

# GLOBAL COMPACT PROGRESS REPORT

2007-2020



Road  
Freight



Warehousing



Sea & Air  
Freight



Customs  
Clearance



International  
Commerce



RO-RO  
Port



Rail  
Traction

INTEGRATED

INTERCONNECTED

INNOVATIVE

**ekol** | LOGISTICS 4.0

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## Industry 4.0.



Industry 4.0 is a human-focused era equipped with information technologies.

It is a smart world in which intelligent factories can self-manage production processes. Robots communicate with each other, perceive the environment with sensors, and detect needs by analyzing data. As a consequence, the production model is more efficient, faster, and more efficient with higher quality output.

Industry 4.0 also offers endless opportunities for the logistics industry, which carries out every process, from the first manufacturer to the final consumer. There is a transformation in the seven rights of logistic: supplying the right product with the right amount, in the right way, at the right time, from the right source, on the right path, with the right price. As an integrated logistics company operating in its own facilities in 13 countries in the fields of transportation, contract logistics, intermodal, foreign trade, customs, and supply chain management, our approach to operational excellence is inspired by Industry 4.0, bringing an era-defining perspective to the industry.

As Ekol, we believe in continuous and dynamic transformation to achieve more in the age of Industry 4.0. We are ready not only to change the future of our industry, but also to transform the world by integrating mind, heart and consciousness through our business practices comprising our experience and know-how.

We will radically change the traditional business model with our Logistics 4.0 strategy and will offer INTEGRATED, FLEXIBLE, and EFFICIENT solutions to you, to our customers, who always deserve the best. We will use our cutting-edge technology and excellent service to provide advanced solutions. Thanks to our commitment to ethical values and sustainability, we will also create environmental, financial, and social benefits. Most importantly, we will create value with you.

Ahmet Musul  
Chairman of the Board of Directors - Ekol Logistics

## About Ekol

Ekol, an integrated logistics company founded in 1990, provides best-in-class international freight, warehousing, domestic distribution, foreign trade, customs, and supply chain management services in **13 countries**.

Ekol's business model is bolstered by **technological inspiration** which blends mind, heart and consciousness while constantly offering customers **integrated, interconnected** and **innovative** solutions. Ekol is always one step ahead and it never settles for good enough. This boosts our customers' accomplishments and creates environmental, financial, and social benefits.

Ekol is one of Europe's major logistics providers, boasting distribution centers with 1,000,000 square meters of total indoor space in Turkey, **Germany**, Italy, **Greece**, France, **Ukraine**, **Romania**, Hungary, **Spain**, Poland, **Czechia**, **Slovenia** and Sweden in addition to allowing for Intermodal transportation with **52 block trains** per week and **7,500** vehicles.

In fulfilling its promises, Ekol derives greatest strength from its workforce and its powerful distribution network. A multinational team of more than **7,500** staff members - wholly dedicated to delivering impeccable customer satisfaction - plays a vital role in Ekol's success story.

## **Our Values**

### **HI-TECH**

We do more than just invest in technology. We trust that technology is Ekol's most essential enabler. For us, technology lights our path rather than being a necessity to which change guides and leads. This approach, in conjunction with our tailored and innovative solutions, inspires the entire logistics community.

### **INNOVATIVE**

For us, imagination is a true "treasure" and the method, with which you preserve this source, is crucial. All new and fresh initiatives contribute spirit to our imagination. We appetite for novel, value-add initiatives creating competitiveness and generating new opportunities for our customers.

### **ENTREPRENEURIAL**

Exploring new ideas and integrating creativity throughout every business process is fundamental to our success. This may be a brand-new solution, product, or service. Our desire for original perspectives and bold initiatives strengthens not only us but also our customers.

### **CAN-DO-CULTURE**

We are confident and shall never give up when faced with challenges. We owe our business success to working efficiently and our strong will to achieve all. As a team with our high motivation, passion and positive attitude, we can implement the most ideal solutions for our customers.

### **HUMANIST-CULTURE**

We show empathy in our interactions with individuals - our customers, colleagues and the world at large. Our people are our most precious building-block in value creation and goal accomplishment. We believe that sincerity is a golden key to open any door, and we are fortunate to be in possession of it.

### **RESPONSIBLE**

Our customers come first. We hold great respect for our customers and their achievements. This respect also extends to the environment, and the society. Ethical values are essential for us. As responsible citizens, we are accountable for our actions and we are well-aware of the fact that this is the only path to a sustainable future for everyone.

## **Our Manifesto**

Being “good enough” has never been sufficient for us. Our belief in continuous and dynamic transformation guides us to growth and development every day. We are aware of the fact that any other means cannot lead to success.

We bring a new perspective to the logistics industry by integrating mind, heart and consciousness through our business practices comprising our experience and know-how.

We continue to inspire our industry by engaging cutting-edge technology to offer advanced solutions to our customers alongside our understanding of excellent service.

For us, people come first. We do forge ahead - determined through the strength of our people - so that we are able to understand each other more efficiently, protect our common values, and meet our goals.

Believing that our customers deserve the best, we provide each and every one with excellent service in all that we do. At the forefront of our minds is the fact that success of our customers is our own success.

We carry out novel ideas with our positive attitude, allowing us to overcome any challenge and become stronger with every advance.

We know there is no obstacle we cannot overcome if we work hard with passion. Our intimate commitment to ethical values and sustainability not only guides us to change the future of the logistics industry, but also to transform the world.

## Milestones

- ❖ Ekol Logistics was established in **1990** and served in the international land transportation until **1993**.
- ❖ In 1994, the company made the biggest one-time fleet investment in Turkey and expanded its service network with the addition of air and sea transportation and customs clearance services. That was the first step in the way to becoming a complete logistics services supplier.
- ❖ In 1996, the company opened its first foreign branch office in Germany.
- ❖ Ekol began to serve in the field of contract logistics with the Kardelen and Orkide Logistics Centers established respectively in 1997 and 2001.
- ❖ In 2002, the company leaped forward with the acquisition of the most important forwarding company of the time, Unok/Unatsan. Realizing a first in the industry, Ekol also founded Process Development Department where only industrial engineers are employed.
- ❖ In the period 2002-2010, the company opened a stream of warehousing and distribution centres in almost all parts of Turkey to create its existing service network, and now renders its services at 26 locations in Turkey and Europe.
- ❖ In 2003, Ekol introduced another achievement in its industry thanks to its robust technology infrastructure, and began to use its quadro™ software which was designed in-house to accelerate operation of logistics processes and bring transparency to the customers. Furthermore, SAP was put to active commission.
- ❖ Within this perspective, in 2007, a Management Systems Development Group was established to introduce integrated management systems, and to develop integrated systems with its R&D team.
- ❖ In 2008, Ekol began the first "Block Train" service between Trieste and Ludwigshafen terminal.
- ❖ End of 2009 saw Ekol gaining another strength by joining forces with a minor partner, Invest AD of Abu Dhabi.
- ❖ In December 2010, Ekol acquired a leading Scandinavian forwarder, STS International Transport, to achieve industry leadership in that route also.
- ❖ With a quick start in year 2011, Ekol opened Ekol Italy. The last quarter of the year saw an acquisition in Romania, registering a 300% growth in the Eastern Europe Line, and establishing Ekol Romania. With a substantial focus on Medical Logistics, Ekol opened the largest pharmaceutical distribution warehouse of Turkey in Tuzla Logipark Campus.
- ❖ In 2012, Ekol was granted the Europe Eco Performance Award. It established the first and only R&D Centre in the logistics sector in Turkey. New facilities were established in 4 different locations in Europe (France, Bosnia, Greece and Ukraine). Ekol was the winner of the ETIKA 2012 Turkey's Ethics Award granted by Ethical Values Center Association (EDMER).
- ❖ Ro-Ro trips started in 2013, Ekol Logistics was awarded with AEO certificate (Authorized Economic Operator) by the Ministry of Customs and Trade, making export operations easier. Ekol's Hungary and Spain branches were founded and the number of European countries in

which Ekol Logistics operates reached to nine in 2013. Ekol Logistics was awarded with Green Office Diploma by the World Wildlife Fund Turkey the very same year.

- ❖ By opening Spain Branch in 2014, organization of European market was expanded. Ro-Ro transportation between İzmir and Sete port was started with new the Ro-Ro vessel called AYSHE. Once again, Ekol was awarded with ETİKA 2013 Turkey's Most Ethical Companies prize given by EDMER. It became the first company obtaining "Sustainable Logistics Document" which is developed by UTİKAD and Bureau Veritas cooperation in Turkey as world pioneer. In Capital 500 Most Admired Companies Research, which was organized with participation of 1,620 middle and senior managers from 650 different companies, Ekol was chosen Turkey's Most Admired Logistics Company.
- ❖ 2015 Ekol celebrated our 25th anniversary. Ekol continued to invest in Europe by launching Ekol Poland. Customs clearance services was started to provide at the Novara Facility with Ekol Italy. The fifth Ro-Ro Fadiq was added to the fleet.
- ❖ 2016 Ekol continued to make new investments by launching Ekol Bulgaria. The sixth Ro-Ro ship MELEQ was commissioned. Ekol has taken an important step for sea transport operations to and from the United States, by being licensed as a Non-Vessel Operating Common Carrier (NVOCC). Ekol began offering direct service between Verona, Italy and Sosnowiec, Poland via a new train route. The new Intermodal route between Trieste and Novara was launched. The Konya facility was included in the Integrated Management Systems.
- ❖ 2017 Logistics 4.0 Journey Begins. Ekol revamps its brand identity with a milestone transformation to mark its 27-year journey. Ekol Slovenia opens. Ekol introduces Finished Vehicle Logistics services to customers. A new unit train route was added between Budapest and Cologne. A unit train service was launched between Zeebrugge, Belgium and Trieste, Italy. FADIQ, MELEQ's sister Ro-Ro, launched in Flensburg, Germany. Fleet's existing charter Ro-Ro FADIQ was renamed QUBRA. Ekol launches the Yalova Ro-Ro Terminal for industry use. Ekol Turkey becomes the first-ever service industry company to be included in Turquality, the biggest program developed by the Republic of Turkey's Ministry of Economy, to increase its exports.
- ❖ 2018 Ekol Sweden opened and launched its Swedish operations under Ekol Nordics. Commissioned in 2017, the ro-ro vessel FADIQ set sail on its first voyage from Yalova Ro-Ro Terminal to Trieste, Italy. Regular ro-ro ferries became operational between Lavrio, Greece and Sète, France. Ekol Hungary signed a lease agreement with Budapest Airport Zrt. Ekol added 150 eco- and driver-friendly Mercedes-Benz Actros 1845 LSnRL 4X2 Model heavy-duty trucks, equipped with the state-of-the-art Euro 6 engines, to its fleet. Ekol's position as Europe's fastest-growing logistics company and the methods it employs to improve productivity have turned the company into a case study for Harvard Business School students.
- ❖ 2019 Ekol's Lotus Facility got certified to TAPA FSR A. Ekol signed a wide-reaching agreement with the Italian market leader UBV Group. Ekol Spain got certified to the Environment Management System. Ekol ranked fourth among the road freight transport providers in Hungary.

- ❖ **2020** In line with its Sustainable Logistics strategy, Ekol has launched the Solar Power Plant (SPP) Project at its LEED-certified green Lotus facility, which boasts Europe’s largest indoor storage space with a closed area of 215,000 square meters. The goal with this investment is to meet 65 percent of the plant’s electricity requirement through renewable energy. Ekol overhauled its fleet in line with Euro 6 Standards.

### Major Awards

- ❖ 2020- Brand Finance, an international advisory firm specializing in brand and intangible assets valuation, names Ekol as Turkey’s most valuable logistics company for the fifth time. Ekol is also named Turkey’s most valuable logistics company with a value of \$78 million in the “Turkey 100 – Turkey’s Most Valuable and Strongest Brands” report.
- ❖ 2020- Ekol takes second place in the “Client Relationship Management” category at the European Customer Centricity Awards 2020 organized by ARCET Global.
- ❖ 2019 - Ekol won an award in the Carbon Management category for its intermodal transport model at the Sustainable Business Awards 2019, organized by the Sustainability Academy.
- ❖ 2019 - Ekol won gold in The International Public Relations Association’s (IPRA) Golden World Awards for Excellence, which is considered the “Oscars” of the public relations world.
- ❖ 2019 - The "Smart Algorithms in the Intermodal Network Planning Operations" project, executed by the Optimization Unit of our R&D Center, won the IDC Turkey Digital Transformation Award.
- ❖ 2019- Ekol climbed 12 places in this year’s Fortune 500 list and ranked 85th.
- ❖ 2019 - Ekol won the first rank in the “Freight Transportation and Logistics Services” category of the Turkey’s 500 Largest Exporter of Services awards
- ❖ 2018 – Ekol was awarded the EMEA Region’s Best Intermodal Transportation Company at the Road and Rail Transport award ceremony hosted by International Transport News.
- ❖ 2018 – Ekol Greece received the Innovation in Transport award at the Supply Chain Awards 2018, with Ekol’s intermodal network.
- ❖ 2018 – Ekol was named Europe’s Most Outstanding Integrated Logistics Provider of 2018 at the Corporate Excellence Awards.
- ❖ 2017 – Ekol rises to the Logistics industry’s top spot in the Capital 500 Turkey List, surpassing its runner-up position from the year before. It also reached #117 in the overall ranking.
- ❖ 2017 – Ekol captures the #2 spot in Logistics in the Fortune 500 Turkey List. It also rises to #101, up from #107 year-on-year, in the overall ranking.
- ❖ 2017 – Ekol takes the #3 spot in the Transport and Logistic Services Category in Turkey’s Top 500 Service Exporters Study by the Turkish Exporters Assembly (TIM). It also reached #16 in the overall ranking

- ❖ 2017 – Ekol Greece wins the Gold Medal in the Freight Transportation and Freight Forwarding Category in the 2017 Transport and Logistics Awards in Athens.
- ❖ 2017 – Ekol Spain becomes a European Business Awards Finalist, making it a Ruban d’Honneur candidate in the Growth Strategy Elite Award Category of the 2016/17 European Business Awards.
- ❖ 2017 – Ekol Turkey’s Human Resources Recruitment Team receives the Respect to Human award for the third time.
- ❖ 2017 – Ekol wins the Best Road and Rail Freight Provider EMEA award.
- ❖ 2017 – Ekol receives the Best Logistics Company of the Year award from Istanbul Gelişim University students.
- ❖ 2017 – Ekol Hungary takes the prestigious Superbrand accolade.
- ❖ 2017 – Ekol Poland receives the Best Road and Rail Freight Provider award at the 2017 Global Excellence Awards.
- ❖ 2017 – Ekol Italy wins the Operator of the Year award.
- ❖ 2017 – Ekol is awarded the Effective Service Award by loyal customer Nitto. This award is in recognition of Ekol’s consistently timely deliveries. Ekol handles Nitto’s import and export operations from Belgium and import transportation from England.
- ❖ 2017 – Ekol Poland was named the Best Integrated Logistics Services Provider in a Data Group Consulting study.
  
- ❖ 2016- Ekol was recognized by the Turkish Exporters’ Assembly (TIM) with a “Turkey’s 500 Large Service Exporters” award.
- ❖ 2016- Ekol Spain has been named National Champion in the European Business Awards.
- ❖ 2016- Won the award for the largest increase in the number of female employees in the Women-Friendly Companies Award Ceremony.
- ❖ 2016- Ranked among the top 100 on this year's "The Most Valuable Brands of Turkey" list, released by Brand Finance, an international company specializing in brand valuation.
- ❖ 2016- Chosen "The Logistics Company of the Year" in the 2016 Achievement in Logistics Awards.
- ❖ 2016- Became the Turkey Finalists at the European Business Awards for the Environment with the Intermodal.
  
- ❖ 2015 - Ekol once again named Turkey's most admired logistics company by Capital magazine's “Turkey’s Most Admired Companies Survey 2015.”
- ❖ 2015 - Ekol won a Special Jury award at the first TEGEP Learning and Development Awards thanks to our Hezarfen Vocational and Technical High School project.
- ❖ 2015 - Ekol recognized as the Best 3PL for Automotive Supply Chains and the Best 3PL for Consumer Goods Supply Chains by customer vote at eft's European Customer Choice Awards.

- ❖ 2014- With its Sustainability and Environmental Management System Practices, Ekol became the first Turkish finalist logistics company in European Environmental Rewards.
- ❖ 2014- Ekol became one of the national champions in European Business Rewards.
- ❖ It was granted with “The Most Ethical Companies 2012 and 2013 of Turkey” award in 2013 – 2014 by the Center of Ethical Values Association (EDMER) for two years in a row.
  
- ❖ 2012 - Thanks to its economic success, and environment and social responsibility projects, Ekol was granted the European Eco Performance Award 2012 by St. Gallen University on the basis of an assessment of companies' environmental awareness in their economic business models.
- ❖ 2012- In World Logistics Success Rewards given by Dünya newspaper in five categories, Ekol was awarded with prizes in categories "Storage", "Intermodal Transportation" and "Most Successful Logistics Company".
  
- ❖ 2011 - Ekol Logistics received “Business Partner Excellence Award” in the Logistics Field granted by Procter & Gamble every year to its strategic partners worldwide thanks to its strategic innovations and investments.
- ❖ 2011 - In the 4th International Logistics Conference held jointly by the Logistics Association (LODER) and Mersin Chamber of Industry and Commerce (MTSO), Ekol Logistics won the enterprise achievement award in the National Logistics Project Contest, with its intermodal project.
- ❖ 2011 - Ekol became the only firm in Turkey to purchase and lease to firms the packages used for production and shipment of EPAL licensed automotive and automotive supply industry products produced in Turkey, thanks to the certificate received from EPAL (European Pallet Association).
- ❖ 2011 - Ekol's German Branch received the AEO (Authorised Economic Operator) Certificate which will enable it to complete customs operations even more quickly within the borders of EU. A status serving to prove compliance of the supply chain, AEO makes the certified firms' life easier in international trade. Certified operators are assumed to be reliable and compliant, and are able to utilize facilities which help faster access through security and protection related controls in EU countries, as well as simplifications in relevant customs regulations.
  
- ❖ 2008 - Ekol is now a SAP Global Success Story. The same year saw Ekol as the first Turkish firm to make a presentation in the Global Success Stories category in the global Sapphire event.
- ❖ 2008- Ekol's intermodal project awarded by European Union project Cream.
- ❖ 2008 - Ekol's projects were among the finalists in the ‘Logistics& Fulfilment’ and ‘Environmental Improvements’ categories in European Supply Chain Excellence Awards.
- ❖ 2008 Ekol realized one of the first 10 applications globally for SAP version CRM2007S.

### **Logistics 4.0. and R&D**

Industry 4.0 incorporates improvements for each line of business within the logistics industry. These enhancements include cost-effective smart warehouses with flexible design and software systems, enabling real-time tracking and intervention. Their infrastructures will be adapted for new technologies, facilitating effective supply chain management. Structures able to eliminate security vulnerabilities will also be offered, with the potential to monitor and control environmental factors while enabling data-based decisions to be taken within each service network.

In view of the above, Ekol will shift its skills and resources into Logistics 4.0.

In light of Industry 4.0 developments, Ekol is turning data into meaningful information by making objects detectable, carrying out research on self-determining technologies, and conducting pilot projects.

In line with the strategy of applying the principles of Industry 4.0, Ekol's R&D focus has put "Logistics 4.0" at its center through digitalization and visualization, process integration via the internet and mobile applications, the creation of networks between objects, cloud computing and communications technologies, and simulation and robotic systems.

Ekol carries out R&D activities in conjunction with universities and other institutions in a range of fields, such as fleet optimization and route planning, load and network improvements with 3D loading models, business model development for warehouse management, delivery and delivery, automation systems design, flexible order preparation and packaging processes, order management software, demand management system design, and transportation alternatives.

### **Ekol and Management Systems:**

- ❖ After receiving ISO 9001:2000 Quality Management System certificate in year 2004, Ekol established in 2005 OHSAS 18001 Occupational Health and Safety system.
- ❖ As of 2010, Ekol moved on to ISO 9001:2008, and was the first logistics firm to certificate Design in the industry. The move to Integrated Management System was completed with the establishment of ISO 14001 Environment Management System.
- ❖ The bonded warehouse compliant with ISO 22000 Food Safety Management System, a first in Turkey, allows Ekol Logistics to meet customer requirements, and develop and commission new systems.
- ❖ With the most comprehensive Quality Management System in the industry, Ekol Logistics pioneered R&D activities through its custom solutions tailored for its customers.

- ❖ In 2011, Ekol was able to extent the scope of ISO 14001 Environment Management System, receiving certification for its all 3 large facilities.
- ❖ In 2011, Ekol Logistics decided to undergo Safety Quality Assessment (SQAS) organized by the European Chemical Industry Council (CEFIC), with respect to International Road Transportation, and was able to pass the assessment in February 2012. By underlining the significance it attaches to Health, Safety, Environment, Security, and Quality in its services offered to Chemical Industry, it trained the drivers assigned to international transportation operations accordingly.
- ❖ In 2019, Ekol successfully passed the ISO 9001:2015 & ISO 14001:2015 transition audits with no nonconforming outputs and the Safety & Quality Assessment System (SQAS) score of 96 percent; it also completed and maintained its transition to these management systems.
- ❖ In 2020, Ekol successfully passed the ISO 9001:2015, BRC S&D audits with no non-conforming outputs and an AA score, the highest level. This has allowed for the continued development of the management system.
- ❖ Ekol started its efforts for TSE COVID-19 Safe Service Certification in 2020. Upon conclusion of the audits performed in accordance with the “COVID-19 Hygiene, Infection Prevention and Control Guidelines for the Service Industry” in 2021, the high level of hygiene at Lotus, Orkide and Yonca facilities was certified. We ensured the sustainability of these practices at other facilities.
- ❖ Ekol started digitizing its Quality Management Systems infrastructure in 2020.
- ❖ In 2010, Ekol received the ISO 10002:2004 certificate for its Customer Complaints’ Handling - Customer Satisfaction system based on the “We Are Listening” concept that transforms customer feedback to corporate values. Then, we established the Customer Sustainability Unit to merit the ISO 10002:2014 version in 2017; this certificate stands for the assessment of all internal and external shareholder feedback.
- ❖ Customer satisfaction assessment at Ekol Logistics is executed by independent organizations and Ekol takes necessary follow-up actions.
- ❖ In order to prove our carbon dioxide reports which we regularly send to our customers, and our greenhouse gas inventory related to all locations and activities of Ekol Logistics, which have a significant effect on our winning of the Eco Performance Award; a project has been commenced within the scope of the "ISO 14064-1 Quantification and Reporting of Greenhouse Gas Emissions at the Organization Level" standard. A project team was launched for a project by the Management Systems Development and Process Development departments. Team training was completed at 126 person/hour rate. Project activities began in the last quarter of 2012, and field supervisions were completed in February 2013 as part of the project plan. Ekol Lojistik A.Ş. The Greenhouse Gas Inventory Report has been published. Ekol corporate website shares the current emission and diesel emission reduction amounts.
- ❖ Improvement activities are carried on interruptedly in order to provide all stakeholders with more efficient, fast, reliable and quality service. In this regard, works have begun to be the first

company to apply for the AEO Program entered into force in 2013 by T.R. Ministry of Customs and Trade, and to become entitled to receive certification.

- ❖ Ekol implements the ISO 27001:2013 Information Security Management System. The most crucial principal of this system is the security, integrity, and accessibility of the processed, safeguarded, and managed information and information assets stemming from Ekol, as well as the legal and contractual obligations.
- ❖ The Ekol Logistics Lotus Facility has qualified to receive the Transported Asset Protection Association (TAPA) Freight Security Requirements (FSR) Class A certificate, which is considered the most prestigious certificate in the global platform because of its high-security standard requirements. The Lotus Facility of Ekol has, subsequently, become the largest warehouse with a TAPA certification in the Europe, the Middle East and Africa (EMEA) region.
- ❖ Lotus, which has already been certified to ISO 9001, ISO 14001, OHSAS 18001, and LEED, is preparing for a new energy investment in the facility while it has recertified its service quality with the TAPA certification in 2019. The solar panel investment on a 35,000-square-meter area will allow Lotus to self-generate half of its electricity needs.
- ❖ Ekol staged theater performances with an Occupational Health and Safety theme for its colleagues to enjoy and learn in 2015 and 2016.
- ❖ In addition, Ekol completed the auditing of additional management systems, such as URSA, Sedex, Ecovadis, NQC, GQE, and Achilles, especially requested by Ekol customers over the years and transparently published findings on relevant platforms.
- ❖ As a pioneering company in its sector, Ekol was selected in 2017 to be the first logistics company to be included in the Turquality Brand Development Program. As part of Turquality, the world's first and only state-sponsored brand-building program, Ekol will fly the Turkish flag proudly in global markets and further strengthen its financial sustainability.
- ❖ With a view to strengthen industrial experience and as part of the Health Operations in compliance with the GDP & GSP standards, the ISO 13485:2016 Medical Devices Quality Management System was implemented and certified in 2019 at Ekol's Lotus Facility.
- ❖ Boasting the most comprehensive Integrated Management System in the industry, Ekol Logistics adopts the United Nations Sustainable Development Goals. In 2015, Ekol harmonized its corporate sustainability activities with the three-axis (Economy, Society, and Environment) approach.
- ❖ Ekol launched its OHS Bulletins in 2018. We distributes these newsletters on various topics, including health, safety, and first-aid, through internal mailing and post visuals on bulletin boards in warehouses.
- ❖ Within the scope of OHS, Ekol furnished all its facilities with first-aid posters and organized various health-related seminars to the employees in 2019.
- ❖ As required by the HSE legislation, Ekol started to receive services from OSGB at Ekol as of June 2013 and appointed 36 Health and Safety personnel, 31 physicians, and five health care personnel across Turkey in 2019.

- ❖ Ekol made the transition to the ISO 45001:2018 Occupational Health and Safety management system.
- ❖ To boost employee participation within the scope of ISO 45001, we involved employee representatives in site audits and commissioned the new “4400 White Line” for contact.
- ❖ Ekol established the OHS Coordination Board with leaders of critical functions for senior management to adopt the system and lead the way.
- ❖ Ekol appointed a physician as the Pandemic Coordinator to set the relevant rules and measures across the company. With critical functions on board, we established the Ekol Control and Tracking Center and kept the relevant measures and rules up-to-date with joint efforts. All employees were informed by internal communication and training units through videos, posters, newsletters and mail messages, and measures were taken on-site with various practices.
- ❖ Ekol conducted pandemic drills for various scenarios in all health units.
- ❖ Ekol's workplace physicians, other health personnel and OHS experts provided on-site toolbox training on pandemic rules.
- ❖ Ekol carried out e-learning sessions on protection against coronavirus, held online meetings and made announcements regarding internal communication. We invited each facility to extraordinary meetings to remind everyone of their assigned actions and responsibilities.
- ❖ Ekol increased the number of health workers for faster and more efficient action in response to the health unit's increased workload during the pandemic. Seven other healthcare professionals were hired adding up to a total of 12, with three professionals working the night shift and nine professionals working a fixed shift. We currently have 35 workplace physicians providing service.

**Most valuable entities which are not shown in our financial statements; OUR EMPLOYEES**



Ekol Logistics adopts a people-oriented approach in various projects to enhance and implement certain standards and frameworks in working conditions. In addition, we support sustainable projects to protect the social rights of our employees and organize various social activities to enable more efficient communication platforms.

Following its vision to become the multinational employer brand of choice, Ekol established the ONE EKOL to strengthen its corporate culture. We gathered our employees in all corners of the world, from Turkey to Czech Republic, around the "We Are One Together" motto.

**Human Resources Strategy:**

Ekol Logistics employs over 8,000 Ekol team members of different competencies, experience, nationalities, and language in its facilities spread over 13 countries. These 8,000 employees and their families bring together a large family of 30,000 people in Ekol.

Our three-year Human Resources roadmap aims to create a management approach that will swiftly adapt to market dynamics and client expectations in compliance with corporate strategies. Our primary priority is to be people-oriented in all our designs and practices. We not only aim for harmonized and integrated HR systems but also pursue a shared goal in compliance with the corporate goals and strategy. We encourage a more agile, simpler, and integrated business model for our employees to create a strong approach that supports innovation and employee engagement.

Our "Introduction to Our Values and Leadership" program welcomes all Ekol team members from all levels to strengthen the Ekol family bonds and train future leaders. Integration of selected values with the performance system and their encouragement with recognition events is among the priority projects in 2020. This was planned in 2020, but had to be postponed to 2021 due to the pandemic. We only carried out the workshops and surveys aimed at identifying values.

In line with this strategy, objectives of Ekol are;

- ❖ Establishing international strategic human resources mentality, increasing employees' satisfaction and loyalty.
- ❖ Employing and maintaining correct employees with the objective of becoming best place to work for.
- ❖ Implement a working culture that describes the competencies for various titles and positions
- ❖ Making possible that objectives which are expected from employees are stated openly and clearly, that individual achievements are measured objectively and rewarded duly, in order to increase corporations performance and make is sustainable.
- ❖ The establishment of career and back-up system serves to assign correct individuals in the corporation to the correct positions, at the correct time.
- ❖ Ensuring that employees working with salary system are rewarded in a realistic and fair way so that employees performing work at requested quality level are kept in the organization.
- ❖ Establish a remuneration and reward system to award employee responsibilities and performance to support corporate strategies and culture
- ❖ Monitoring Employee's Satisfaction and Loyalty as an indicator, determining strong and open to improvement areas, taking right steps to maintain strong ones and improve other ones.

Helping to adopt corporate change culture by managing human resources within Ekol ideally, in order to realize organizational objectives and critical success factors.

Ekol respects its employees' union and collective contract rights.

Ekol believes that rational solutions as key to sustainable success and effective resource utilization can only be produced with qualified and happy human resources and therefore investing in employees in a sustainable sense.

Each employee has an employment contract containing the terms of service and job descriptions are defined in the contacts. Specifying the conditions regarding the termination of employment in the "Operational Procedure for Discipline Regulation", Ekol clearly states that purchases, receiving gifts, goods, or cash, or any benefits from legal or natural persons with which the company deals with would constitute grounds for termination of employment, within the framework of the efforts to fight against corruption.

In order to create a more transparent and fair working order, Ekol has founded Ethic Board which is a full entitled organization.

In order to adopt ethical values that is practiced during business processes, Ekol has published Ekol Regulation on Corporate Principles in 2012. The regulation emphasizes the main topics of Protecting

Social Benefits, Compliance to Laws and Other Regulations, Protecting Worker Rights and Working Conditions, Efficiency of Business Partners and Social Stakeholder Communication, Protecting Company Rights, and Transparency.

Ekol has never been accused of forced labor or named with this issue. Besides this, compliance with the legal requirements concerning employee rights, confidentiality principle, equal benefits for employees, safety, security, and health had always been important parts of its Human Resources Policies. Ekol stands against any discrimination based on race, color, gender, religion, political view, nationality, marital status etc., and acts in line with established procedures. In March 2009, Ekol signed the "Declaration for Management as a Women's Right" sponsored by KalDer, underlining the importance it attaches to gender equality.

**Employee distribution in years 2009 –2013:**

Female Staff / Total Staff Count	2009	2010	2011	2012	2013
Number of Male Employees	2480	2888	4229	5366	4231
Number of Female Employees	389	431	798	1425	1314
Rate of Female Employees	13.55%	12.98%	15.87%	20.98%	23.69%

**Employee distribution in years 2014-2020:**

Female Staff / Total Staff Count	2014 Medium	2015 Medium	2016 Medium	2017 Medium	2018 Medium	2019 Medium	2020 Medium
Number of Male Employees	3463	4205	4.550	4.638	4.764	4.723	4.808
Number of Female Employees	719	835	843	880	934	954	906
Rate of Female Employees	17.2%	16.6%	15,6%	12,1%	11,9%	17,00%	16,00%
Number of Foreign Employees	963	1.170	1.601	1.711	2.162	2.040	1.914
Total	5145	6.210	5.393	7.229	7.860	7.717	5.714

**Talent Acquisition Process:**

In compliance with the One Ekol corporate culture and values, the Talent Acquisition process seeks four fundamental competencies for all positions:

These are:

customer-focused;  
passion;  
confidence; and  
people-oriented.

Ekol talent acquisition aims to gain new recruits to vacant positions as determined during the annual HR planning at the beginning of the year. The new recruits are to comply with Ekol corporate strategy, goals, culture, and values and offer added value, specific knowledge, skills, and competencies to their position.

Talent acquisition process includes the determination of personnel requirement, management of the application process, preliminary assessment, selection, approval, placement, and monitoring. Qualities and competencies for each position are determined and candidates are reviewed according to these criteria.

Within the scope of its vision to become the employer brand of choice for candidates, Ekol implements various talent acquisition tools, including competency-based interviews, personality inventory, general aptitude test, assessment center practices, foreign language examination, and reference checks, as required by the applied position. When changing conditions and needs necessitate, appropriate talent acquisition practices can be conducted through online platforms.

Ekol believes that human rights are an absolute and universal standard. Company acknowledges the Human Rights of the United Nations and the Universal Declaration of Children's Rights Convention. Ekol doesn't employ child worker and doesn't support employment of children.

Organization remains committed to equal opportunity in the workplace; stands against any kind of racist / discriminatory approach based on fundamentals like religion, language, race, ethnicity, disability, gender, marital status, relationship and age.

### **Performance Management System:**

The primary purpose of the individual performance management system is to spread Ekol values and strategies to all employees.

It further aims to attain high performance within Ekol and offer continuous education and improvement opportunities to its employees as needed.

Individual performance not only includes the attainment of annual business outputs by the employees but also behavioral compliance with corporate values. Thus, performance management at Ekol considers both the attainment of business goals and the behavioral assessment.

Individual performance assessment determines personalized education and enhancement requirements in compliance with corporate priorities. Furthermore, the findings guide career and rotation decisions.

### **Competency Evaluation System:**

This system is used for various areas including Competencies, Recruitment, Organizational Change, Identifying Potential & Development Planning, Back-Up Planning and Position Change.

**Scholarships and Charity Facilities:** Ekol Logistics provides employees' children studying in primary and secondary degree schools with scholarship and charity facilities. In addition to providing scholarships to students successful in OKS, all students are provided school supplies and clothing assistance

Education Aid		
Year	Numb. of Person	Total Figure
2007	500	63.000
2008	550	70.000
2009	550	70.126
2010	745	95.433
2011	800	120.000
2012	1.504	225.600
2013	1.760	264.000
2014	2.003	300.450
2015	2,070	300,450
2016	2,200	385,00
2017	2,281	456,200
2018	2.306	403.550
2019	2,378	594,500
2020	1,991	497,750

**Carrier Management:**

The output of the performance assessment system helps draw the career track of the person, taking into consideration the training requirements, training results and the factor of meeting the requirements of the position. The employees who achieve high scores with respect to all these criteria are included in the skill pool. These employees are trained for and progress toward becoming the future directors of Ekol.

**Employer Brand:**

- ❖ As 2020 was a pandemic year, Ekol organized events throughout the year to boost staff morale and motivation.
- ❖ The company adopted the remote working model on March 18, 2020 to protect the health of Ekol team members. Consisting of HR, OHS, general services, workplace physicians and facility managers, the “Ekol Control and Tracking Center” was established to manage the entire process. The facilities were immediately and fully adapted to the pandemic for colleagues who continued to work on site. Ekol handed out masks, implemented social distancing practices at the cafeteria and break rooms,

started temperature measurements at facility entrances and followed hygiene rules. All trucks and service vehicles were disinfected with NanoClear Silver Ion Technology.

- ❖ Ekol carried out and communicated “The New Life at Ekol” studies for the pandemic under four headings:
  - Optimizing physical and hygienic conditions
  - Making suggestions for a working model
  - Organizing training sessions
  - Ensuring continuous communication
- ❖ Ekol carried out studies for wellbeing, a matter particularly emphasized in these times.
- ❖ Online Work & Life Balance and Wellbeing Seminars with Ebru Şinik was held. Ekol became the first company in Turkey to participate in this seminar more times than other company and hand out certificates to all participants.
- ❖ Online Positive Parenting Seminars with Tansu Oskay was organized.
- ❖ Turned on cameras in Turkey and abroad, colleagues exercised together.
- ❖ Ekol contributed to the individual development of its team members by publishing weekly webinar lists.
- ❖ Prepared in collaboration with Korn Ferry, a global organizational consulting firm, the “COVID-19 and the Employee Experience” survey was conducted in Turkey and abroad. Also continued to publish periodic surveys.
- ❖ All information transparently with live broadcasts (Ekol Control and Tracking Center) was shared.
- ❖ A presentation about all the coronavirus measures taken by Ekol was prepared and updated regularly
- ❖ Ekol asked to little members of the Ekol family to paint a picture of the “future,” and held an online art exhibition in celebration of April 23rd National Sovereignty and Children’s Day.
- ❖ A feedback channel for pandemic studies was established.
- ❖ Ekol’s studies set an example for other companies.
- ❖ To create a wholesome Ekol spirit, Ekol offered New Year’s gifts to all employees and held a live broadcast raffle to award over 150 employees with a broad range of products ranging from washing machines to televisions. The raffle was followed by a live performance.
- ❖ In addition, gift baskets are sent to new mothers in Ekol to remind that Ekol stands with them through every path of their lives. Besides, Ekol welcomes "Tiny Members of Ekol" in its biweekly newsletters sent out on Fridays.
- ❖ Corroborating the company's sustainability principal, Ekol hands out eco-friendly "welcome aboard" packs to our newly recruited colleagues. The "welcome aboard" packs comprise entirely of recyclable products.
- ❖ Moreover, biweekly newsletters called "Our New Colleagues" are sent to welcome new colleagues. Furthermore, +1 banners are hanging above the desks of new members in the Ekol white collar team to help them feel a part of the family. These banners also ensure faster recognition of new recruits among the team to offer sincere welcome wishes.

- ❖ Through a joint effort by all departments in the company, Ekol published a bulletin called “Internal Communication Newsletter” in English and Turkish to increase internal communication and keep all colleagues informed about company-wide developments.
- ❖ Every two months, Ekol hosts academicians, global leaders, and outstanding personalities in the corporate world in our “Inspirations” seminars to stimulate personal improvement among the team. Seminar guests included Pirelli CEO Murat Akyıldız and Ümran Beba, who is regarded as one of the greatest business minds alive. The TEMA Foundation gifted a sapling to each speaker at the closing ceremony of each seminar.
- ❖ Ekol noted an upsurge in company recognition and employee interest through employer brand projects.
- ❖ Within the logistics industry, Ekol is the leading company in terms of strong brand recognition and number of followers on LinkedIn.
- ❖ Ekol provided specially prepared hygiene kits and towels to its drivers to remind them of its support during their long routes.
- ❖ In addition, Ekol celebrates the birthdays of all team members with personalized videos and grant them a floating day off to be used anytime during the year.
- ❖ On the occasion of the “International Day of Friendship,” Ekol celebrated its employees who completed their first full year at the company with personalized videos and offered them coffee coupons.
- ❖ Ekol makes donations to Darüşşafaka Schools on Mother’s Day and Father’s Day.
- ❖ Ekol organized a donation campaign for the victims of the Elazığ Earthquake. The donations were then used to help the victims of the Izmir Earthquake.
- ❖ Eko enlisted Hope Foundation for Children with Cancer (KAÇUV) to sell products at its Sancaktepe and Kardelen facilities with Hope Café and raised money for children with cancer.
- ❖ Within the scope of Ekol Culture and Leadership Transformation studies, Ekol commenced efforts to define its values and met with six different companies. Ekol defined its values with workshops, surveys and desk work.
- ❖ A microsite was created for November 10th Atatürk Memorial Day for team members to share their love and respect for the great leader Atatürk. More than 3,600 were posted.
- ❖ Cheerful Moments as an on-site project was launched and surprised employees by offering them various treats.
  - Offered salep to 1,700 people at Sakura and Yonca facilities.
  - Offered candy apples to 210 people at Sancaktepe and Teknopark offices.
- ❖ Ekol suspended on-site work due to the pandemic and organized various webinars.
- ❖ Some of the speakers in the Cheerful Moments webinars:
  - Health of Our Little Friends Webinar with Dr. Seralp Uzun, DVM
  - Security in the Midst of the Great Reset with Gökhan Say
  - Coffee Workshop on the International Coffee Day

### **Training and Improvement:**

Training and Improvement activities are carried out in line with our corporate strategy, objectives, priorities and values and performance goals and improvement activities of Ekol employees. By determining training requirements, training plans are prepared and necessary organizations are made to conduct trainings.

Training and Improvement are aiming at the ability of all Ekol employees that they are doing their job correct, that they can think multi directional, innovative, and becoming best persons in their jobs creating added value, developing their professions and competency in line with their responsibilities and personal skills. So, it is provided that employee satisfaction/loyalty is increased, quality awareness is made perfect, employees' performance, operational efficiency and productivity are increased.

Training programs, subjects and contents are determined in line with educational and development needs, also surveys carried out in line with company's corporate strategy, goals and values, workshops, negotiations with employees and managers, improvement fields set by employees by themselves, and recommendations of managers are considered, too.

In Ekol, beside educations for white collar workers, also a great importance is given to trainings for blue-collar workers and financial resources are allocated for these. The trainings received by our blue collar workers throughout the year can be categorized under the titles personal development, quality management systems, occupational health and safety, environment management systems, and technical and professional trainings. Training programs approved by Ministry of National Education and Vocational Training Center with the aim of certifying professional development of warehouse employees are continuing.

Within the scope of orientation program, all new drivers starting to work for Ekol receive trainings from driving instructors, Occupational Health and Safety Specialists and Occupational Workplace Physician. Besides Ekol' s sensibility to environment, ensuring that drivers take necessary information on consuming minimum amounts of fuel in order to use resources efficiently and reduce costs, contribution to drivers' professional developments are among most important objectives. In addition to this, Defensive Driving and Fatigue Fighting training for drivers continue.

### **Driver Trainings per Year:**

- ❖ **2007:** 378 hours training / 90 drivers / 2802 man-hours
- ❖ **2008:** 280 hours training / 110 drivers / 2,792 man-hours
- ❖ **2009:** 440 hours training / 572 drivers / 3,288 man-hours
- ❖ **2010:** 416 hours training / 160 drivers / 1,728 man-hours
- ❖ **2011:** 150 hours training / 260 drivers / 1,620 man-hours

- ❖ **2012:** 218 hours training / 307 drivers / 2,077 man-hours
- ❖ **2013:** 519 hours training / 781 drivers / 4,115 man-hours
- ❖ **2014:** 529 hours training / 940 drivers / 4,970 man-hours
- ❖ **2015:** 528 hours training / 475 drivers / 4.582 man-hours
- ❖ **2016:** 928 hours training / 1449 drivers / 8.223 man-hours
- ❖ **2017:** 1015 hours training / 724 drivers / 3.513 man-hours
- ❖ **2018:** 516 hours training / 624 drivers / 4087 man-hours
- ❖ **2019:** 834 hours training / 658 drivers / 6209 man-hours
- ❖ **2020:** 1.961 hours training / 690 drivers/ 7992 man-hours

In line with Training and Development Plans, Ekol employees join many programs in the field of orientation, adaptation to work, personal, technical, professional, and leadership development. In addition to trainings in classrooms, e-learning, on-the-job training, seminars, conferences, and panels are offered as distinct training solutions, to contribute to the professional and personal development of our employees, with a view to raising their knowledge levels higher, to come up with individuals to create value and increase performance each day.

With the necessity of contribution to society and social responsibility approach, Training and Development activities continue also outside of Ekol. A logistics class was opened in cooperation with Hezarfen Vocational and Technical High School. With this project, where Ekol provides its support in the means of content and technical possibilities, high school students are provided with education and profession. As a continuation of the project, "Ekol Staff College Completion Project" began. With this project, Ekol employees providing necessary competencies are supported to complete the high school.

**Total Training Hours:**

- ❖ **2007:** 1,254 hours training / 1,165 employees / 10,462 man-hours
- ❖ **2008:** 1,858 hours training / 7,871 employees / 20,917 man-hours
- ❖ **2009:** 2,450 hours training / 5,211 employees / 15,623 man-hours
- ❖ **2010:** 2,900 hours training / 5,909 employees / 19,264 man-hours
- ❖ **2011:** 3,573 hours training / 13,682 employees / 34,515 man-hours
- ❖ **2012:** 6,547 hours training / 16,189 employees / 36,468 man-hours
- ❖ **2013:** 3,586 hours training / 7,184 employees / 43,800 man-hours
- ❖ **2014:** 5,525 hours training / 7,536 employees / 54,306 man-hours
- ❖ **2015:** 9.364 hours training / 8.205 employees / 57.441 man-hours
- ❖ **2016:** 11.891 hours training / 24.279 employees / 64.375 man-hours
- ❖ **2017:** 8.971 hours training / 26.677 employees / 58.147 man-hours
- ❖ **2018:** 7.899 hours training / 45.288 employees / 96.484 man-hours
- ❖ **2019:** 14.549 hours training / 41.166 employees / 83.993 man-hours
- ❖ **2020:** 10.420 hours training / 67.349 employees / 95.823 man-hours

## Ekol and Social Responsibility

### **Our Corporate Social Responsibility Policy: Positively contribute to the future of the community**

Since its foundation in 1990, Ekol Logistics always aimed to fulfil its responsibilities towards the society, the environment, and employees. In this framework, it tried to support Social Responsibility Projects to the extent of its capabilities. Ekol underlines its efforts in this respect with the frequently used slogan "logistics for a better world", and pays the due of its principles with countless projects it carried out through the years.

#### **1) Ensure that new generations grow to be more socially conscious and well-equipped individuals**

With its service network providing in different sectors, Ekol Logistics is working within a structure present at all fields of life. With a view to fulfilling its part in achieving a better society, Ekol engages in numerous education projects to raise modern and contemporary new generations according to the cultural, social values of the society.



#### **2) Achieve sustainable growth by developing environmentally-sustainable projects and business processes**

Natural resources are being exhausted with pace. Habitats are getting restricted. Each day harm done by humans on the environment increases logarithmically. Believing that the companies need to play their part on leaving a better world to future generations, Ekol strives to organize its processes with environment-awareness, to inform its employees, and to support non-governmental organizations working to protect wild life...



#### **3) Ekol Voluntary Day**

5<sup>th</sup> December World Voluntary Day is celebrated as Ekol Voluntary Day by employees in every year. Ekol Logistics's employees have internalized Social Responsibility Awareness within the framework of the corporate culture, and currently maintain their efforts in this respect. All employees engage in personal efforts in addition to company-wide efforts.

**ENSURE THAT NEW GENERATIONS GROW TO BE MORE SOCIALLY CONSCIOUS AND WELL-EQUIPPED INDIVIDUALS**

**Hezarfen Technical and Industrial Vocational High School (2013- ):**

In 2013, Ekol Logistics has set an example for the industry by establishing an Application Depot and a Computer Lab for Hezarfen Technical and Industrial Vocational High School. Ekol, as part of its active support for education since day one, had set up a modern computer lab for 40 students of Ekol Class at Hezarfen Vocational and Technical Anatolian High School, as well as applied education depots, to meet the needs of the industry.

In order to gain students reading habit and improve their self expressions habit, in 2014, a library was founded, facilities are visited, specialists and experienced unit managers came together with students within the scope of on-site trainings, and seminars are organized, as well. Booklets on warehouse management, distribution, and customs procedures were drawn up to support education curriculum, in order to help raise well-equipped graduates for the industry.

Within this project, internships in Ekol facilities is offered to the students to do internships in Ekol facility.

Ekol won a Special Jury award at the first TEGEP Learning and Development Awards in Social Responsibility category thanks to Hezarefen Vocational and Technical High School project.



### **Ekol Employees–High School Education Project**

Ekol supports its blue-collar employees with "The High School Education Project" organized in cooperation with Harmandere Vocational and Technical High School. While the first pilot group of "Ekol Employees - High School Education Project" are continuing their education, in the academic period 2014/15, 30 employees from Contract Logistics participated in the project and passed to the 11<sup>th</sup> grade after finishing the term successfully. Ekol is aiming to make sure that all our eligible employees benefit from this project. Accordingly, Ekol reached out to 104 employees from its facilities in Istanbul who indicated their willingness to finish their high school education in the academic year of 2015/16. Both face-to-face and e-learning methods are used in the program. At the weekends, students receive training on logistics at Harmandere Vocational and Technical School while they receive their general culture courses through e-learning.

When they have collected enough credits, the blue-collar workers of Ekol will be awarded with their diplomas as the graduates of the Vocational High School - Logistics Department. "Ekol Employees - High School Education Project", which is essentially a social responsibility project, offers many social and economic advantages to its employees.

In 2017, the first students graduated from Ekol's Personnel High School Graduation Project, a project targeting blue collar employees. Sixteen students received diplomas from the Open Vocational High School Logistics Department as Logistics Department graduates.

### **Rota – Ekol Logistics Mentorship Program**

Rota – As part of the Program, Ekol's voluntary mentors shared their professional and personal experiences with their mentees. The program commenced in 2017 with participation from the Hezarfen Technical Anatolian High School seniors. The Ekol Family volunteers receive student mentorship training. Ekol aims to guide and help students at the most critical point in their lives by providing them information through the program.

### **"Don't Wait, Donate" Campaign**

Ekol organized "Don't Wait, Donate" Campaign in 2016, started to collect books with the support of its employees for filling the Harmandere Vocational and Technical School Logistics department library.

Aiming to increase the reading habits of students, contribute to raise them as efficacious people for the society, Ekol voluntary employees gave support to the campaign at the **book collection points** which were placed to the facilities.

The project continued in 2017.

### **Darüşşafaka- Kitapcan Parent**

To give to fresh grade 5 students, of Darüşşafaka, Ekol, in 2014-2015 education period; became Book Parent of 5d class with 25 students making a cooperation for "Kitapcan Book Gift Card" project prepared by Book Everywhere for Anyone Foundation. Ekol supported this project by fulfilling needs for books of the class for 1 year.



### **Donation to Village Schools in Cooperation With Bilkent University**

Ekol also supported the activity organized by Bilkent University under its corporate social responsibility projects. In 2018, we donated clothes to students in Bitlis Kapisuyu Village Dibekli Hamlet Elementary School and in Hakkari Şemdinli Konur Village Elementary School. The articles chosen specifically to meet the needs of the students were delivered to their schools.

### **Ekol's Cooperation with Universities**

Aware that the youth comprises the most important individuals of the society, Ekol Logistics acts in cooperation with universities. Opportunities to visit the facilities, internship agreements with important educational institutions, career days participated, and panels, as activities organized for or with universities, provide, on the one hand, university students a chance to prepare themselves better for the professional life, and fulfil, on the other, the role of the firm in supporting training of quality work-force, as part of its industrial responsibility.

Ekol reached an important success in 2012 as the first brand to establish the only R&D Centre in its sector in Turkey. Employing a young staff of more than 120 full-time personnel – 95% holding graduate degrees, Ekol R&D Center implemented more than 100 projects to date, with the purpose of increasing productivity and developing new business models.

3 of 7 projects of R&D department supported by TUBİTAK are approved in 2014, for 4 R&D projects patent application are carried out.

Ekol R&D Center will crate a ground for realization projects of SAN-TEZs (Thesis Studies Supported by Industry) and give opportunity of implementation to masters and doctorate students during which the ongoing cooperation of Ekol with academics will increase and publications of sector specific studies and case studies will have vast chances.

In 2016, Ekol Poland signed a cooperative agreement with the Poznan University of Logistics, the first higher education institution of Poland in the field of logistics. Ekol Poland teaches students about various subjects.

Ekol Ukraine launches the #EkolOsvita educational initiative for higher education students. As part of the project, the provider opens the doors of its main bonded warehouse to future specialists and teachers. Ekol's RUTA bonded warehouse hosts university students during certain periods.

In 2017, Ekol Turkey became part of the six-week syllabus in collaboration with Okan University. Okan University students received a "Brand" lecture from Selin Üstün, the Ekol Turkey Strategic Customer Relations Management Director. There was high interest in the Program from students in the Logistics Department, and from other departments including Law. The Brand lecture covered many important questions and topics, like "What do we carry?" "How do we carry?" and "Import and Export Processes"

Within the scope of our collaboration with Okan University in March, 2018, we launched a pilot program in Ekol. Teaching Fellow of the Okan University provided the "Supply Chain Management MBA Program" to 15 Ekol employees at the Ekol's Kardelen Facility. The non-thesis program graduated its first alumni in 2019. Thus, participants obtained a master's degree, thanks to this collaboration.

### **Facility Tours:**

Ekol provides tours of the highly-automated facilities equipped with advanced technology, for logistics clubs of universities, allowing the students to have a on-site glimpse on the processes. The students obtain a chance to get detailed information regarding the industry they intend to work in, in addition to an opportunity to see the wide range of services covered by the logistics industry.

#### **Facility tours in 2008:**

İzmir University of Economics  
Beykent University  
Avcılar Mehmet Emin Horoz Vocational School of Logistics  
İstanbul University

#### **Facility tours in 2009:**

Bilgi University  
Okan University  
İzmir University of Economics  
Bahçeşehir University



Facility tours in 2010:

Boğaziçi University  
Yeditepe University

Facility tours in 2011:

İstanbul Kültür University  
Bahçeşehir University  
Yeditepe University

Facility tours in 2012:

Okan University  
Arel University  
Yıldız Teknik University  
Bilkent University  
Kayseri Erciyes University

Facility tours in 2013:

Bilkent University  
Uludağ University  
Nişantaşı University  
Okan University

Facility tours in 2014:

Bahçeşehir University  
Fransa Sorbonne University  
Okan University  
Işık University  
İstanbul Ticaret University  
TOBB Ekonomi ve Teknoloji University  
Türk Hava Kurumu University

Facility tours in 2015:

Bilgi University  
İstanbul Technic University  
İstanbul Kültür University

Facility tours in 2016:

İnegöl Commerce Vocational High School  
FIATA Diploma Eğitimi Katılımcıları



Feriha Uyar Girl Vocational School  
50.yıl Feridun Tümer High School  
Bilgi University  
Sakarya University  
Hezarfen Vocational and Technical Anatolian High School  
Dumlupınar Üniversitesi Şaphane MYO  
Nuh Naci Yazgan University  
Arel University

Facility tours in 2017:

Maltepe University  
İstanbul Kültür University  
İstanbul Gelişim University  
Bilkent University  
Hezarfen Technical and Industrial Vocational High School  
Karatay Technical and Industrial Vocational High School  
Özyeğin University  
Dimitrie Bolintineanu Technology High School  
Kiev Logistics School  
LogisticPoint

Facility tours in 2018:

Medipol University  
Sultangazi Atatürk Technical and Industrial Vocational High School  
Beykoz University  
Karabağlar Fatih Sultan Mehmet Technical and Industrial Vocational High School  
Pamfil Şeicaru High School  
Çanakkale 18 Mart University  
Yalova University  
Hezarfen Technical and Industrial Vocational High School  
İstanbul Kültür University  
MEF University

Facility tours in 2019:

Hezarfen Technical and Industrial Vocational High School  
Medipol University  
Okan University  
İstanbul Maltepe University  
İstanbul Kültür University

Facility tours in 2020

No facility tours were made in 2020 due to the Coronavirus measures

**Seminars and Panels:**

The executives of Ekol Logistics offer numerous seminars and participate in panels each year, in order to share their experiences accumulated in long years in the industry, with the logistics specialists of the future.

Seminars and Panels in 2007:

Izmir University of Economics – Seminars by Guest Speakers

Seminars and Panels in 2008:

Yeditepe University – Career Days

Celal Bayar University – International Trade and Logistics Seminar

Seminars and Panels in 2009:

Istanbul Technical University – 8th Industry Days

Erciyes University – Logistics Day

Boğaziçi University – Seminar Class

Seminars and Panels in 2010:

Boğaziçi University – Seminar Class

Uludağ University – Career Days 2010

Muğla University

Seminars and Panels in 2011:

Uludağ University

Istanbul Kültür University

Marmara University

Seminars and Panels in 2012:

Boğaziçi University

Istanbul Kültür University

Uludağ University

Yıldız Teknik University

Seminars and Panels in 2013:

Uludağ University



İstanbul University  
Yeditepe University

Seminars and Panels in 2014:

Okan University  
Işık University  
Çağ University  
Bahçeşehir University  
İstanbul Ticaret University  
Yıldız Teknik University  
Sakarya University  
Eylül University

Seminars and Panels in 2015:

İstanbul Technic University  
Uşak University  
Yıldız Technic University  
Balıkesir University  
Niğde University  
Bahçeşehir University  
Koç University  
Yaşar University  
Süleyman Şah University

Seminars and Panels in 2016:

Arel University  
Poznan Logistics School  
Darüşşafaka High School  
Dokuz Eylül University Maritime Faculty  
Özyeğin University  
Yeditepe University  
İstanbul University  
Bocconi University  
Marmara University  
Ege University  
Poznan Logistics University  
Kiev-Mohila Business School  
İstanbul Gelişim University  
Okan University



#### Seminars and Panels in 2017:

Sivas Cumhuriyet University, Logistics for a New World Seminar

Afyon Kocatepe University – Career in Logistics

Okan University – Urban Logistics

Çanakkale 18 Mart University – Deregulation of Railways and a Career in the Logistics Summit Panel

Hezarfen Vocational and Technical Anatolian High School –

Dumlupınar University Şaphane Vocational High School – Interconnected and Innovative Logistics Solutions Seminar

Önen Vocational and Technical High School – New Trends and Careers in Logistics

Izmir Economy University – Digital Supply Chains Panel

Poznań Logistics University – 11th Teachers' Forum

#### Seminars and Panels in 2018:

Özyeğin University- Transformation ve Industry 4.0 Panel

Yaşar University Logistics Days -Logistics 4.0 ve Big Data Panel

Yeditepe University- Sustainable Strategies in Logistics Panel

Kyiv National Economic University- Logistics Days

#### Seminars and Panels in 2019:

Boğaziçi University- Our Business Processes ve Health Logistics

Yeditepe University- Logistics in the New Era and Modern Solutions Panel

18 Mart University- Logistics Summit

Necmettin Erbakan University- Konya Logistics Summit

Afyon Kocatepe University- Logistics Career Days

Düzce University- Career Days

Medipol University- Career Days

Yeditepe University- Women in the Industry

#### **Sponsorships:**

In order to support the students in getting a complete education, Ekol sponsors various events organized for university students, the future of Turkey, to fulfill its responsibility for university students.

#### Sponsorships in year 2007:

Logistics Training Camp '07

#### Sponsorships in year 2008:

Istanbul University – Graduation Ceremony 2008

Sakarya University – Shell Eco-marathon (logistics support)

Sponsorships in year 2011:

Mersin University – "TUBİTAK Formula G Solar-Powered Car Races" Sponsorship for the team racing with the vehicle named Scorpion.

Sponsorships in year 2012:

Uludağ University - gift a conference room to the Vocational School of Social Sciences.

İstanbul Kültür University –2012 Logistics Panel

Bilkent University – Supply Chain Summit



Sponsorships in year 2013:

Bilkent University-National Academy of Young Student Symposium

TOBB Economics and Technology University -The Election Analysis Working Group (EWGL A) Conference

Sponsorships in year 2014:

Istanbul University of Purchasing and Supply Chain Conference

Dokuz Eylul University - European Solar Challenge (European Solar Vehicles Race) - Logistic support  
Istanbul Commerce University-Production Research Club, support for the project called Dreams Libraries

Middle East Technical University, 2014 Shell Eco-Marathon race in Valencia - Logistic support

Bilkent University junior National Academy Student Symposium

Sponsorships in year 2015:

ODTÜ- E-commerce ve Logistics Summit

Sponsorships in year 2016:

Yıldız Technical University - Formula Student Race Logistics Sponsorship

Open Sitges- Ekol Spain sponsorship

Sponsorships in year 2017:

Yıldız Technical University - Formula Student Race Logistics Sponsorship

BME Formula Racing Team-Hungary- Supporting students in the car building project.

Sponsorships in year 2018:

Yıldız Technical University - Formula Student Race Logistics Sponsorship

ODTU- Formula Student Race Logistics Sponsorship

Chalmers Technology University- Shell EcoMarathon Logistics Sponsorship  
BME Formula Racing Team-Hungary- Supporting students in the car building project.

Sponsorships in year 2019:

Yıldız Technical University - Formula Student Race Logistics Sponsorship  
ODTU- Formula Student Race Logistics Sponsorship

Sponsorships in 2020:

Due to the uncertainties brought upon by the pandemic and the cancellation of face-to-face events, no sponsorship projects were carried out.

**Internship Opportunities:**

As one of the most important logistics firms of Turkey, Ekol offers university students various internship opportunities. Each year, an average of 30 students are provided internship opportunities in Ekol's facilities. Through agreements with the most successful universities of Turkey, such as Boğaziçi, ITU, and METU, students of Industrial and Business Administration Engineering departments are offered internship opportunities.

## **ACHIEVE SUSTAINABLE GROWTH BY DEVELOPING ENVIRONMENTALLY-SUSTAINABLE PROJECTS AND BUSINESS PROCESSES**

### **Fleet Replacement Project:**

EURO 5 norms aim to achieve gradual reductions in NO (Nitrogen oxide), CO (Carbon monoxide), HC (Hydrocarbons) and particle emissions.

Within the framework of the project to minimize the environmental footprint of the vehicles which ensure seamless flow of trade throughout the Europe, Ekol Logistics replaced all the trucks in its fleet as of the end of 2011, and made the fleet fully compliant with EURO 5 standards.

With a fleet exceeding by a wide margin the EURO 1 standards currently in force in Turkey, Ekol adopted European norms by added Euro-6 vehicles as of 2015, and proved its environmental-awareness with over 3000 Euro-5 and Euro-6 compliant vehicles.

Ekol added 150 eco- and driver-friendly Mercedes-Benz Actros 1845 LSnRL 4X2 Model heavy-duty trucks, equipped with the state-of-the-art Euro 6 engines, to its fleet in 2018.

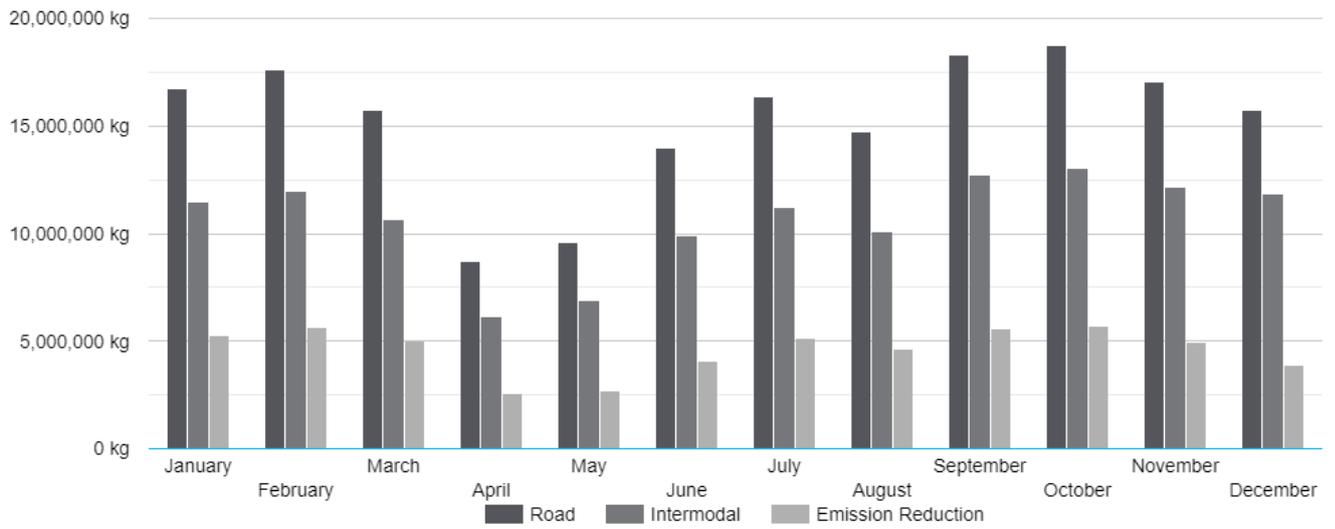
### **Intermodal Transportation:**

Every day, Ekol provides services in all corners of the globe, aspiring to use natural resources optimally and creating a more sustainable business model. Ekol causes less harm to the environment with its Intermodal transportation system, which it introduced in 2008, in comparison to the road transportation. Each month, it saves adequate amount of diesel fuel to save a forest the size of 730 soccer fields or to circle around the world 170 times. In a single Intermodal trip, Ekol achieves the following savings without having to cover 2,429 kilometers of road:

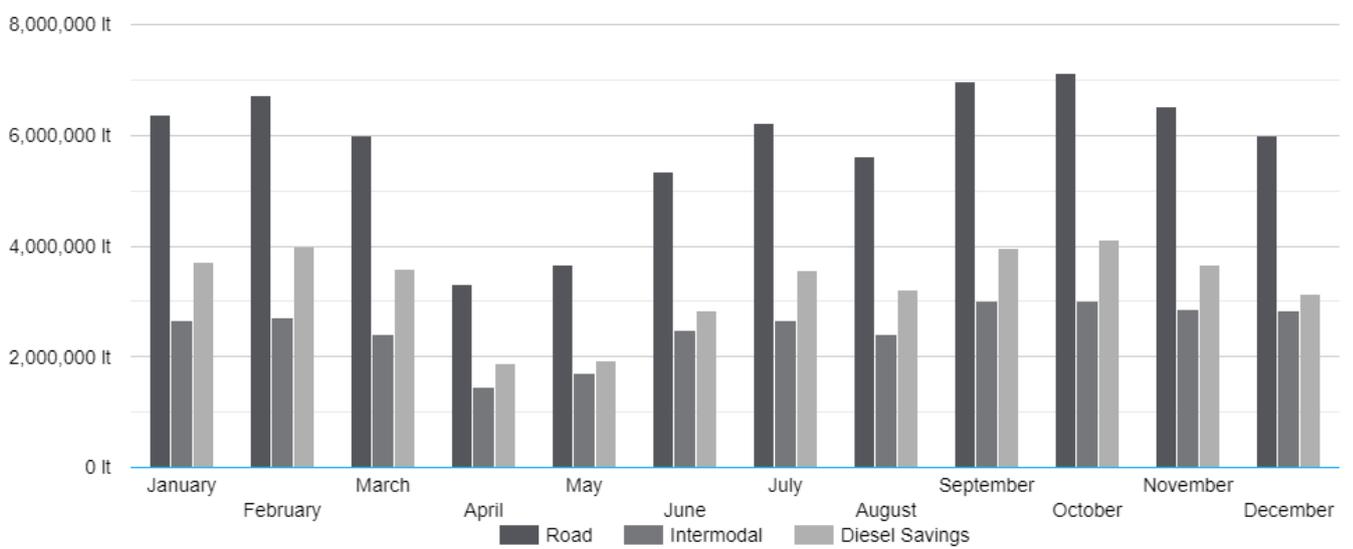
- 823 l of fuel
- 2,221 kg of CO2
- 5.8 kg of NOX
- 0.08 kg of particles.



### Carbondioxide Emission Reduction in 2020



### Diesel Savings in 2020



**WWF Green Office Program:**

Ekol Logistics is proud to become the first logistics company in Turkey to participate in WWF Green Office program. There are improvements being planned and implemented with respect to Waste Management, Electricity Consumption and Paper Consumption savings indicators chosen within the framework of the program. The activities in this respect focus on improving the awareness of employees.

Within the scope of the Green Office Program, an awareness-raising presentation was held for employees in two facilities of Ekol in 2012. The presentation was made by WWF-Turkey representatives and the issues such as "WWF, Green Office, system/ecosystem, ecological footprint, water footprint and climate change" were included in the presentation.



Informative announcements emphasizing consumption of natural resources and recycling were created and hang on the relative fields in the facility in 2013.

In the year 2014, Ekol Logistics accomplished to be the first logistics company in Turkey to have been granted with Green Office Diploma after the final assessment carried out by WWF.

**Waste Management:** Ekol is well aware that wastes which were not disposed of appropriately remain to pollute the nature for years, continuing to have harmful effects on the environment. In this respect, Ekol Logistics focusing also on Waste Management within the framework of WWF Green Office Program, took steps to ensure any waste created during its operations is disposed of appropriately.

Aiming to reduce trash volumes through sorted collection of wastes, Ekol Logistics aims to reduce the use of raw materials, energy, and other natural resources through the application of suitable sorting methods. The sorted waste are disposed of or recycled appropriately by the licensed firms with which Ekol made contracts for this purpose.

**Collection of Food Waste:** The waste food collected in cafeterias is taken to animal shelters in the vicinity, with an aim to provide food for our animal friends.

**Sorting of Food Waste:** Through sorting out recyclable wastes among the waste produced in the cafeteria, recycling efforts are supported.

**Campaign for the Recovery of Scrap Waste:** The scrap waste created in the facilities within year 2011 were sorted and delivered to relevant recycling firms. The revenue derived from this operation was used to support the adoption campaign of World Wide Fund for Nature (WWF) Turkey.



**Paper Consumption:** In order to protect the nature's oxygen factory, the forests, Ekol included savings in paper consumption and recycling of paper among the main indicators chosen within the framework of WWF Green Office Program.

Ekol determines paper consumption rates per department, and produces special solutions to reduce consumption. Each ton of paper recycled thanks to efforts of Ekol saves 17 trees, which in turn provide for the oxygen needs of 144 human beings. Moreover, through the use of recycled paper, Ekol helps achieve significant savings in water and energy consumption for the production of paper.



**Electricity Consumption:** With the awareness that anyone can create a substantial difference in terms of electricity savings, Ekol aims to support a collective movement rather than instances of individual efforts to reduce electricity consumption. Furthermore, Ekol is in the process of coming up with improvements in line with the results of analyses performed using different measurement devices for each office.

In Turkey, lighting accounts for 20% of the electricity consumption. A 20% improvement towards energy-efficient lighting systems would allow savings equal to the annual generation capacity of Keban Dam. That is why Ekol opts to use energy-efficient light bulbs in its facilities.

Through the **Virtual Server Project** implemented in year 2011, existing set of 55 servers were replaced with 4 virtual servers, to achieve 20% savings in electricity consumption.

	Number of Power Supplies	Total Consumption / kwh
55 servers at various locations	70	28
4 virtual servers	8	5.4
<b>Energy Saving</b>	-	22.6

**Circular Economy**

Ekol is a member of the Turkey Materials Marketplace, which is the Turkish pillar of the global “Materials Marketplace” platform established under the Circular Economy studies of the Business Council for Sustainable Development Turkey (BCSD Turkey) of which it is also a member. The Turkey Materials Marketplace is a cloud-based platform designed to facilitate the reuse of cross-industry materials and is the only platform that contributes to the Circular Economy in this sense and extent.

**WWF-Earth Hour Activity**

Ekol Logistics, as the Earth Hour activity envoy of World Wildlife Fund (WWF), which is one of the biggest environment movements in the world, supports to the activity in its facilities in order to draw attention to global climate change.

**LEED Investments**

Ekol now designs its warehouse investments in accordance with LEED standards, the “Leadership in Energy and Environmental Design,” and establishes LEED-certified facilities. Our most recent investments, the Kozmoz and Lotus facilities, are LEED-certified. Additionally, the Lotus facility features Turkey’s largest indoor space with LEED certification.

**Environment Management System (2009-2020):**

In 2010, Ekol completed the Environment Management System Project, of which infrastructure began to be laid down in 2009. Within the framework of the project, documentation was created as per ISO 14001 Environment Management Standards, and applied later on pre-determined environment-related targets. Then trainings of Ekol personnel and the students of the schools close-by began.

- ❖ With reference the targets, the disposal of the wastes produced in the facilities began in accordance with Environment Regulations.
- ❖ Packaging Wastes: Collected and sorted within the facility, and recycled by licensed firms.
- ❖ Domestic Wastes: Disposed of by the municipality.



- ❖ Waste Vegetable Oils: Given to licensed recycling firms by our kitchens operated by contractor firms.
- ❖ Waste Mineral Oils: Disposed of by licensed firms.
- ❖ Hazardous Wastes: Disposed of by licensed firms.
- ❖ Used Batteries and Accumulators: Collected in battery boxes provided by TAP Association, and disposed of again by TAP Association.
- ❖ Worn Tires: Delivered to producers.
- ❖ Medical Wastes: Disposed of by licensed firms.
- ❖ Electronic Wastes: Disposed of by licensed firms.
- ❖ The project aims in particular to increase the environment-awareness of blue collar workers. By supporting recycling, the protection of natural resources and reduction of energy consumption is aimed for. By increasing the awareness level of the employees for wastes which are potentially very hazardous for the environment (hazardous wastes, waste oils etc.), support was provided to the efforts to prevent pollution.
- ❖ Potable water and drinking water analyses, chimney emission measurements, ambient noise measurements are performed as per the periods specified in relevant regulations, and checked for compliance.
- ❖ In year 2010, in line with the established targets, Environment-Awareness and Recycling trainings were provided at 3 high schools in the vicinity of Lilyum Facility.
- ❖ The employees who received the highest scores in the exam following the Environment-Awareness, Recycling and Hazardous Waste Management Trainings carried out at the Lilyum Facility were awarded with environment-friendly products.
- ❖ A Battery Collection contest was organized to increase employees' awareness regarding batteries, which constitute a major hazard for the environment.
- ❖ Designs to increase the employees' awareness were created, and sent to all employees via e-mail.
- ❖ As a result of these activities, Lilyum Facility was granted ISO 14001 Environment Management System Certificate.
- ❖ In year 2011, 2 additional facilities were included in the ISO 14001 Environment Management System for which certification was received previously. The efforts to expand the system are on track.
- ❖ In February, 2019, The Lotus facility was certified under the ISO 14001 Environmental Management System standard.
- ❖ The five facilities, Kozmoz, Orkide, Lavanta, Lilyum, and Kardelen, were previously certified under the ISO 14001 Environmental Management System standard. EKO's efforts in this area have been continued with the 2019 certification of its Lotus Facility.
- ❖ A storage area is established to minimize the harm of hazardous wastes on environment, and these wastes are now disposed of using appropriate methods, at disposal facilities licensed by the Ministry of Environment and Urban Planning.

- ❖ All white-collar workers took e-learning courses on Environmental and Recycling Training and Hazardous Waste Training in 2013 under the scope of Environmental Awareness training.
- ❖ We continued reporting our greenhouse gas emissions in 2019 in compliance with the ISO 14064-1 to monitor greenhouse gas emission in logistics operations.
- ❖ The Lotus Facility was awarded the LEED Silver certificate in 2019.
- ❖ The Kozmoz Facility also started its operations after being awarded LEED Gold accreditation.
- ❖ Ekol took its place among the finalists of the 2015 European Business Awards for the Environment (EBAE).
- ❖ It was also a finalist in the Sustainable Development Association of Turkey (SKD) Innovative Sustainability Application awards.
- ❖ The Yalova International Ro-Ro Terminal:
  - reduces inner-city traffic from operations at Haydarpaşa Port,
  - offers exporters and manufacturers sustainable services that diminish operational inefficiencies caused by traffic restrictions at certain times,
  - cuts the distance traveled by providing services in closer-proximity to production centers such as Gebze, Bursa, İzmit and Eskişehir,
  - reduces congestion on the Istanbul Fatih Sultan Mehmet Bridge and the İzmit–Istanbul TEM Highway. According to 2015 figures, this means a saving of 4 million kilometers of road traveled and 1.5 million liters of diesel oil used. It also means a decrease in traffic as 100,000 vehicles are now avoiding main arterial roads and bridges.
- ❖ In 2017, Ekol’s Intermodal Transportation services became a finalist in the Sustainable Business Awards contest, which awards the most successful sustainable business models of the year.
- ❖ In 2018, all Ekol locations completed the transition to the ISO 14001: 2015 standard. Ekol has begun to issue carbon emission reduction certificates to its customers for their contribution to nature, thanks to their cooperation with Ekol.
- ❖ Ekol won an award in the "Carbon Management" category for its intermodal business model at the Sustainable Business Awards 2019, organized by the Sustainability Academy. The Carbon Management Award is given to business models, projects and studies that are developed with holistic measurement and management approaches for reducing greenhouse gas and carbon emissions in line with slowing down and adapting to climate change. Our intermodal business model reduced our diesel fuel consumption by 409,000 cubic meters in 10 years, thereby preventing the emission of 625,000 tons of CO<sub>2</sub>. We are proud to have substantially reduced our carbon footprint.
- ❖ Ekol took second place in the “Client Relationship Management” category at the European Customer Centricity Awards 2020. (An event organized by ARCET Global across Europe.)
- ❖ In the same year, Ekol signed the UN’s Statement from Business Leaders for Renewed Global Cooperation.

- ❖ Within the frame of the standard updated for an effective fight against the current climate crisis, the 2020 corporate greenhouse gas emission inventory project was verified by third party certification body Bureau Veritas and completed according to ISO 14064-1:2018.
- ❖ Ekol was the first and the only logistics company which verified its Corporate GHG emissions by ISO 14064-1:2018 standard in the sector.
- ❖ Ekol made a voluntary declaration in the Climate Change category of the Carbon Disclosure Project (CDP) with 2020 GHG emission inventory data. The calculation was made with the inclusion of Scope 3 emissions, which cover the service network for the supply of emission inventory.
- ❖ In line with the UN's goal of limiting global warming to 1.5 C by 2050, Ekol started to set the emission reduction targets for 2030 and 2050 with 2020 as base year.
- ❖ In line with its Sustainable Logistics strategy, in 2020, Ekol launched the Solar Power Plant (SPP) Project at its LEED-certified green Lotus facility , which boasts Europe's largest indoor storage space with a closed area of 215,000 square meters. The goal with this investment is to meet 65 percent of the plant's electricity requirement through renewable energy. Thanks to its investment in line with the Sustainable Development Goal of Affordable and Clean Energy, Ekol will be generating solar power at a rate equivalent to the annual electricity consumption of approximately 2,200 households upon the completion of the project, as well as commissioning the largest rooftop system of the Turkish logistics industry. The solar power plant of 5628 kWp will be equipped with 14,250 solar panels of 395 Wp. The plant will generate an average electricity rate of 6,148,000 kWh per year. By meeting a significant portion of its energy requirements with solar power, Ekol will save an average of 557 trees every year. Installation of the solar panels on the membrane roofing continues at full steam. Ekol aims to contribute to a sustainable future with investments for climate action and clean energy.

In year 2011, in the warehouse operations of Ekol, a total of;

- ❖ 7.631.000 kwh of energy was consumed.
- ❖ 50,934 m3 of water was consumed.
- ❖ 1940 kg electronic waste was delivered to licensed firms for recycling.
- ❖ 150 kg batteries were collected and sent for disposal.
- ❖ 1,600 kg packaging waste was delivered to licensed firms for recycling.

Throughout 2012, in Ekol's facilities which are the environment management system practice of Ekol, a total of;

- ❖ 10,770,022.22 kWh energy was consumed.
- ❖ 36,737 m3 water was consumed.
- ❖ 455 kg electronic waste was delivered to licensed firms for recycling.
- ❖ 10 kg batteries were collected and sent for disposal.
- ❖ 1,165,545 tons of packaging waste was delivered to licensed firms for recycling.

- ❖ 1531 kg hazardous waste, 5700 kg scrap waste was delivered to licensed firms. Consumption has risen due to the increase in data collection quality and the number of facilities.

Throughout 2014, in Ekol's facilities which are the environment management system practice of Ekol, a total of;

- ❖ 7,836,668 kwh energy was consumed.
- ❖ 117,140 m3 water is consumed.
- ❖ 124,391 m3 natural gas is consumed.
- ❖ 4740 kg hazardous waste was delivered to licensed firms for recycling.
- ❖ 1.189,520 tonnes of packaging waste was delivered to licensed firms for recycling.

Throughout 2015, in Ekol's facilities which are the environment management system practice of Ekol, a total of;

- ❖ 9.530.884 kwh energy was consumed.
- ❖ 134.295 m3 water is consumed.
- ❖ 154.425 m3 natural gas is consumed.
- ❖ 300 kg hazardous waste was delivered to licensed firms for recycling.
- ❖ 1.524.600 tonnes of packaging waste was delivered to licensed firms for recycling.

Throughout 2016, in Ekol's facilities which are the environment management system practice of Ekol, a total of;

- ❖ 17.228.156 kwh energy was consumed.
- ❖ 156.310 m3 water is consumed.
- ❖ 171.430 m3 natural gas is consumed.
- ❖ 320 kg hazardous waste was delivered to licensed firms for recycling.
- ❖ 1.654.600 tonnes of packaging waste was delivered to licensed firms for recycling.

Throughout 2017, in Ekol's facilities which are the environment management system practice of Ekol, a total of;

- ❖ 17.491.584,642 kwh energy was consumed.
- ❖ 148.918 m3 water is consumed.
- ❖ 101.598 m3 natural gas is consumed.
- ❖ 2838 kg hazardous waste was delivered to licensed firms for recycling.
- ❖ 1.752.400 tonnes of packaging waste was delivered to licensed firms for recycling.

Throughout 2018, in Ekol's facilities which are the environment management system practice of Ekol, a total of;

- ❖ 21.138.926,602 kwh energy was consumed.
- ❖ 179.970,35 m3 water is consumed.
- ❖ 122.783,20 m3 natural gas is consumed.
- ❖ 8955 kg hazardous waste was delivered to licensed firms for recycling.
- ❖ 2.220.611 tonnes of packaging waste was delivered to licensed firms for recycling.

Throughout 2019, in Ekol's facilities which are the environment management system practice of Ekol, a total of;

- ❖ 20.822.086,39 kwh energy was consumed.
- ❖ 106.288,33 m3 water is consumed.
- ❖ 811.472,59 m3 natural gas is consumed.
- ❖ 3.585 kg hazardous waste was delivered to licensed firms for recycling.
- ❖ 3.626.435 tonnes of packaging waste was delivered to licensed firms for recycling.

Throughout 2020, in Ekol's facilities which are the environment management system practice of Ekol, a total of;

- ❖ 16.426.554,26 kwh energy was consumed.
- ❖ 80.684,68 m3 water is consumed.
- ❖ 1.193.196,81 m3 natural gas is consumed.
- ❖ 7.700 kg hazardous waste was delivered to licensed firms for recycling.
- ❖ 3.114.486 tonnes of packaging waste was delivered to licensed firms for recycling.

#### **Ekol Memory Forests:**

Ekol Logistics concluded the year 2012-2013- 2014- 2015 with an important social responsibility activity which is also in compliance with green logistics. Between the years 2012- 2015 , Ekol believed that the best New Year gift to business partners would be to bring in a new forest to Turkey, and established cooperation with TEMA Foundation in this regard.

Within the scope of this cooperation, recycled certificates containing information on memorial forest projects of 5,000 plants, in 2012 in Izmir-Urla, in 2013 in Manisa-Salihli, in 2014 in Izmir - Urla Kadiovacik and in 2015 Burdur Tefenni Beyköy are sent to business partners.

### **Ekol supports the TEMA Nature Training Program**

Having made donations to TEMA for the preservation of forests on behalf of our clients, Ekol also contributed to TEMA Nature Education Program in 2016.

Donations were raised to support children's natural science education during a special NTV show broadcast live by the Turkish Foundation for Combating Soil Erosion, for Reforestation and the Protection of Natural Habitats (TEMA) to celebrate its 25th anniversary. As a part of this special live broadcast, Ekol pledged to meet the education expenses of 2,500 children.



### **Turkey's Life Project (2010):**

In the aftermath of the Green Office Program realized with WWF, Ekol began to support the projects by the World Wide Fund for Nature, and became a supporter of most important efforts of the Fund to protect natural resources and sustain wildlife.



In this respect, Ekol became a sponsor of the campaign "Turkey's Life" launched by WWF Turkey aiming to receive donations from 1001 donors, each providing TRY 1001, in order to create a fund for projects trying to achieve a better understanding of the importance of biodiversity on human life, protect the natural wealth well integrated with the traditional lifestyle in Anatolia, yet on the verge of extinction, and improve life standards by adopting sustainable means of utilizing nature.

## **EKOL VOLUNTEERS DAY**

5<sup>th</sup> December World Volunteers Day is celebrated as Ekol Volunteers Day by employees in every year. Ekol Logistics's employees have internalized Social Responsibility Awareness within the framework of the corporate culture, and currently maintain their efforts in this respect. All employees engage in personal efforts in addition to company-wide efforts.

In 2016, Ekol employees carried out more than 40 volunteer projects meeting a variety of needs across geographies and languages in 14 countries in which Ekol operates. View our projects at [www.ekolvolunteers.com](http://www.ekolvolunteers.com). The projects are performed by volunteers in groups founded by Ekol's employees to support animal welfare and for the betterment of society and the world.

Ekol Volunteers Day takes the International Project/Campaign category award in 2017 at the 16th Golden Compass Turkish Public Relations Awards held by the Turkish Public Relations Association (TUHID).

### **ONE PET FOOD ONE THOUSAND LOVE PROJECT**

Ekol believes that every creature on Earth has the right to live. During the pandemic, Ekol launched the “It All Starts with Love” food bank project. This project involves cooking food at Ekol’s facilities to feed stray animals, which, at this time, are increasingly hungry as people are not able to go out due to the coronavirus risk. The process began in March 2020 with the cooking of three metric tons of animal food. The project later became permanent when Ekol converted an unused kitchen in one of our plants into a food bank for stray animals. Ekol coined this facility “One Pet Food, One Thousand Love.” The facility now makes 70 to 90 metric tons of pet food each month. Volunteer heroes have fed nearly 12,000 stray buddies by distributing 985 metric tons of animal food per week.

### **EFFORTS DURING THE PANDEMIC**

At the beginning of 2020, in the face of uncertainty and anxiety brought along by the COVID-19 pandemic, Ekol kept its communication channels open at all times. In line with the principle of transparency, we informed customers on every single development in the countries where we operate; daily in the beginning, and weekly thereafter.

Truck drivers were most affected by the problems experienced at border crossings, particularly at the beginning of the pandemic. Long queues formed at border gates, and everyone had to wait for very long periods of time. Ekol prepared food and beverage packages to support not only Ekol drivers, but all truck drivers waiting at border crossings.

The importance of a continuous supply chain was better understood during the pandemic. During this process, Ekol continued its operations. Undertaking the logistics of certain drugs prescribed for the treatment of coronavirus by the Republic of Turkey Ministry of Health, Ekol ensured that these drugs were delivered to every desired location at all times. Ekol warehouse personnel, operation personnel and drivers continued to work during the pandemic. With the motto of “We are on the road so you can stay home,” Ekol, through its social media accounts, invited everyone to stay home.

Ekol also invited people to help stray animals on the streets during these troubling times. With a social media campaign that started with the motto of “We spread love, not viruses,” Ekol called for support for our hungry and thirsty friends on the streets.



## EKOL AND NGO COOPERATIONS

Ekol Logistics enters into joint projects with non-governmental organizations working to achieve higher life standards and a more egalitarian society, and provides any assistance it may be of, with various grants.

### TEGV Cooperation

Due to the pandemic, distance education became a part of children’s lives. However, many children were left behind with their education, especially those living in eastern regions of Turkey. To ensure that these circumstances would not get in the way of education, Ekol opted to forgo their tradition of buying New Year gifts for its customers, instead cooperating with the Education Volunteers Foundation of Turkey and donating 200 tablets to children in the Eastern regions of Turkey.



### Ekol's Cooperation with LÖSEV:

Ekol Logistics is aware that just financial assistance for a non-governmental organization would not suffice. In this respect, services within the framework of the industry are offered to NGOs as assistance. Since 2007, logistical support is provided to LÖSEV when required. In particular, the warehouses in Ankara and İzmir are used to store support packages received by LÖSEV. This helps problem-free storage of support packages for timely delivery to persons who need them.

In addition to storage organizations, the materials for the Village for Children with Leukemia constructed by LÖSEV were also carried free of charge on vehicles of Ekol Logistics.

In 2014 and 2015, a cooperation again with LÖSEV was established to enable Ekol employees individual support, LOSEV Happy Shop stand was opened in various facilities of Ekol, hand made products prepared for new year by LOSEV was exhibited and revenues coming from this were used for children with leukemia, by the association.

### **EKOLITY (Gender-Equality Sensitive Workplace Model)**

Gender discrimination is unwittingly prevalent in many aspects of our lives. It often manifests in proverbs, idioms, songs, newspaper articles, business world, etc.

Ekol sets out to break social barriers with Ekolity. Ekol

discusses social gender issues. The Ekolity project aims to create awareness about social gender roles and develop a gender-equality sensitive workplace model.



Ekolity, a Gender-Equality Sensitive Workplace Project, brings together volunteer employees for training in a joint effort with Bir İZ Foundation. Volunteers gain gender-equality awareness through interactive training. These volunteer employees then visit Ekol facilities to collaborate with other employees and provide them with information about the passionate issue of “social gender” perception.

EKOLITY, Ekol Logistics gender equality-aware workspace model project, has won gold in The International Public Relations Association’s (IPRA) Golden World Awards for Excellence, which is considered the “Oscars” of the public relations world.

### **Ekol Romania Supports the Future of Romanian Children Foundation**

Ekol Romania donates clothes and toys to the Future of Romanian Children Foundation. The Foundation provides daycare, social protection, psychological assistance, family counselling, assistance and medical care. It also provides preschool and after-school education five days a week between 7:30 am and 6:30 pm, and three meals and two daily snacks for 60 children from disadvantaged families. Ekol Romania wants to put a smile on children’s faces. Through the Foundation, it donates clothes and toys to Romanian children in need.

### **Ekol Ran for Ending Child Agricultural Labor**

We participated in the 38th Istanbul Marathon to end child agricultural labor.

In collaboration with UNICEF, the Ekol Team ran the marathon to support child agricultural workers, and to raise awareness about child labor, one of the biggest problems of the modern world.



### **Awareness Raising for ALS Disease**

In order to draw attention and create awareness, Ekol Health Group challenged its customers with "Ice Bucket Challenge" and by sharing a video showing pouring a bucket full of ice and water over themselves which was filmed to reach as many people as possible, was shared in social media and ALS Foundation was supported.



### **"That village is not too far" project:**

Ekol Logistics makes utmost use of its capabilities and efforts to support education and youth. In this respect, logistics support was provided for the "That Village Is Not Too Far" Education Project organized by Merter Platform.

Founded in 31<sup>st</sup> March 2011 by textile industrialists and businessmen from Merter, the Merter Platform took the road to build libraries for 3 thousand village schools all over Turkey. A fund of approximately 2 million Liras is gathered for this purpose. The project launched with the slogan "That village is not too far" then moved to contact with village schools and learn what they needed.

Headed by the Honorary Chairman, Governor of Istanbul, Hüseyin Avni Mutlu, and supported also by the Ministry of Education, the education project "That village is not too far" by Merter Platform sent assistance to 2058 schools to date. Providing transportation services for assistance sent by Merter Platform to 10 provinces, Ekol helped provide aid to 783 schools.

### **Blood Donations to Kızılay:**

Ekol considers blood donations as a matter above and beyond other social responsibility projects. It is a duty before humanity. In this respect, joint projects are held with Kızılay on every occasion. Ekol Logistics supported Kızılay's campaign "Seeking 1,000,000 Good Persons" in year 2008. Within the framework of the project, the employees were provided education on blood donations. Then, at the "Ekol Family Picnic" organized later on, volunteers were given an opportunity to donate blood at the mobile donation unit.

Furthermore, Kızılay's mobile donation units visit Ekol Logistics's various facilities, offering the employees do donate blood.



### **Ekol's Cooperation with BİKEV:**

Established in 1995 by 107 volunteers from various professions including poets, professors, shopkeepers, civil servants, former members of parliament, architects, engineers, workers, doctors, fishermen, nurses, industrialists, lawyers, pharmacists, housewives, teachers and so on, BİKEV founded a dormitory for girls attending primary school in Balıkesir. Upon becoming aware of the activities of the foundation, Ekol Logistics began contemplating ways to be of assistance, and then proceeded to make the largest grant the foundation received up to date.



### **The Project Your Children Are Ours As Well (2007 – 2011):**

Ekol Logistics invests in the future of the world, the children. The aim is to provide them suitable living environment, healthy development and good education opportunities. In this respect, each year 500 primary and secondary school students are supported with books, notebooks, pens, and clothes. The aim is to help the students complete the education year without any problems.



Moreover, again within the framework of the campaign Your Children Are Ours As Well, each year 600 students who are successful in OKS are offered scholarships.

### **Ekol and Children of Hope Foundation**

Through organizations with Children of Hope Foundation, which works to provide salvation for homeless children and to ensure their rehabilitation into the society, Ekol Logistics aims to bring joys to homeless children, joys which cannot be purchased, with concerts organized and gifts given, in an effort to touch the heart of the children.



In the campaign "Save a Child, Save the Future" organized jointly with the Children of Hope Foundation, a nice concert was organized for the children, in addition to bringing the light on this foundation, to help it secure more support.

### **There is a village far away**

Bolluca Children's Village is an organization established in 1992, to support young children who lost a warm home, and to ensure that they grow up in much better environments than streets, with an ultimate aim of raising good members of the society, and is kept going with the support of philanthropists. Ekol Logistics eventually included the project, which was brought first to its attention as an object of efforts by its employees, in its Corporate Social Responsibility umbrella.

Within the framework of the project, the children living in the Children's Village were hosted at Ekol's facilities, and various donations were made.

## **OTHER**

### **Contribution to the Children's Hospital of the Semmelweis University in Budapest, Hungary**

Ekol Hungary provided financial support to the Children's Hospital of the Semmelweis University in Budapest to purchase necessary equipment. Within the scope of its fourth financial support to a children's hospital, Ekol Hungary purchased special equipment for the Hematology Unit and made the children's day with the giant teddy bears they gave.

**Ekol Greece - Aid Campaign for Orphaned Babies**

Ekol employees donated baby-care supplies to Agios Stylianos Orphanage.

The campaign covered all the basic needs of a baby, such as diapers, milk, diaper rash cream, disposable gloves and other necessary supplies.



**Ekol Italy Sponsors a Disability Sports Team**

Ekol Italy began sponsoring Disability Sports Team. Some of the athletes on the team earned the chance to compete in The 2016 IPC Athletics European Championships and Rio 2016 Paralympic Games.

On top of that, Ekol Italy employee Alina Alexandra Simion ran in the Golden Gala in Rome. Alina Alexandra Simion broke the Italy record in the 400 meters.

Thanks to this sponsorship Ekol not only supports sport, but also pays particular attention to improving access to sports for people with disabilities.



**INDIVIDUAL PRACTICES**

Ekol Logistics's employees have internalized Social Responsibility Awareness within the framework of the corporate culture, and currently maintain their efforts in this respect. All employees engage in personal efforts in addition to company-wide efforts. The visits to retirement homes and donation campaigns organized by the employees are among the best examples of such efforts.



### **10 Principles of the Global Compact:**

#### **Human Rights:**

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

#### **Work and Labor Standards:**

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

#### **Environment:**

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

#### **Corruption:**

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

**GRI Indicators' Content**

<b>Global Compact's 10 Principles</b>	<b>Reference Pages</b>
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.	4-5-7-10;15-16-17-18;25
Principle 2: Businesses should make sure that they are not complicit in human rights abuses.	4,7,10;15-16-17-18;25
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	16
Principle 4: Businesses should strive for the elimination of all forms of forced and compulsory labour.	16-17-18
Principle 5: Businesses should ensure the effective abolition of child labour.	18
Principle 6: Businesses should work for the elimination of discrimination in respect of employment and occupation.	15-16-17-18
Principle 7: Businesses should support a precautionary approach to environmental challenges.	25;37-47
Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.	3-4; 25;37-47
Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.	3-4;25; 37-47
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	16-17