third parties.
- By sharing good practice examples in and out of the institution, similar projects are supported, and we strive to develop and spread environmentally friendly technologies outside the institution through joint work and cooperation. All employees and suppliers are expected to comply with the environmental management system requirements and policy.
- Biodiversity
 - In all of our activities, we ensure environmental sustainability without harming living species, natural habitats and biodiversity.
- Waste
 - In order for the products to be offered in more sustainable packages and to have less environmental impact, we continue to work with the targets of reducing the weight of packaging materials, increasing the recycling rate and eliminating materials that are harmful to use for the environment within the scope of Diageo's Sustainable packaging targets.
 - In order to minimize the amount of waste generated, an action hierarchy of separation, reduction, reuse, recycling and final disposal are followed.

For occupational health and safety;

- In order to eliminate occupational accidents, diseases and unsafe environments, risk analyzes

Our management systems policy

are carried out and necessary measures are taken in every field within the scope of production and process effects, impact on the public, impact on employees and financial effects. Effective occupational safety audits are carried out in order to eliminate these risks in accordance with the Diageo occupational safety standard SFIP and to make the necessary improvements.

- In order to ensure that our employees can work in a healthy and safe environment, improvements will be made within the scope of occupational health and safety in compliance with Diageo's Global Injury and Fatal Incident Prevention Program (SFIP) and proactive measures will be taken to minimize the current risks.
- In our production plants and all units, activities are carried out to reduce security risks by establishing minimum safety standards, complying with these standards and taking more robust measures whenever required.

For risk and crisis management;

- In order to be prepared for emergencies that may occur within the scope of occupational safety, environment and quality food safety, the issues needed to be risk analyzed will be determined, employees' awareness will be raised and work areas will be created in a way that they will be ready to intervene in emergencies with exercise practices.

- In our production facilities, people in the crisis management team are necessarily provided with FACTS training and in case of a possible crisis, the FACTS methodology will be used to ensure the business continuity and to manage the crisis.
- Within the framework of the Business Continuity Plan, business continuity risk assessments and business impact analyzes are conducted annually at all our facilities.

For product safety and responsibility;

- Measures to prevent counterfeiting and adulteration are meticulously implemented by our product safety team in order for our products to be consumed safely by our consumers.
- Hazard analysis will be applied to ensure product safety in accordance with the legislation and necessary measures will be taken to eliminate the possible hazards.
- We act within the framework of ethical rules in all communication activities and we raise the awareness of our consumers so that our products are consumed positively.
- The customer and consumer complaints process is carried out effectively and continuously improved and reported.

Reporting period
performance

Our business responsibility and governance

103-3

Economic performance

102-7

Our relations with our suppliers, customers, consumers, public authorities, employees, financial institutions and the local community create economic and social consequences. We strive to measure and manage this impact. We monitor our financial performance through critical performance indicators (KPI). We make our investment decisions by considering not only the economic indicators but also the environmental and social indicators. The positive economic impact we create with our strategy of “Pioneering grain to glass sustainability” will also be expanded. The sales volume and operating profit decreased by 12.4% and 7.9% respectively in F20 compared to the previous period due to Covid-19 measures.

Ethics and compliance

102-11

At Mey|Diageo, the issue of compliance is covered in a wide range including environment, socio-economic, procurement, work against bribery and corruption, prevention of money laundering, prevention of tax evasion, competition, employment, worker health and safety (OHS), collective bargaining, child labor, forced labor, drudgery, human rights, marketing, data privacy and personal information data and product security.

“The Code of Conduct” is a document that includes all the subjects that are handled in a wide range, guiding our employees in the events they encounter and in the decision-making processes, and includes codes of conduct, policies and standards. In the last part of the document, “Documents you need to read” table and links are provided for easy access to the documents in question. In addition, a road map is given to the employees by clearly stating which documents should be read by whom.

The procedure for reporting ethical concerns or violation of ethical rules is included in the “Code of Conduct”. It is requested to make notification to SpeakUp line about any information or reasonable suspicion or any questionable action or behavior regarding any violation of the “Code of Conduct”. There are people speaking multiple languages in SpeakUp line, which is managed by an independent company. To promote use of SpeakUp line, it is strongly emphasized that no retaliation will be tolerated against anyone who reports an issue or assists in an investigation. You can find the contact information of SpeakUp line on Mosaic and Pub Sites, as well as at www.diageospeakup.com.

Our business responsibility and governance



“All of our company employees are trained to maintain their activities in accordance with standards, policies and compliance procedures”

Corporate governance

102-18

The duties of the Leadership Team, consisting of the directors of marketing, sales and distribution, finance and digital transformation, human resources, supply chain, regulation and law, corporate relations and communication departments, led by our General Manager, is to achieve long-term sustainable success and create value in parallel with the strategies determined at the global level. The Leadership Team is also responsible for motivating employees to act according to the “Code of Conduct” in the management of risks, use of financial resources, realization of budget targets in the rapidly changing world, and contributing to the sustainability and performance of Mey|Diageo and its brands. Performance is reviewed through routine and non-routine meetings, activities and results are evaluated. In addition, all of our company employees are trained to maintain their activities in accordance with standards, policies and compliance procedures.

Business ethics

102-16

In order to ensure that all our personnel work in accordance with the policies, training activities on business ethics are carried out regularly. In addition, the

“Code of Conduct” guide has been prepared and shared for our employees. In the aforementioned code, the documents to be read as well as detailed information on business ethics are listed according to their duties, departments and areas of responsibility. All relevant documents are available to employees and can be accessed at any time. However, no code of conduct, policy, or standard covers every situation we encounter. Therefore, it is of great importance to act in a way that supports the values and purpose of our company by using common sense and logic. What to do in case of doubt is clearly defined.

Our Code of Conduct aims to embody our purpose and values. It also demonstrates our corporate and individual commitment to operate in line with all laws, regulations and industry standards. Our commitment to all our stakeholders is to carry out our activities correctly on the journey from grain to glass.

In the reporting period, an investigation is carried out with a team consisting of representatives from the Human Resources and Legal Department in terms of non-compliances. Various actions can be taken, ranging from warning to termination of employment, depending on the situation of non-compliance.



Work against bribery and corruption

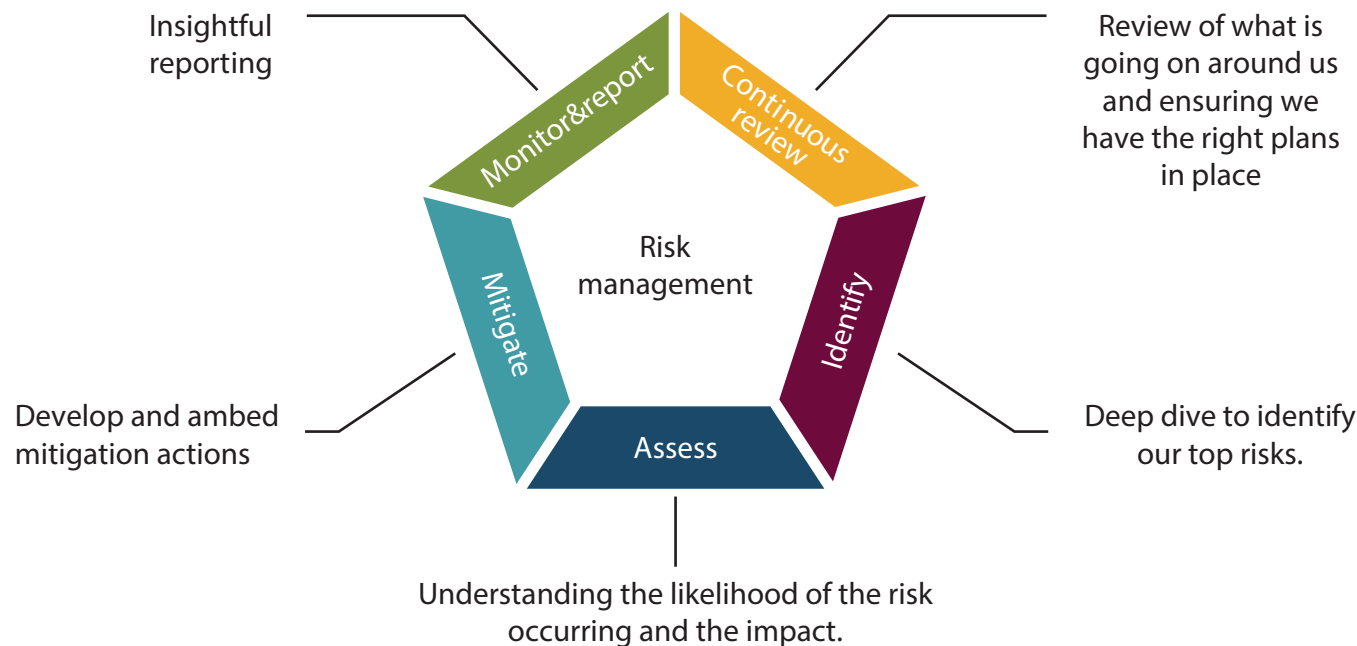
102-11

Mey|Diageo does not tolerate bribery and corruption in any way and continues its struggle on this way. "Anti-Bribery and Corruption Global Policy", "Anti-Money Laundering and Anti-Facilitation of Tax Evasion Global Policy", "Business Conduct Rules" and "Gifts and Entertainment Rules" are implemented.

As Mey|Diageo employees, we establish transparent relations with all parties within the scope of "we are proud of what we do", which is an indispensable part of our values, and we conduct our business in a fair and accountable manner, by being aware of our responsibilities to our stakeholders.

We do not tolerate any direct or indirect acts of corruption by our employees or business partners acting on behalf of our company as a reliable and respected company. We take documented actions to minimize the risks of our business partners exposing Mey|Diageo to the facilitation of bribery, corruption and tax evasion through the process of "KYBP" "Know Your Business Partner". We do not offer, facilitate, solicit or accept bribes or other improper benefits in order to obtain commercial benefits. This prohibition covers all forms of bribery of any value and is not limited to cash bribery.

We are particularly careful to ensure that our actions in areas such as gifts, entertainment, banquets, expenses, customer travel, trade incentives, donations to political organizations, donations to charities, lobbying activities and sponsorship activities are not interpreted as bribery. When we encounter a suspicious situation, we immediately forward the matter to the legal department of Mey|Diageo or to the relevant persons via SpeakUp.



Risk management

102-11

A good risk management is the basis for making the right decisions for Mey|Diageo. The above risk management cycle is repeated continuously in order to identify risks that may affect the company's reputation, current and future business performance and to reduce their possible effects.

Our risk management approach is an accountable, holistic and integrated method. An annual risk assessment is made for the activities we carry out, and action plans are created to eliminate risks or reduce their effects. In the routine meetings held by the Risk Management Committee (RMC) formed by Mey|Diageo Leadership Team, action plans for identifying the main risks and their elimination are handled, and evaluations are made regarding the risks that appear on the horizon as well as the risks from the past and the ongoing risks.

There are many policies, procedures, and instructions to avoid risks or mitigate their impacts. In this context, planned and unplanned (ad-hoc) audits are carried out every year by both internal and external auditors.

From our stakeholders

Övünç Yalçınkaya

Şişecam - Sales Manager

I am working at Şişecam, which is one of the world's top 5 largest glass producers, supplying glass packaging to Mey|Diageo. I have been selling primarily wine bottles to for more than 10 years and then alcohol bottles for the last 2 years to Mey|Diageo. Mey|Diageo, which has been constantly developing and innovating since the day we first started, is one of the companies that adapt the fastest to today's conditions. For us, working with Mey|Diageo means being a business partner that we can discuss and talk about all issues transparently, rather than being a supplier. Mey|Diageo has always been a company we can learn something from. Mey|Diageo is extremely sensitive in many issues ranging from the reduction of greenhouse gas emissions, to the reduction of waste amounts, from energy savings to the use of more sustainable packaging in line with its global environmental targets, and it has prioritized all these sustainability issues.

Oğuz Bursalı

Bericap - Director

Our company has been in a very productive and constructive relationship with Mey|Diageo since 2008. We are the main supplier of caps of all other products, especially "Yeni Raki". At the same time, our procurement and project work with Diageo continues at a global level. We meet at regular intervals with almost the entire team, especially purchasing, quality, supply chain, marketing, brand, logistics of Mey|Diageo and we carry work on a project basis. Mey|Diageo is a collaborative, highly constructive and developing partner. Mey|Diageo's demands on NRF have contributed to our continuous development of new products and R&D studies. In addition, their demand for making FMEA study on the product Sheridan's has led us to approach the subject from different points.

Their stable approach to fake alcohol is critical for the public health. It also has an important position that directly contributes to agriculture.

Cem Ağşahin

Modern Karton - Customer Representative

We have been supplying packages to Mey|Diageo for about 10 years. Being a business partner of Mey|Diageo, which conducts its business in a very tidy and meticulous manner, strengthens our portfolio.

We find Mey|Diageo's contributions to the environment and society extremely successful.

Sustainable supply chain practices

102-9 102-10 103-2

We are aware that an indispensable part of our principle of "pioneering grain to glass sustainability" is a sustainable supply chain. The wide range of products and services provided by our suppliers support us in achieving the best as Mey|Diageo. Our sustainable supply chain practices help us to extend the working principles of Mey|Diageo to the entire value chain, to reduce the environmental impact and to add value to the communities we are in.

Supplier selection criteria vary according to the purchasing category and risk group. The selection criteria for each category are detailed in our purchasing procedures.

For the measurement of supplier performance, Supplier Performance Evaluation Forms are prepared four times a year for strategic and key suppliers starting from July, and Supplier Performance Evaluation Reports are prepared twice a year (in January and July) for the remaining approved suppliers with the documents from departments and factories requesting materials/services.

Supplier audits are planned by the central quality team. The audits are carried out by an independent audit company within the framework of the plan. Audit reports are shared with supplier companies and necessary follow-ups are made if possible improvement areas are identified. A total of five audits were conducted during F20 period. Some audits could not be carried out within the scope of Covid-19 measures. After F20 period audits, we did not have a supplier removed from the supplier list.

As Mey|Diageo, we contribute to the development of all our suppliers and customers we live in the same environment, especially in the agricultural purchasing category, in order to ensure sustainability. This contribution is sometimes in the form of financial support and sometimes in the form of information sharing. Also, as the leading company in the sector, we encourage our suppliers to respect the technological developments by trying the firsts in Turkey.

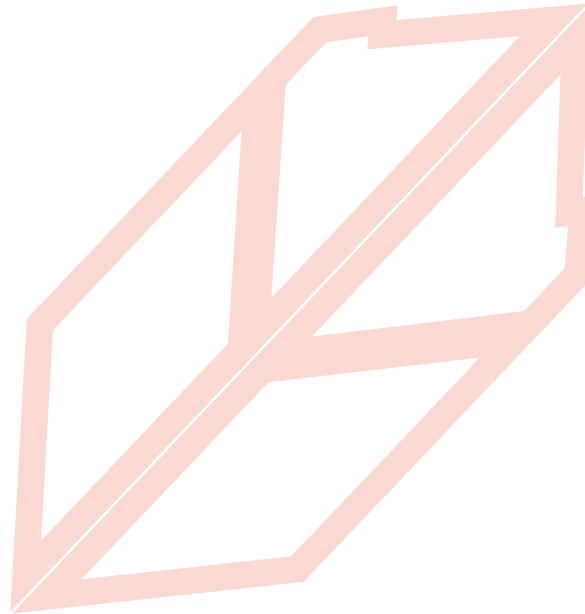
Supplier development projects

Anise farmer support project

132 farmers participated in the project, which has been going on for three years, during F20 period. Within the scope of the project, farmers are provided with training and financial support for the entire production process from planting to harvest.

Support project for wine grape growers

Information and support is provided to our wine grape producers in terms of vineyard maintenance and production in general in order to increase the quality of grapes through our Agricultural Engineers working in the field.



Other support projects

- Improving the alcohol quality of one of our suppliers
- Bericap - Safe cover project to prevent imitation
- Printing companies - Leading investment in machinery for implementation of the world design trends in Turkey
- Sedex - Studies conducted for the development of our suppliers on "Employee Rights", "Environment", "Occupational Health Safety" and "Business Ethics"



Priority is given to purchasing from local suppliers provided that Mey|Diageo standards are met. Raki is a geographically designated product and must be produced from local grapes and anise as per the regulations. Therefore, purchases are made in parallel with this. Although there is no such requirement for the other products we produce, agricultural products such as wine grapes and wheat are supplied from domestic sources.

In the packaging category, our rate of purchasing from local suppliers has increased from 88% to 94% in the last 3 years.

The selection of alternative suppliers is made according to the following criteria:

- Competencies: Production/service competencies and capacities, existing products/services, standard deadline/delivery time, if any
- Industry experience, references and existing customers
- Commercial and organizational structure of the company
- Financial strength and sustainability of the company
- R&D, innovation and problem solving ability

We have worked with approximately 5 thousand suppliers in the last three years. The number of our domestic suppliers is 4,880, of which 1,365 are farmers from whom we directly purchase. With our raw material purchases through traders, the number of farmers exceeds 25 thousand. The number of our foreign suppliers is 120.

Reporting period
performance

Our environmental responsibility

103-3

As Mey|Diageo, we carry out all of our activities within the framework of the Diageo's "Environment Global Policy". Our policy sets out our commitments to reduce our environmental impacts. For more detailed information, please reach our "Environment Global Policy" at <https://www.diageo.com/en/society-2030/doing-business-the-right-way/how-we-manage-compliance/our-code-policies-and-standards/>.

You can find related information about our environmental management system documents and our environmental policies that we implement without compromise, the studies we have carried out in F20 reporting period on biodiversity, raw material use, water efficiency, water quality, water use, energy consumption, carbon emissions, waste and sustainable packaging use, and our future targets on the environment in this section.

Our risk and compliance programs are also valid for the "Environment Global Policy" and many systems have been established to monitor our environmental management systems. The "Environmental Executive Working Group", which meets regularly at the monthly basis for Diageo, and the "Climate Risk Steering Group" that meets every three months, closely monitor the performance.

Biodiversity

We closely monitor the impacts of our factories and facilities on the ecosystem. All of your current investments have the certificate of "environmental impact assessment not required". As per Diageo policies, if we have new investments to be made in sensitive areas, there is an obligation to make a biodiversity impact assessment.

Water use and emission are two important issues affecting biodiversity. Our goals and efforts to reduce water and emissions prevent the reduction of biodiversity.

Resource efficiency

The concept of resource efficiency, which can be expressed as creating more value with less resources, is defined by the United Nations Environment Program (UNEP) as “the reduction of environmental impacts resulting from consumption throughout their entire life cycle, together with the efficient extraction, processing and consumption of natural resources in a sustainable way”.

Parallel to resource efficiency, the circular economy concept and related policies have handled resource use, production, consumption and waste issues at a high level in recent years. This concept aims to close material input loops by protecting the value of products, materials and resources as much as possible in the economy. This effectively reduces the generation of waste and the use of unprocessed materials, and the associated pressures are reduced accordingly.

Resource efficiency is indispensable for a sustainable future within the scope of the “pioneering grain to glass sustainability” approach that we adopt as Mey|Diageo.

Below are some of the input-based works we have carried out in order to reduce our agricultural raw material usage rates and work more efficiently within F20 period.

a. Raw materials

Fresh grape:

Fresh grape processing units were revised to minimize loss of sugar. Production speed has been increased 3 times and the waiting time of agricultural products has been shortened. While the fermentation and distillation processes were simplified, the cooling systems were revised to increase efficiency.

Currants:

Sugar loss has been minimized by revising the currant processing units. In addition to increasing the production speed, the productivity has been increased by revising the fermentation processes.

Anise:

Productivity-enhancing projects were carried out in the anise processing unit. Multiple projects have been implemented to prevent losses of flask in Raki production. Losses have been minimized with waste reduction projects. Innovative and efficiency-increasing projects were produced in the process with the pilot facility and trials established.

Wheat:

Wheat preliminary elimination system has been established. Productivity has been increased by minimizing losses with the projects that increase starch yield.

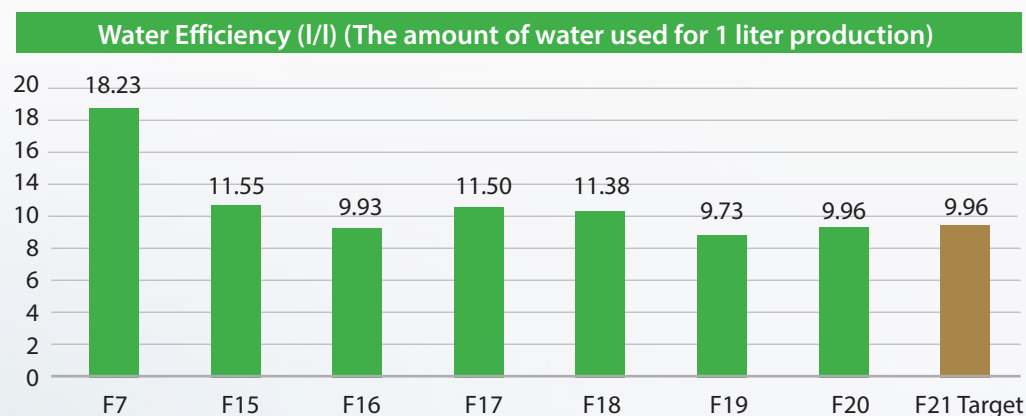
Raw material purchase amounts (t)

	F18	F19	F20
Fresh grape	104,450	69,676	101,425
Currant	14,624	20,703	6,423
Anise	4,724	4,338	3,583
Wheat	9,866	9,135	12,922
Wine grape	5,306	7,386	9,420

The annual usage amounts of agricultural products, which are one of the main inputs of our production, vary according to the annual harvest conditions and production plans of the products in question.

b. Water

Water consumption has been reduced by 45.4% compared to 2007.



The graph showing our performance in water efficiency is given above. With the projects we have carried out from 2007 to 2018, high increases have been achieved in water efficiency. In the years following these high increases, increasing water efficiency has become a much more challenging process. In particular, due to Covid-19, our F20 period figure was kept constant and the first six-month water efficiency target of 2021 was determined to maintain the performance in F20.

The water target is an important one in the global targets for 2030 announced by Diageo.

2030 targets set within the framework of grain to glass sustainability;

- Replenish more water than we use for the production of each drink in water-stressed areas,
- Develop a positive water impact in water-stressed areas,
- Consume 30% less water than today for the production of each drink,
- Develop social projects ranging from raising water quality, sanitation, and to improving hygiene in five continents.



Water use												
	Mains Water (m³)			Ground water (m³)			Underground water (m³)			Reused water (m³)		
Location	F18	F19	F20	F18	F19	F20	F18	F19	F20	F18	F19	F20
Alaşehir		191,376.00	158,403.00	265,034.00				7,652.00				
Bilecik							22,979.00	21,503.00	16,466.00			
Nevşehir							91,444.00	56,060.00	56,965.00			
Karaman							129,414.00	66,402.00	86,581.00		1,809.00	
Tarsus	47,447.00	43,089.00	44,386.00									
Şarköy	23,232.65	15,790.86	15,629.00									
Elazığ	2,489.00	2,032.00	2,644.00				14,408.00	16,890.00	17,762.00		3,219.00	1,246.00
Acıpayam	1,512.00	1,514.00	1,946.00									
Headquarters	199.03	284.73	262.74									

For waste water discharge, our first priority is to comply with the obligations in the legislation and specified in the environmental permit document. Necessary permits have been obtained in all our factories, facilities and offices, and discharge is carried out within the limits set by the regulations.

The procedure named Global Risk Management Standards (GRMS) is followed at Diageo for wastewater discharge to the environment and “Biochemical oxygen demand (BOD)”, which is the most important criterion determining the treatment quality, is carefully monitored.

Waste water						
	Discharge to the receiving environment after in-house treatment (m ³)			Sent outside the facility for treatment (m ³)		
Location	F18	F19	F20	F18	F19	F20
Alaşehir	269,560.00	211,754.00	176,656.00			
Bilecik	13,873.00	12,423.00	7,731.00			
Nevşehir	45,143.00	29,932.00	28,129.00			
Karaman				25,841.00	18,727.00	24,632.00
Tarsus				38,942.00	2,847.17	40,265.00
Şarköy				12,783.00	14,861.00	12,753.00
Elazığ				14,990.00	17,117.00	18,114.00
Acıpayam						
Headquarters						

c. Energy

Our energy use amounts in F20 period are given in the table below.

Energy use									
	Electricity (Tj)			Fossil fuels (Tj)			Renewable resources (Tj)		
Location	F18	F19	F20	F18	F19	F20	F18	F19	F20
Alaşehir	32.59	32.21	29.16	78.68	69.07	76.41	88.70	9.75	44.71
Bilecik	4.64	4.16	3.80	4.06	3.50	2.45			
Nevşehir	16.10	15.56	12.32	55.68	54.69	49.57	35.35		18.79
Karaman	12.65	9.96	11.73	75.53	55.86	73.58			
Tarsus	7.69	7.56	8.34	12.95	10.45	15.39	13.38		8.11
Şarköy	6.81	7.01	7.51	2.80	2.85	2.43			
Elazığ	2.12	2.29	2.17	4.13	4.08	4.58			
Acıpayam	2.27	2.19	2.71	0.07	0.02	0.01			
Headquarters	1.75	0.14	1.39	0.47	0.61	0.53			

Many projects that increase energy efficiency in our factories and production facilities during the reporting period include establishing a steam system, reducing leakage losses and analyzing energy consumption and making improvements.

Green Energy:

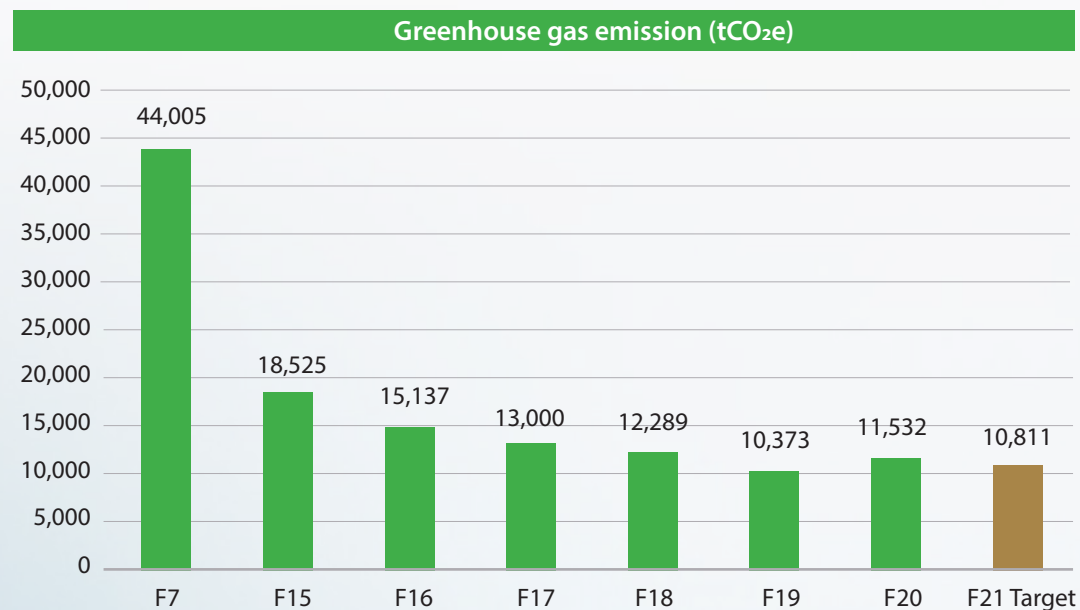
We purchase green electricity for all of our factories and locations, and in this context, all our locations have been certified by I-REC, an international renewable energy certificate.



d. Climate change and adaptation

Since 2007, our greenhouse gas emission has been reduced by 73.8%.

Our carbon emission data are listed below.



Within the framework of our grain to glass sustainability understanding, 2030 targets on climate change announced by Diageo are listed below. As Mey|Diageo, we fulfill our responsibilities in reaching the targets.



- Become Net Zero carbon in our direct operations,
- Reduce our suppliers emissions by 50% with a close cooperation,
- Achieve zero waste to landfill in our direct operations.

Emissions (tCO ₂ e)			
Location	F18	F19	F20
Alaşehir	4,027.20	3,557.80	3,930.30
Bilecik	211.05	181.61	130.19
Nevşehir	3,087.98	2,820.68	2,552.47
Karaman	3,864.79	2,873.98	3,784.35
Tarsus	665.62	540.04	798.73
Şarköy	149.16	151.53	128.03
Elazığ	217.66	212.57	237.26
Acıpayam	5.08	1.23	0.44
Headquarters	24.25	31.29	25.42



Kayra Vintage Wines Product Carbon Footprint Calculation and Reduction Project

Kayra Vintage Wines, which is in premium category, is a product that we measure the carbon footprint with life cycle analysis and continue to reduce it. The history of our project dates back to 2011, and we measure the impact of the projects we have undertaken to reduce greenhouse gas emissions by regularly renewing the calculation processes. As a result of our work, we achieved a reduction from 24% to 35% in the average carbon emission per bottle. The aim of our project is not only to reduce the amount of emissions, but also to share this information with our consumers, to enable them to make comparisons and to increase their awareness. On the other hand, we are trying to increase the impact of our project by encouraging producers to contribute to the work.



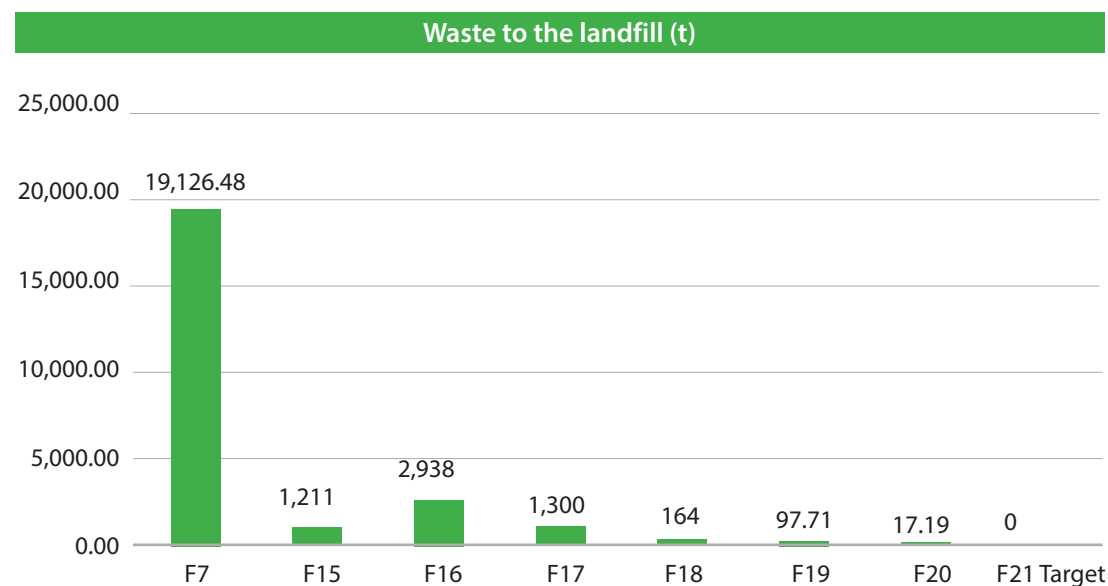
e. Waste management

Among the targets of Diageo for 2030 is zeroing the waste generated and sent to the ground through our operations and our supply chain. In addition, the elimination of waste with new and better methods for reuse, reduction and recycling is another goal.

With the reduction of waste, not only costs are reduced, but also carbon emission and water consumption are reduced. Therefore, our environmental impact that we create with our activities is minimized. For this reason, the methods required for ensuring compliance with legal requirements and disposing of wastes in the most appropriate way are defined in order to minimize the impact of solid, liquid, gas wastes and emissions on the environment and to create minimum waste in Mey|Diageo. Our methods include preventing the generation of waste, sorting wastes at the source, storage conditions, recycling, recovery and disposal with the least possible damage to the environment.

The amount of waste that has been tried to be reduced regularly since 2007 has decreased significantly since 2017. In F20 period, the goal of “Zero Waste to Landfill” was achieved in 8 main locations including the head offices. Many projects have been carried out on waste reduction. These projects can be summarized as reducing waste of bottles and caps, reusing process outputs, reducing the amount of chemical products used in analysis, using alternative materials, and removing waste bins under the tables. Our goal for 2021 is to create “zero waste” going to the landfill in all our operations.

Since 2007, the amount of waste to landfill has been reduced by 99.9%.



Waste type (t)			
	F18	F19	F20
Non-hazardous	35,112.42	31,882.73	29,842.19
Hazardous	46.09	35.27	41.55

We act on the principle that packaging waste is not waste, and the recyclable waste, except the production waste generated during production and office activities in factories and offices, is categorized as packaging waste.

Nylon-plastic derived wastes, glass wastes, paper-cardboard, metal wastes generated in factories and headquarters are collected separately in buckets/containers at a suitable section in the factory area/center. The wastes collected here are given to licensed companies that are directed for collection and recycling service by the municipality.

We work with organizations authorized by the Ministry of Environment and Urbanization regarding the collection and recycling of the packaging wastes of the products put on the market within the scope of the Regulation on Control of Packaging Wastes and the necessary notifications are made on the determined dates.

The amount of packaging waste generated within our facility boundaries is given below.

Packaging waste (t)			
	F18	F19	F20
Paper-cardboard	403.18	345.56	357.54
Plastic	254.47	302.80	163.78
Glass	626.09	402.91	497.37
Metal	367.53	212.61	262.83
Wood	585.39	534.44	557.97

Evaluation of non-hazardous wastes			
	F18	F19	F20
Reused/Recycled	99.48%	98.08%	98.12%
Transformed into energy	1.62%	1.68%	
Sent to sanitary landfill	0.52%	0.30%	0.04%
Other			0.16%

From our stakeholders

Hande Sifoğlu

Environmental Protection and Packaging Waste Utilization Foundation (ÇEVKO) - Industrial Relations and Business Development Chief

Mey|Diageo fulfills its recycling/recovery obligations arising from the Regulation on Packaging Waste Control through the authorized institution ÇEVKO. It is also a member company of ÇEVKO and an active member of the Climate Change and Sustainability Working Group.

Our history of collaboration goes back to the year 2005. Mey|Diageo has a supportive and harmonious way of doing business that is open to change. It has always been an active participant in the working groups it is involved in. The quality-oriented and open communication understanding of all units we have cooperated with has contributed to us in a positive manner as well.

Mey|Diageo is sensitive to sustainability issues and complies with legal regulations. It contributes to the environment and economy with the projects it develops in the fields of waste management and energy efficiency in production processes. Despite of the challenging conditions of the sector, it tries to find solutions by taking initiatives regarding situations that threaten the public health (such as the production of fake Raki).

Within the framework of our grain to glass sustainability understanding, 2030 targets on the packaging wastes announced by Diageo are listed below.



- Ensure 100% of our packaging is widely recyclable (or reusable/ compostable),
- Increasing the % recycled content of our packaging to 60%,
- Delivering a reduction in packaging weight.

Returnable pallets implementations

As Mey|Diageo, we have been using 100% returnable pallets in our sales while we are placing our products on the market as of July 2017. The pallets that we release to the market are collected by our supplier and included in the recycling process. We support waste reduction processes by using returnable pallets and protect our natural resources. The number of returnable pallets used within F20 period is 41,160.

2020 our sustainable packaging goals



Reducing total packaging weight by 15%

%5.47 Reduction ↓



Increasing the content of recyclable materials by 45%

%25.9 Increase ↑



Using 100% recyclable packaging

%99.9 Recyclable



The paper cardboard we use is produced from 100% industrial trees.

%100 Industrial Trees

f. Digital transformation

We cannot reduce digital transformation to a few technologies, however, the groundbreaking effect of web 2.0, mobile, broadband internet, cloud computing, digital media, big data, artificial intelligence, augmented reality, the internet of things and 3D printers has started a new era.

The digital circular economy, which will bring results such as zero waste, reducing resource use, new approaches in product design, and radical changes in supply chain management, is the most important element that constitutes industry 4.0.

One of our projects realized within this framework is the robotic process automation application. The first issues in which the application will be commenced are a chain store integration with a customer and finance cost reporting. In addition, digitization works have also been initiated in regular reporting to the Head of Tobacco and Alcohol Department.

Tank monitoring application and use of IoT-based heat humidity monitoring system in warehouses are among our projects carried out within the scope of Industry 4.0.





Reporting period
performance

Our social responsibility

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"We have committed to ensure the health, safety and quality of life of all our employees, contractors, business partners and visitors"

Our company's goal is to be the best performing, most reliable and respected consumer products company in the world. In line with this goal, we have committed to ensure the health, safety and quality of life of all our employees, contractors, business partners and visitors.

Health and safety of consumer/customer

The alcoholic drinks sector, in which Mey|Diageo operates, is a heavily regulated sector from production to sales and marketing. Regulations were made regarding the processing of raw materials, making the production in accordance with the defined technique and hygienic, storing, transporting, preserving, placing on the market and protecting the geographical designations with the "Turkish Food Codex Distilled Alcoholic Beverages Communiqué". The "Regulation on Procedures and Principles Regarding the Sale and Presentation of Tobacco Products and Alcoholic Drinks" is to regulate all our activities regarding the promotion, sale, presentation and safe delivery of our products to the end consumers, by considering the protection of public health and consumer rights and the establishment of competition.

Our social responsibility

Other than two regulations above, the other key legislation applied are outlined below.

- Communiqué on the Notices to be Placed on Alcoholic Beverage Packages
- Law on Tobacco, Tobacco Products and Alcohol Market Regulation
- Regulation on Procedures and Principles Regarding Domestic and Foreign Trade of Alcohol and Alcoholic Beverages
- Regulation on the Technical Conditions, Establishment, Operation and Inspection of Alcohol and Alcoholic Beverage Facilities, Procedures and Principles
- General Communiqué on Application of Product Tracking System in Tobacco Products, Macarons, Rolling Papers and Alcoholic Beverages
- Communiqué on Tobacco, Tobacco Products, Alcohol and Alcoholic Beverages Import Control (Product Safety and Control: 2018/19)
- Communiqué of the Turkish Food Codex on Analysis Methods of Distilled Alcoholic Beverages (Communiqué No: 2017/9)
- Communiqué on the Form and Content of the Notices Regarding That Alcohol Drinks Cannot Be Sold and Served to Those Under 18
- General Communiqué on Banderol Control Principles in Tobacco Products and Alcoholic Beverages Serial No:1

Mey|Diageo completely (100%) complies with these regulations. During the reporting period, no case was encountered regarding non-compliance with the legislation provisions. Mey|Diageo give priority to the privacy of its customers and consumers, and during the reporting period, there were no adverse cases such as customer privacy breach or customer data loss.

Our social responsibility

Customer and consumer notification and responsible marketing

In the activities related to the promotion, sale and presentation of alcoholic drinks, the procedures and principles to be followed for ensuring market monitoring and control by observing the public and individual health, establishing competition, protecting consumer options, determining advertising conditions, developing consumer awareness and recording activities were determined by the public authorities. In this context, advertising and promotion of alcoholic beverages to consumers is prohibited. Promotion of the alcoholic drinks, which is made entirely within the supply chain and not intended for consumers, should be aimed at introducing the characteristics of the product and providing accurate information in a content that will not cause any harmful effects in public, social and medical terms arising from the consumption of them, and should include no expression encouraging their consumption. Mey|Diageo continues its activities in 100% compliance with the aforementioned regulations and informs about product characteristics through the product labels and its website.

Customer and consumer satisfaction

As Mey|Diageo, we follow the consumer complaints process regarding the products we manufacture, import, sell and distribute with great care, in accordance with the consumer satisfaction criteria and the Law on the Protection of the Consumer as follows.

Possible complaints of our consumers about Mey|Diageo products are received through the Hotline 444 4 639 (call center). Complaints sent to our company through different channels (such as e-mail to info@mey.com.tr) are also directed to our Hotline.

Within one business day after the complaint is recorded in the system, the complainant is informed that the product will be taken from him/her so that it can be analyzed. By making an appointment with the Consumer/Customer, he/she is asked to fill in the signed Consumer Complaint Product Delivery form and the subject-matter product is received through our courier.

In the analysis of the product subject to the complaint, it is carefully examined whether the product is original, whether it has been intervened with or whether there is any foreign substance in it. This analysis is carried out by the senior experts in the Mey|Diageo Quality and Technical Department's Central Laboratory, and the results are tried to be achieved as soon as possible. We have a 7.5 days of KPI for the analysis period so that the response time to customer or consumer complaints is not prolonged and this does not cause dissatisfaction. During the reporting period, it was determined that the central laboratory analyzes were completed in 5.28 days which is less than 7.5 days.

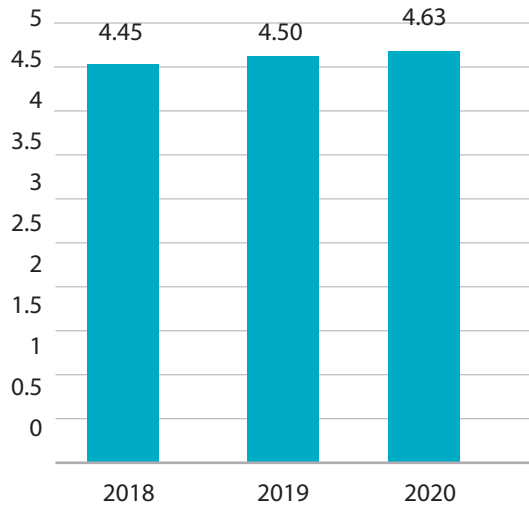
If there is a complaint about imported products bearing any brands of Diageo, the same practice is repeated until the laboratory stage, however, this time the product is sent to Diageo for analysis.

In both cases, the consumer is called and informed on the subject when the analysis results are reached. We have processed and finalized all (100%) of the consumer complaints we received in line with the procedure described above.

A chain store satisfaction survey was conducted to measure customer satisfaction, and the satisfaction rate for 2020 was found as 4.4 out of 5.

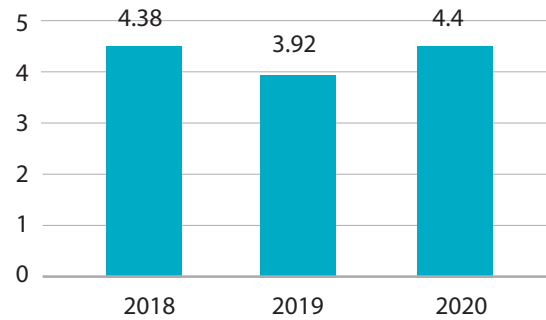
Survey results

**Distributor satisfaction
survey results (5/5)**



In the distributor satisfaction survey, the satisfaction with the suitability of the product portfolio to consumer demands, product quality, sales support materials and usage patterns, the action taken in case of any negative situation, the speed of taking action, the quality of the product and the service provided are investigated with many questions.

**Key account satisfaction
survey results (5/5)**



The result of the key account satisfaction survey is 4.4 for the year 2020.

**Customer satisfaction
analyzes**

There are also detailed analyzes made by the marketing department regarding the satisfaction of the consumers.

From our stakeholders

Fedai Yamaç

Business Owner - Kumkapı Olimpiyat Restaurant

We have a strong business partnership with Mey|Diageo for long years. I am very satisfied with its performance in the pandemic period and the relation with us; with your social media communications, you have always made us feel that you are with us. I also appreciate your disinfectant supports which shows that you care about our and our customers' health.

Mehmet Çakırhan

Business Owner - Nadide Meyhanesi

Mey|Diageo is our business partner with close relationship for seven years. I would rate Mey|Diageo 10/10. We appreciate for making us feel that it is always with us, for being understanding and supporting, always in communication and making us feel that everything will be fine again.

Hetem Ayaz

Business Owner - Güneşin Sofrası

It is the only organization which had supported us in the pandemic period and always cared of us, supported us when the businesses reopened and always stayed in communication with us. We give the best point to the performance of Mey|Diageo.

Our social responsibility

"Our engineers provide support for soil analysis, seed improvement, sustainable agriculture practices."

Quality, innovation and R&D studies

Some of the innovation and R&D studies we carry out to increase our product quality as Mey|Diageo are listed below.

- Establishment of the Kraft Raki production facility (Pilot Raki Production Facility)
- "Project of Anise Reclamation" where the first commercial and registered aniseed glasses were obtained
- Workshop of creation of Raki aroma and taste
- Research project on the impact of the region on the essential oil and aroma composition of the aniseed (Pimpinella Anisum L.)

Based on the demands of our customers and consumers, our new products launched in the reporting period are as follows

Wine	Buzbağ Classic 2018 Limited
Raki	Kulüp Raki 70 Cl 50° Limited Edition
Gummed and Anise Distilled Alcoholic Drink	Herdem İzmir Sakızlı 70 Cl 45° (Y)
Anise Flavored Distilled Alcoholic Drink	Daim Yıldız Anason 35 Cl 22,5°
Wine	Vintage Narince 2018

Sustainable agriculture

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Mey|Diageo, which operates in the agricultural industry sector, is aware that the future welfare of our farmers is closely related to our capacity to create sustainable, reliable and mutually beneficial cooperation. Therefore, the team of agricultural engineers provides support for sustainable agriculture practices while also providing seed and soil analysis support. Projects are carried out with various universities, in particular Ege and Çukurova University, and efforts are made to increase the quality of raw materials in a sustainable manner.

Rigorous quality controls are carried out at every stage, from the process of growing all raw materials in the field to the production and marketing of our products. Therefore, it is possible to reach the right and high quality raw material. As the company, we consider all of our suppliers as our business partners, and we work closely with our suppliers in order to supply the right quality raw material and to ensure and maintain this quality in the field. In addition, we ensure the continuity of our raw material supply at the right quality and in terms of food safety, with the verification analyzes we have carried out through accredited national and international external laboratories in collaboration with our own laboratories.



Agriculture in Mey|Diageo with figures

Our supply of agricultural raw materials; wheat, suma grapes, wine grapes, currants and anise. We purchase through our suppliers by touching 27 thousand manufacturers.

Our grape supply; we supply grapes in close cooperation with approximately 650 farmers in total, together with 450-500 farmers, including 180 direct contracts and 3 contracted suppliers.

Our vineyard areas:

We have a total of 50 hectares of planted vineyards, as 22 hectares in Elazığ and 28 hectares in Şarköy. The vineyard area owned by our contracted farmers is around 700 hectares. Despite that it varies according to the yield and our production capacity, 7,000 to 10,000 tons of grapes are purchased every year.

Regional distribution of our purchases:

Central Anatolia 10%, Aegean 35%, Thrace 10%, Eastern and Southeastern Anatolia 45%

Grape purchase regions:

Tokat, Nevşehir, Denizli, Ankara, İzmir, Manisa, Tekirdağ, Çanakkale, Elazığ and Diyarbakır.

Our agricultural support team:

40 people, 28 of whom are food engineers, 12 of whom have graduated from agriculture and animal husbandry related departments

Our analysis team:

A total of 21 chemical engineers and chemistry graduates working in the fields of quality and production, who analyze grapes in the laboratory.

Purchase locations based on grape types:

Narince from **Tokat**

Emir from **Nevşehir**

Chardonnay, Sauvignon Blanc, Misket, Sultaniye, Çal Karası, Shiraz, Kalecik Karası, Merlot, Cabernet Sauvignon, Öküzgözü from **Denizli**

Kalecik Karası from **Ankara**

Chardonnay, Misket, Cabernet Sauvignon, Merlot, Shiraz, Zinfandel, Sangiovese from **İzmir**

Sultaniye from **Manisa**

Sauvignon Blanc, Sweet Semillon, Sour Semillon, Gamay, Shiraz, Merlot, Cabernet Sauvignon from **Tekirdağ**

Karasakız from **Çanakkale**

Öküzgözü from **Elazığ**

Boğazkere from **Diyarbakır**

Our social responsibility



Aniseed breeding project

A 5-year study was conducted with Ege University Faculty of Agriculture to improve the quality of anise, one of the two basic raw materials of Raki. The aim of the project is to prevent the decrease in yield and quality seen in anise as of 2013. While low quality and productivity caused an increase in input costs, it also negatively affected the profitability of farmers. This situation, on the other hand, accelerated the decrease in the yield by bringing the farmers away from the anise production made in a specific region.

In order to put an end to the negative trend, seed development studies started within the framework of a protocol signed with Ege University in 2014. At the end of 5 years, 3 types of new seeds were obtained and the registration of all three seeds named as “Yeni 37”, “Ege 53” and “Altın 8” was approved by the Ministry of Agriculture and Forestry. As of the year 2020, these 3 new varieties have been officially registered on behalf of Mey|Diageo. In the field trials, it has been determined that these varieties have a 20-30% higher ether oil content than the producer seeds planted in the same field. These 3 seeds are the first anise seeds traded and registered in Turkey.

Variety development and quality studies continue. It is planned to produce and distribute 40 tons of seeds until 2022. The final target is to produce between 1,000 to 1,200 tons of quality products.

The next step is the breeding (propagation) of newly registered seeds and the use of these high quality seeds in farmer support. Our future projects include implementing the anise greenhouse project, which has never been tried before, and continuing the anise seed improvement studies here, and making new trials. In our Kraft Raki production facility, which we have invested in our Alaşehir production facility last year, we continue our efforts to reach the highest quality raw material by using raw materials such as anise/grape in trial production.

Supply of agricultural ingredients in Mey|Diageo products

As Mey|Diageo, agriculture and sustainability have always been our priority since the day we were founded. Following our farming organization that started in 2005, we obtained a Farmer Certificate in 2011 and became the largest industrial enterprise with a farmer certificate.

We provide all of the agricultural components of our products from Turkey. Particularly within the context of the Geographical Designation of Raki, it is required that both the grapes and the anise must be obtained from and produced in Turkey's territory. In our wine production, we use our wine grapes that we obtain from our own vineyards with a total area of 50 hectares in Şarköy and Elazığ. We supply the rest of our grape need from the grapes of both our contracted farmers and our suppliers' contracted farmers.

Our social responsibility



Areas and applications making difference in agriculture

Diageo is a company that works with a wide variety of agricultural raw materials in different markets in the international arena. As a member of the Sustainable Agriculture Initiative Platform (SAI), it makes a difference in the international arena with farmer support, training programs and projects for sustainable agriculture, especially in the field of agriculture.

All of the raw materials used in the ingredients of Mey|Diageo products are agricultural products. In our company, we see sustainability in agriculture as our investment in the future. In this context, we continue to contribute to our national agriculture with our farmer support by increasing our university-industry cooperation projects in order to improve the scientific infrastructure. In this context, our company has the title of being the largest consumer of aniseed. In addition, 100 thousand tons of currant, 10 thousand tons of wine grapes and wheat are purchased annually. The number of farmers we cooperate with is more than 3,000. Farmers are provided with seed, fertilizer and fuel assistance for 5 years as well as consultancy services to increase their productivity.

Relationship of Raki and agriculture

We can say that the story of Raki is actually a little bit the story of the farmer. Raki is made from grapes that cannot be used for table or wine. In other words, it is actually an important recycling project for the grapes. Besides, molasses alcohol is used in Yeni Raki, which is actually supporting the sugar beet farmers. On the other hand, the geographical designation application registers the local and national nature of Raki.

Mey|Diageo's support to farmers/New generation farming

- With the implementation of equal pay for equal work in the vineyards, ending the traditional practices and giving women the same fee as men
- Fuel and fertilizer support to contribute to the declining grape production in Elazığ and Diyarbakır as of 2018
- Financial and training support to our farmers in addition to the technical support on control, spraying, fertilization on the vineyards from pruning to harvest period
- Monitoring the impacts of climate on raw materials and contribution to the quality cultivation with meteorology data stations established in Şarköy and Elazığ vineyards

Within the framework of our grain to glass sustainability understanding, 2030 targets on the sustainable agriculture announced by Diageo are listed below. As Mey|Diageo, we fulfill our responsibilities in reaching the targets.



- Double the number of farmers in the regenerative agriculture training program
- Support 150,000 smallholder farmers through farming techniques to renew the land and support biodiversity with the view of circular economy

Social investment works

Gastronomy Academy

We believe in the unifying force of the tables!

We see ourselves as an important component of gastronomy in Turkey and the world rather than a company manufacturing and selling alcoholic drinks. We believe that being in solidarity with the gastronomy ecosystem will contribute to both our company and the development of the ecosystem. We have a responsibility to build a gender-balanced ecosystem that offers international service, quality and experience.

One of our biggest investments in this field is the International Wine & Spirits Academy, which is approved by the Ministry of National Education (MEB), and which we established to train tourism and gastronomy professionals and raise the service standards of the sector employees. (IWSA-International Wine & Spirits Academy). The number of waiters and sommeliers we have trained within IWSA has exceeded tens of thousands. Those who want to learn about wine and Raki culture can also benefit from IWSA's Online Library or participate in workshops.

Moreover, we are the representative in Turkey, of the Wine & Spirit Education Trust (WSET), which gives training on wine and distilled spirits all over the world in 19 languages with more than 600 representatives.

Our social benefit projects during Covid-19 period

A webinar was organized with the participation of expert names in order for our employees and business partners to obtain accurate information about Covid-19. The webinar was organized open to the participation of stakeholders such as distributors, suppliers, agencies, and union executives. In addition, useful contents have been presented on topics such as managing the psychological effects of the virus. Every week, yoga and breathing training sessions are held alternately, by considering the mental and physical needs. At the same time, competitions to support physical movement are also held. In this period, when we miss being social, our employees are provided with the opportunity to socialize by coming together in mixed groups in virtual corridors via Zoom application.

One of the online training sessions held for our employees is the earthquake training

Space independent work system

Mey|Diageo is one of the first companies to switch to a location independent working system. Our employees were informed about critical issues regarding space independent work. In the process of independent working, which is a new way of working, various information and articles have been sent to managers about motivating their teams with new management techniques that may be required. In addition, training-activity suggestions for the children of our employees were shared. Mey|Diageo has launched the Employee Support Line, which is available to employees 24/7 free of charge, covering topics such as psychology, law and finance.

Solidarity with agricultural workers - Hygiene package for seasonal workers

Support was given to Development Workshop Cooperative's campaign of "Bereketle Sağlık Olsun" (Let There Be Health with Abundance), which included 8 provinces where seasonal agricultural workers are concentrated. The need of hygiene materials, that is one of the most important needs in the pandemic period, of 2,500 agricultural workers and their families in Manisa Alaşehir, where Mey|Diageo's largest Raki factory is located, were met.

Other contributions to the local economy

Public solidarity

Ethyl alcohol supply

Karaman ethyl alcohol production facility, which is normally open for 6 months and closed for 6 months, was opened 5 months ago with the thought that there may be need for ethyl alcohol during the pandemic period. In consultation with the Ministry of Industry and Technology, cologne producers were supplied with ethyl alcohol in an amount that can be used for production of 6 million bottles of cologne free of charge or only for its cost. A contribution of 10 million TRY was made with this solidarity.

Solidarity with the farmers

Purchasing more grapes than the needs

Although Mey|Diageo has its own vineyards and wine factory in Elazığ, it procures Öküzgözü grape from the contracted farmers. Twice the amount of grapes needed was purchased in Elazığ in order for the farmer's grapes not to remain in the vineyard with the impacts of the pandemic period.

Solidarity with customers

Postponing the receivables and "Siftah" project:

Before the pandemic restrictions, in March 2020, disinfection service was provided to 750 sales points such as restaurants, pubs, taverns etc. located in totally eight provinces including Adana, Ankara, Antalya, Balıkesir, Bursa, İstanbul, İzmir, Muğla and Mersin.

After the restaurants were closed on March 13, 2020, the receivables were postponed to support the ecosystem.

After the reopening of the restaurants on June 1, 2020, 3,500 restaurants were visited one by one and 1,000 TRY of "siftah" (first sale of the day) support was given to each of them. With "Siftah" project, it was aimed to provide not only financial support to the ecosystem but also moral support.

Solidarity with industry employees

Recipe purchase

A project was implemented for the bartenders who needed solidarity during the period when restaurants, nightclubs and pubs were closed. Cocktail recipes were purchased from 550 bartenders who agreed to participate in the project of a book that will consist of cocktail recipes.



Reporting period
performance

Our responsibility to our employees

Our Leadership Standard

Winning with our practices

Inspiring with the aims of our company

Shaping the future

Investing on abilities

Our “Leadership Standard” and “Our Values” always guide us while transferring the heritage of the past to the future generations. By knowing that our most valuable resource is our employees, we primarily observe the fundamental rights of our employees in all our activities and prioritize their health and safety. Within this context, we are proud that all of our hourly wage employees within MEYA company are unionized.

Within the scope of our leadership standard, we work to realize our passion for performance by prioritizing the personal and professional development of our employees. We are aware that growing together with our values, “pioneering grain to glass sustainability”, and the employee engagement is very important to achieve our non-financial goals as well as the financial goals.

Our employees are the heroes of our performance during the reporting period. In this context, the understanding of “decent work” is one of the fundamental values that determine our way of doing business. All of our employees are categorized under two groups as “monthly wage employees” and “hourly wage employees” and all employees are contracted for indefinite term.

As Mey|Diageo, it is our one of the leading aims to ensure that our employees provide service in a healthy and safe working environment in world standards and create high quality products and brands competing in the world markets.

Employee profile

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Distribution based on genders (women/men (W/M)) of the total of our employees

	F18		F19		F20	
	W	M	W	M	W	M
MEYİ	141	428	143	386	143	379
MEYA	67	385	70	384	66	381
Percentage	20%	80%	22%	78%	22%	78%

W/M distribution by employment type

	F18		F19		F20	
	W	M	W	M	W	M
MEYİ Monthly wage employee	141	428	143	386	143	379
MEYA Monthly wage employee	67	124	69	115	65	113
MEYA Hourly wage employee		261	1	269	1	268

W/M distribution in recruitment

	F18		F19		F20	
	W	M	W	M	W	M
MEYİ Monthly wage employee	22	92	18	58	18	48
MEYA Monthly wage employee	11	18	16	6	6	11
MEYA Hourly wage employee		27	1	14		12

Number of permanent and sub-employers and W/M distribution

F20		
W	M	Total
67	356	423

W/M and age distribution of promoters

	Under the age of 30		30-50		50+	
	W	M	W	M	W	M
F18						
MEYİ Monthly wage employee	3		16	17		
MEYA Monthly wage employee	1	1	12	11		
F19						
MEYİ Monthly wage employee	12	4	18	17		
MEYA Monthly wage employee	4	1	10	11		1
F20						
MEYİ Monthly wage employee	2	1	7	15		
MEYA Monthly wage employee	1			3		

Employee profile

Distribution of the total number of employees by W/M and geographical regions of Turkey

	F18		F19		F20	
	W	M	W	M	W	M
İstanbul	143	229	147	207	146	202
Denizli		4		6		6
Alaşehir	9	129	13	134	21	118
Bilecik	7	33	6	30	5	31
Diyarbakır		2		1		1
Elazığ	5	20	7	20	7	19
Karaman	3	33	3	30	3	30
Nevşehir	8	76	7	75	6	67
Tekirdağ	3	33	6	31	7	42
Mersin	4	37	10	28	3	34
Adana	2	23	2	20	3	19
Ankara	9	36	8	34	6	33
Antalya	5	35	6	32	5	31
Bursa	3	30	4	28	3	30
Gebze		3		3		3
İzmir	5	41	6	45	5	47
Muğla	1	38		24	1	24
Samsun	1	11		10		11
Total	208	813	225	758	221	748

Age and W/M distribution of employees

	Under the age of 30		30-50		50+	
	W	M	W	M	W	M
F18						
MEYİ employee	45	53	92	363	4	12
MEYA employee	15	41	48	304	2	42
F19						
MEYİ employee	47	39	94	338	2	9
MEYA employee	22	32	46	290	2	62
F20						
MEYİ employee	34	27	104	342	5	10
MEYA employee	23	43	41	289	2	49

Employee turnover rate

	F18	F19	F20
Total	18%	15%	12%

In F21 period, the target of reporting the employee turnover rate with F/M breakdown has been determined.

Employee profile

Age and W/M distribution of the employees in the management level

	Under the age of 30		30-50		50+	
	W	M	W	M	W	M
F18						
MEYI Monthly wage employee			11	14	2	3
MEYA Monthly wage employee			3	6		5
F19						
MEYI Monthly wage employee			13	16	1	2
MEYA Monthly wage employee			4	8		4
F20						
MEYI Monthly wage employee			12	16	4	3
MEYA Monthly wage employee			3	8		3

Number of disabled employees, age and W/M distribution

	Under the age of 30		30-50		50+	
	W	M	W	M	W	M
F18						
MEYI Monthly wage employee	1		1	4		
MEYA Monthly wage employee			2	5		
F19						
MEYI Monthly wage employee	1		1	3		
MEYA Monthly wage employee			3	3		
F20						
MEYI Monthly wage employee	1		1	3		
MEYA Monthly wage employee		1	2	4		

Employee rights

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From our stakeholders

Süheyla Kale

Alaşehir Distillery - Senior Production Specialist

I have been working at Mey|Diageo for 5 years. As an employee of Mey|Diageo, It is both a great pride and a great pleasure for me to contribute to all production stages of a product that is consumed by the people with pleasure and that has been on our tables for centuries. As someone who lives out of the city and has worked in 3 different locations, I can say that the “moving assistance” provided by Mey|Diageo to its employees is of great importance to me.

Rights given to the employees	Monthly wage employee	Hourly wage employee (Unionized employees)
Wage	X	X
Internet Payment	Under certain circumstances	
Maternity Leave	X	X
Paternity Leave	X	X
Holiday Allowance	X	
Seniority Award	X	X
Sales Premium		Certain positions
Annual Incentive	X	
Health Insurance	X	
Life Insurance	X	
Meal Payment	Under certain circumstances	Under certain circumstances
Relocation Payment	X	
Transportation Payment	X	
Rent Payment	Under certain circumstances	
Telephone and Mobile Line	Certain positions	

Rights given to the employees	Monthly wage employee	Hourly wage employee (Unionized employees)
Vehicle allocation	Certain Positions	
Private transfer support	Under Certain Circumstances	
Social help		X
Product help		X
Birth payment		X
Death payment		X
Marriage payment		X
Bonus		X
Complementary health insurance		X
Seniority incentive bonus		X
Vehicle help	Under Certain Circumstances	Under Certain Circumstances
Ticket meal card	X	
Car help	Under Certain Circumstances	
Lodging	Under Certain Circumstances	

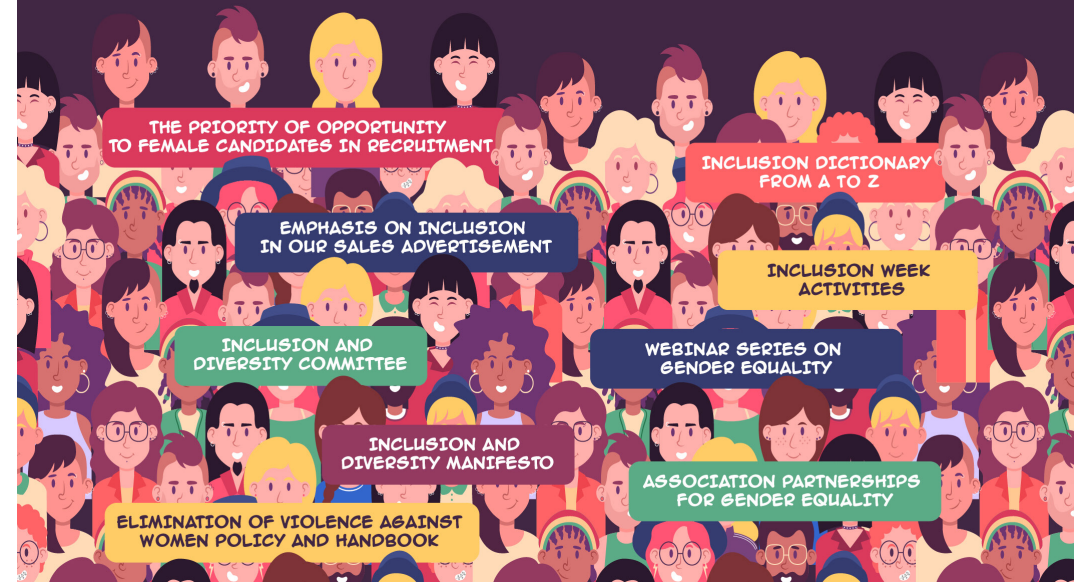
The target of ergonomics payment was determined for the head office employees who prefer to work independently in F21 period.

Equal opportunity and inclusion

As a natural result of our understanding of inclusion and diversity, we provide equal opportunity to everyone without any discrimination in our recruitment and particularly promotion processes.

We support the strengthening of women's presence in social and economic life and the increase in their rate of participation in the workforce, and we work to increase the number of women in jobs that appear to be male-dominated and to ensure a balanced representation of genders in the senior management. We are aware that achieving gender balance will accelerate the elimination of other opportunity inequalities in the business life and we are committed to reflecting our awareness of inclusion and diversity in all our discourses, and in all areas of our internal and external communications. Especially in our social media posts and job postings, we use expressions that emphasize our inclusion and are far from discriminatory stereotypes such as gender, language, religion, ethnicity.

In Our Inclusion and Diversity Project WHAT DID WE DO ?



In Our Inclusion and Diversity Project WHAT AWAITS YOU?





Empowerment of women employees

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As Mey|Diageo, we act with the mission of renewing the heritage we have taken over and passing it on to the future generations. Among the factors that make this heritage unique and valuable, there are many women who inspire us. Our respect and gratitude to them is ingrained in our company's DNA. For this reason, we have been paying attention to developing systems and regulations that are compatible with gender balance since the day we were founded.

As Mey|Diageo, we are recognized as a company without a glass ceiling for women employees in Turkey. 50% of our leadership team consists of women. The representation rate of women in director roles is 57%.

We have achieved the 50/50% balanced representation target at the management level set by Diageo for 2030 ten years ago and we are proud of it. We aim to create employment for women in our 3 vineyards in Elazığ and Şarköy. Accordingly, we reached 85% women representation in our vineyards.

Increasing the number of women employees is one of the main issues we focus on. We do not include statements that may cause gender discrimination in our job postings. In line with our fair approach in our human resources policies, we evaluate women and men applications equally, depending on their competence and experience in recruitment. In the evaluation process of the applicants, if there are men and women with the same competencies, we try to prefer women candidates. We do not discriminate positively, but we strictly apply the principle of gender equality; therefore, we do not preserve the competent duties from them. In promotions, we encourage our women employees to be included in the application processes and receive training to strengthen their development areas by providing the necessary feedback after the evaluation processes.

We cooperate with associations such as Professional Women Network (PWN), Tenidenbiz, Turkishwinn and Yanındayız both through our corporate sponsorships and projects.

Our General Manager, Levent Kömür signed the “Manifesto for CEOs Supporting Gender Equality” of the Professional Women’s Network (PWN) on October 17, 2018. Thus, he has joined the “Equality Envoy CEOs” and started to support practices that make a difference in the sector.

At Mey|Diageo, maternity leave is determined as 26 weeks and paternity leave as 4 weeks. In this context, the number of employees who benefit from maternity/parental leave and the distribution of genders are given below.

Number of employees benefiting from maternity/parental leave

	F18		F19		F20	
	W	M	W	M	W	M
MEYİ	9	10	7	31	6	15
MEYA	3	12	2	31	5	22

Return to work and retention rates after childbirth

Return to work and retention at work after birth

	F18		F19		F20	
	Return to work	Retention at work	Return to work	Retention at work	Return to work	Retention at work
MEYİ	100%	89%	100%	86%	100%	100%
MEYA	100%	100%	100%	100%	100%	100%

The reasons of women employees to leave their jobs are resignation, termination of employment, other reasons and marriage, respectively.

From our stakeholders

Aylin Olsun

PWN Istanbul - Chairman of the Board

Mey|Diageo has been a corporate member of PWN Istanbul since 2019. PWN Istanbul's support continues in line with its mission and strategic priorities. One of the important indicators of the society's welfare and development is the gender equality. PWN Istanbul, which operates in line with UNGC principles, primarily produces policies and projects with all its stakeholders on equal representation and balanced leadership in business life, and the development and encouragement of the women.

The “Manifesto for CEOs Supporting Gender Equality” prepared with the participation of senior executives in order to get the support of men was issued in PWN Istanbul, which gives importance to a balanced leadership in business and social life, and it was signed by men and women leaders who will be role models in this issue in the society. Levent Kömür, the General Manager of Mey|Diageo, is among our signatories and supporters. All projects and executive activities are carried out on a voluntary basis in PWN Istanbul. The employees of Mey|Diageo have the opportunity to expand their personal networks and develop their leadership skills by working in project groups, collaborating with employees and leaders from different sectors. The employees are actively involved in the groups of mentoring, communication and activity, and human resources. The panel of “Men Speak” was held on November 19, the International Men's Day (the aim of this day, which is also supported by the UN, is to develop gender relations, to emphasize the situations where men are role models, to bring to the agenda the gender-related inequalities that men experience, etc.). The influences of social roles and labels on men and the policies and actions to be developed in this regard were discussed in this event, which was attended by Levent Kömür, the General Manager of Mey|Diageo.

Manifesto of Inclusion and Diversity

Our understanding of inclusion and diversity is one of our most important characteristics that makes us differentiate in the competitive environment of the business world. We strive to be a leading company that promotes these concepts.

Our purpose is to make everyone working at Mey|Diageo feel the freedom to reflect their unique characteristics in every aspect. Because we believe that a corporate culture that we will love and appreciate will be created with our diversities, differences and a working environment where all of these are proudly presented and mutually recognized.

The most important reason why we make inclusion and diversity one of our working principles is that it makes a sustainable contribution to our teammates, customers and ultimately our business with different ideas, experiences and backgrounds. We believe that we will become a more successful company that our employees are proud to be a part of when we have an employee distribution that reflects our customer and consumer diversity.

Thus, an important part of each of our job descriptions is to internalize the differences in the perspectives of our colleagues and to reconsider our own assumptions by giving them value.

In order to get one step closer to ensuring equality of opportunity and justice in terms of inclusion and diversity, **our principles that we take as our guides are;**

- As Mey|Diageo, **our basic principles are fairness and transparency** in all of our processes... Every year, we focus on seeing our good aspects and determining our development areas by creating a "Justice Map" throughout the company. We will continue our "Justice Map" application by renewing it every year in order to make progress in this field.
- As a natural result of our understanding of inclusion and diversity, **we provide equal opportunity to everyone without any discrimination** in our recruitment and particularly promotion processes.
- **We stand against all kinds of discrimination and harassment** against or between our employees. We absolutely have no tolerance in this matter based on the sensitivity and importance of the subject; in other words, we have a "zero tolerance" policy. As an example of this; we stand by the women with the "Violence Against Women Policy and Handbook" published throughout the company.
- **We support the strengthening of women's presence in social and economic life and the increase in their rate of participation in the workforce**, and we work to increase the number of women in jobs that appear to be male-dominated and to ensure a balanced representation of genders in the senior management. We are aware that achieving gender balance will accelerate the elimination of other opportunity inequalities in the business life.
- We are committed to reflecting our awareness of inclusion and diversity in all our discourses, and in all areas of our internal and external communications. In our social media posts and job postings, we use **expressions that emphasize our inclusion and are far from discriminatory stereotypes such as gender, language, religion, ethnicity**.

We invite all our stakeholders to our in-house inclusiveness activities **in order to contribute to the increase of awareness of all our stakeholders, from our customers to our suppliers**.

Our responsibility to our employees

“To increase the permanence of the women working in the field and strengthen their development areas, we create opportunities.”

Women of the field

The targeted completion period of the project, which started in August 2020, is June 2021.

Together with the Talent Management and Culture, Talent Acquisition and Human Resources business partners which will contribute to the project, it is aimed to ensure that Reverse Mentoring, Inclusion and Diversity-focused training sessions are delivered to the field, to fill the vacant positions in the field with women candidates during the recruitment process, to ensure that the field women intern project is implemented, and to ensure that the close orientation process is carried out and exit interviews are carried out from the moment of recruitment.

To increase the permanence of the women working in the field and to create opportunities in different roles by strengthening their development areas:

- We aim to celebrate our differences and increase our awareness in our field teams representing us in the field.
- We need development of inclusion and diversity aspects of our field teams which are our voice at the field, consideration of the difficulties faced by our women employees working in our field and a common solution to these problems.
- We need to reflect the perspectives of our women employees working in the field in our business plans.

- We aim to increase our women consumer rate to 30% and our women employee rate in the field to 30%, in line with our women consumer rate.
- At the end of F20, our rate of women in the field is 7%, and our current field - women rate is 9%.
- We can reach the target of 30% women in the field by including 70 more women field workers in Mey|Diageo family.
- Within 5 years, we aim to progress by recruiting 15 women each year for replacement positions.

Suitable working conditions

Besides many activities carried out for our employees, the “Work Smart” application, which was also applied before the pandemic, was revised in accordance with the conditions of the day and “Hybrid and Space Independent Work Model” was implemented.

Our responsibility to our employees



Child labor

Pursuant to the Labor Law No. 4857 on child labor in our country, those who are not over the age of 15 cannot be recruited, but as an exception, those who are over the age of 14 and have completed their primary education can be employed in light jobs that will not interfere with their development and education and with limited working periods.

Although there is no legal obligation, no personnel under the age of 18 are employed in our company. The purpose of internship programs for vocational high school and university students is to help candidates to join the workforce to improve themselves and get to know the business world.

Forced and compulsory labour

In Mey|Diageo, working days and hours, official, general and weekend holidays are defined and announced to employees. Due to the nature of the job or the increase in production, overtime work can be done with the approval of the employees as well. These situations are regulated in accordance with the conditions stipulated in the Labor Law No. 4857 and the fees are paid as specified in the Law. Job descriptions are determined for the employees of our company and these definitions are notified to them when they start working. Documents related to job descriptions are shared within the company with the common system used in accordance with ISO 9001 and accessible to the employees. During the reporting period in our company, there has been no incident about forced labor or drudgery.

Union and collective bargaining agreements

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In the year 2004, Tekel's alcoholic drinks production was taken out of the state's control, and the factories, facilities and brands of MEYA company were privatized. In addition to the factories and facilities, the workers working at Tekel continued to work at MEYA as union members, with some of their rights reserved. The union membership status of the hourly wage workers from Tekel continues. In this context, MEYA and TEKGIDA-İŞ Union regularly communicate.

Our company carries out all processes related to its employees in 100% compliance with the Labor Law No. 4857 and the Law No. 6356 on Trade Unions and Collective Bargaining Agreement. Within this context, we have collective bargaining agreements with unions organized in our factories. Constructive, open and long-term strategic relationships are always established with organized unions and works are carried out in cooperation with them. We have at least one union representative in each factory depending on the number of employees. Factory manager and human resources managers make regular meetings with the union representatives.

By signing a collective bargaining agreement with MEYA and TEKGIDA-İŞ union every two years, it is aimed to ensure the continuity of peace in labor. 100% of the personnel working as "Hourly Wage Employees" at MEYA are unionized.

Unionized employee rate			
	F18	F19	F20
TOTAL	26%	27%	28%

From our stakeholders

Sibel Erdil

Karaman Alcohol Factory - Senior Quality Specialist

I have been working at Mey|Diageo for 3 years and 4 months. Being a part of Mey|Diageo, which constantly develops and keeps up with technology and innovations, makes me feel lucky and valuable. In-house conversations applied by HR regarding physical and mental health are very important for me. Since we stay away from all social life during the pandemic period, these activities relax a little bit.

HR applications

As part of Diageo's passion to create the world's best performing, most reliable and respected consumer products company, our company has always established a transparent communication with our employees, who are among our primary stakeholders. Within this context, all HR procedures such as "personnel selection and placement", "payroll and accrual", "talent management", "performance management" and "employment contract termination" are defined.

Mey|Diageo, which prioritizes the development of employees, offers the basic training open to all personnel throughout the year in the table below. In addition to these training sessions, different training sessions are provided for the employees at various levels.

Name of training	Method	Type	Repetition mechanism
OHS Training	Mey Diageo Academy	Mandatory refresher training	1-3 years based on the employee category
Safe Driving Techniques	Mey Diageo Academy	Mandatory refresher training	Every year
Competition Law	Online (Zoom) & Mey Diageo Academy	Mandatory refresher training	Every 6 months
Competition Law Test	Mey Diageo Academy	Mandatory refresher training	Every 6 months
Brand Promoters Standard	F2F/Online due to pandemic (Zoom)	Mandatory refresher training	Every year
Annual Certificate of Conformity	Mey Diageo Academy	Mandatory refresher training	Every year
Business Law	F2F/Online due to pandemic (Zoom)	Mandatory refresher training	Every year
Diageo Prevention of Money Laundering and Facilitating Tax Evasion	Mey Diageo Academy	Mandatory refresher training	Every year
Our Code of Conduct (COBC-Code Of Business Conduct)	Mey Diageo Academy	Mandatory refresher training	Every year

Name of training	Method	Type	Repetition mechanism
Personal Data Protection Law (KVKK)	Mey Diageo Academy	Mandatory refresher training	Every year
Law on Protection of Special Nature Personal Data	Online/zoom due to pandemic	Mandatory Refresher training	Every year
Digital Orientation Program (90 Days)	Mey Diageo Academy	Mandatory	During the orientation
Production Legislation Training	Mey Diageo Academy	Mandatory	Every year
Mey Diageo Orientation Days	F2F/Online due to pandemic (Zoom)	Mandatory	Every 6 months
Drink+ Training	Mey Diageo Academy	Optional	
Growth Mindset Development Journey	Mey Diageo Academy	Optional	
Innovation and Creativity Development Journey in the Digital Age	Mey Diageo Academy	Optional	
Being Part of Change - The Flexibility Development Journey	Mey Diageo Academy	Optional	
Agile Thinking Development Journey	Mey Diageo Academy	Optional	
Introduction to MS Teams	Mey Diageo Academy	Optional	
Inclusive Leadership	Mey Diageo Academy	Optional	
Digital Workshop	Mey Diageo Academy	Optional	
Covid-19 Precautions Package	Mey Diageo Academy	Optional	
Quip Usage Techniques	Mey Diageo Academy	Optional	
Zoom Usage Techniques	Mey Diageo Academy	Optional	
Wine Talks	Mey Diageo Academy	Optional	

Name of training	Method	Type	Repetition mechanism
The Discovery Journey of Our Distilled Spirits Brands	Mey Diageo Academy	Optional	
Covid-19 Basic Protection Principles	Mey Diageo Academy	Optional	
Yeni Bi Hobi (A New Hobby)	Mey Diageo Academy	Optional	
Birkaç Soruda Rakı (Raki in a few questions)	Mey Diageo Academy	Optional	
Brand Envoy Talks	Mey Diageo Academy	Optional	
Covid-19 Education Package	Mey Diageo Academy	Optional	

Training hours by periods

	SAP	E-nocta	Number of employees	Total hours of training	Training hours per employee
F18	3,991.15		1,021	3,991.15	3.91
F19	1,273.50	159.00	984	1,432.50	1.46
F20	367.50	3,050.00	969	3,417.50	3.53

As Mey|Diageo, we ensure that our employees are given OHS and Environmental trainings within the requirements of the "Law on Occupational Health and Safety" Nr. 6331 and the "Environmental Law" Nr. 2872. Apart from the basic OHS and Environmental training, our employees are given technical training for their jobs and also their personal development training as mentioned in the training table in periods. Our training sessions are repeated regularly and when necessary as per the legal requirements or changing work conditions. Hours of the basic OHS and Environmental training sessions will be shown on the training hours table in a consolidated manner as of the next year.

Our responsibility to our employees



In the reporting period, we updated the scope of our “Seniority Award/Long Term Service Award” application, which we aim to appreciate our employees who have contributed with great enthusiasm and loyalty in our journey of carrying the heritage of the past to the future. As Diageo, with the update, our target is to create a program for our employees who have given us 5 years and more by considering the global applications and practices in the Turkish sector.

While creating a new program, it has been our main target to maintain, renew and maintain the celebration culture we had. In addition, we have tried to provide flexibility in gift selection by considering that each employee is a unique character. Our new “Seniority Award/Long Term Service Award” system, in which we focus on 3 main issues in order to provide a unique experience to keep our company’s deep-rooted history built over generations, is as follows.

5th year service award:	Plate + gift voucher for 2,000 TRY*
10th year service award:	Plate + gift voucher for 3,000 TRY*
15th year service award:	Plate + gift voucher for 4,500 TRY* + “A special night where we will celebrate your contributions to our mission of renewing the legacy of the past and transferring it to the future”
20th year service award:	Plate + Journey to the roots of our company: Edinburgh Trip
25th year service award:	Plate + Journey to the roots of our company: Dublin Trip

(clothing, technology, stationery, tourism or precious accessory options)

Employees subject to regular performance evaluation

	F18		F19		F20	
	W	M	W	M	W	M
MEYİ	141	428	143	386	143	379
MEYA	67	124	69	116	65	113

Employee satisfaction survey

	F18	F19	F20
I am proud to work at Mey Diageo.	90%	89%	91%
I recommend Mey Diageo as a great place to work.	80%	74%	85%

Our responsibility to our employees



Occupational health and safety

Mey|Diageo, which has completed its transition from OHSAS18001 to ISO45001:2018, has passed from an independent third party audit. OHS board meetings are held monthly at our factories and quarterly at our head offices. At these meetings, risks in the relevant position are discussed and action plans are drawn up. OHS training sessions are monitored annually through employee-based training plans. As Mey|Diageo, we have an annual 18 man/hour OHS training target in our factories. We record the activities of the personnel participating in the training with the preliminary and final exams. The work carried out have yielded the targeted results and an 80% reduction was achieved in the accident frequency rate within F14 - F20 period. Risk-based competitions are organized within the scope of OHS leaders of the month; and leaders are determined and rewarded according to the detected risks and actions.

Hazard class	Factory, facility, warehouse and office
Slightly Hazardous	Centers and Sales Offices
Hazardous	Elazig, Şarköy and Acıpayam FactoryGebze Warehouse
Very Hazardous	Alaşehir, Bilecik, Karaman, Nevşehir and Tarsus Factory

	Factory, facility, warehouse, office	Gender	Type of accident
F20	Alaşehir	M	Medical intervention
F20	Şarköy	M	Medical intervention
F20	Elazığ	W	Loss of time
F20	Istanbul Asia Sales Office	M	Loss of time
F20	Bursa Sales Office	M	Loss of time
F19	Alaşehir	M	Loss of time
F19	Karaman	M	Medical intervention
F19	Alaşehir	M	Medical intervention
F19	Tekirdağ Sales Office	M	Loss of time
F18	Nevşehir	M	Loss of time
F18	Alaşehir	M	Loss of time
F18	Gebze Warehouse	M	Loss of time
F18	Tarsus	M	Medical intervention
F18	Alaşehir	M	Medical intervention
F18	Adana Sales Office	M	Loss of time
F18	Bodrum Sales Office	M	Loss of time

Addendums

Management systems

The sales offices are covered under



The warehouses are covered under



Head offices and factories are covered under



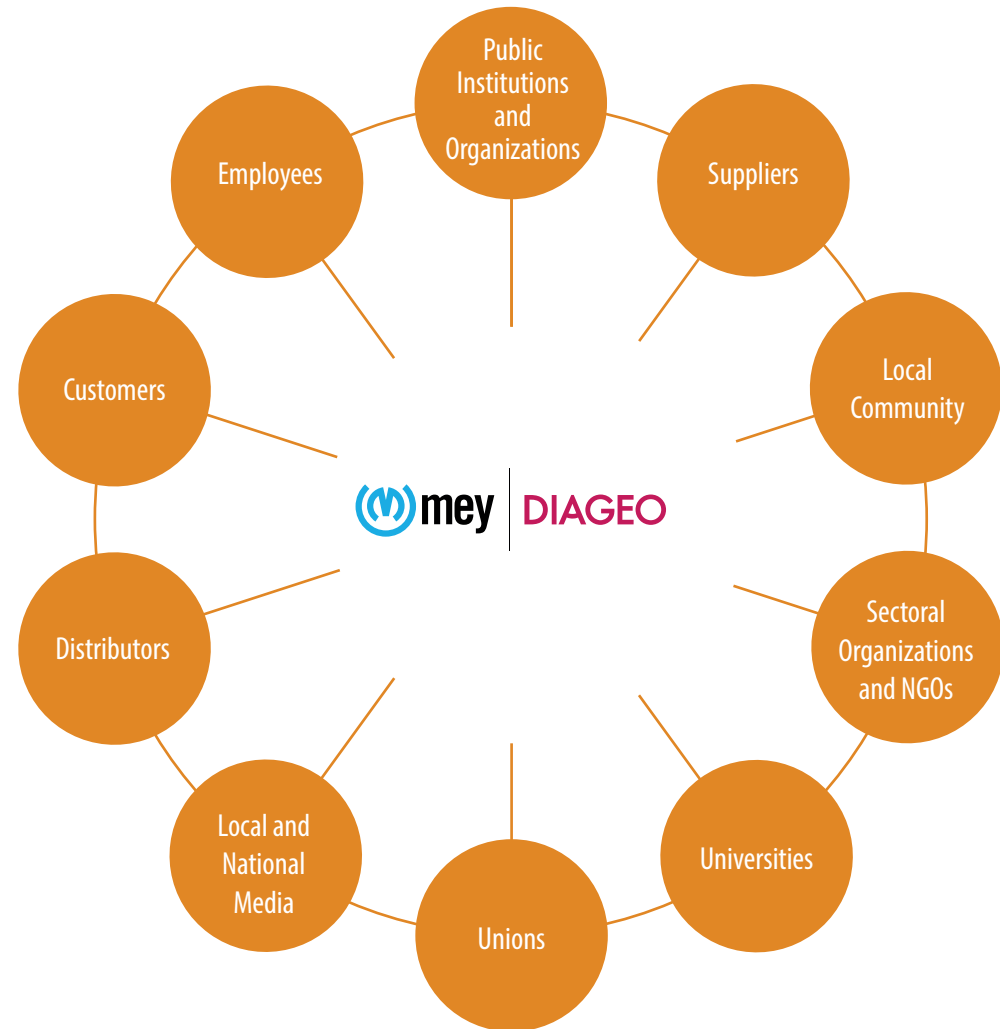
TSE Covid-19 Safe
Production Certificate
procedure started in F20

Stakeholder map and communication

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Any person, organization or community that is affected by Mey|Diageo's activities or that affects Mey|Diageo's activities is qualified as our stakeholder. Our stakeholder map has been created and our stakeholders are positioned according to their characteristics. The frequency of stakeholder communication and the methods applied are determined in parallel with this prioritization.

Our stakeholders' opinions, suggestions, and expectations are essential elements of our strategic planning process and are directly related to our plans' success.



Memberships

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<p>Alkollü İçki Üreticileri ve İthalatçıları Derneği (ALKİDER)</p> 	<p>British Chamber of Commerce in Turkey (BCCT)</p> 	<p>Etik Ve İtibar Derneği (TEİD)</p> 	<p>İstanbul Sanayi Odası</p> 	<p>İstanbul Ticaret Odası</p> 
<p>İstanbul Yaş Meyve Sebze İhracatçıları Birliği</p> 	<p>Marka Koruma Grubu</p> 	<p>Profesyonel İş Kadınları Derneği (PWN)</p> 	<p>Scotch Whisky Association (SWA)</p> 	<p>Şarap Üreticileri Derneği (ŞARAPDER)</p> 
<p>Türk Sanayicileri ve İş İnsanları Derneği (TÜSİAD)</p> 	<p>Türkiye Gıda ve İçecek Sanayii Dernekleri Federasyonu (TGDF)</p> 	<p>Türkiye Odalar ve Borsalar Birliği (Türkiye İçecek Sanayi Meclisi Üyeliği)</p> 	<p>UN Global Compact Türkiye</p> 	<p>YenidenBiz Derneği</p> 

UNGC Principles index

Human Rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and	Our responsibility to our employees - page 60-76
	Principle 2: make sure that they are not complicit in human rights abuses.	
Labour	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	Business ethics - page 33 Employee profile - page 61 Equal opportunity and inclusion - page 65 Empowerment of women employees - page 66 Child labor - page 70 Forced and compulsory labour - page 70 Union and collective bargaining agreement - page 70
	Principle 4: the elimination of all forms of forced and compulsory labour;	
	Principle 5: the effective abolition of child labour;	
	Principle 6: the elimination of discrimination in respect of employment and occupation.	
Environment	Principle 7: Businesses should support a precautionary approach to environmental challenges;	Our environmental responsibility - page 39-50
	Principle 8: undertake initiatives to promote greater environmental responsibility;	
	Principle 9: encourage the development and diffusion of environmentally friendly technologies.	
Anti-Corruption	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	Business ethics - page 33 Work against bribery and corruption - page 34

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Mey|Diageo 2020 **Sustainability Report**

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