



**ORGANİK KİMYA**  
*the chemistry between us*



**Our  
Sustainability  
Journey  
2020**



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# About The Report

(GRI 102-1, GRI 102-3, GRI 102-5, GRI 102-45, GRI 102-46, GRI 102-50, GRI 102-51, GRI 102-52, GRI 102-53, GRI 102-54, GRI 102-56)

The future upholds many challenges including climate change, hunger, diseases, financial crises, political and technology disruptions, which are likely to manifest themselves more frequently and intensely in almost every region and country. New technologies will appear and diffuse faster, disrupting jobs, industries, communities, and the nature of power. The world will be hyper-connected and fragmented at the same time. Technological advancement, changing job environment, and freelance economy will create skills mismatch and require upskilling and reskilling on many levels. A more complex and fragmented trading environment will require businesses to rethink their competitive advantage sources. Structural forces and economical, political, demographical, and technological trends are laying the foundation of our future world. It is crucial for businesses to not only cope and adapt, but also strategically position themselves to create shared value, and increase the value they create for their stakeholders.

As businesses rebound from the pandemic, we see them learning to take advantage of more technologically advanced processes. They're redesigning business models, creating innovations that give them the advantage of being aligned to the technological capabilities of today.

In this report, covering the period between January 1st-December 31st of 2020, you will learn about our approach to creating shared value by leveraging our core competencies to strengthen business results. In defining report content and the material topic boundaries, we have taken into account economic, environmental and social impacts identified through surveys by the management team, stakeholders, and people with recognized expertise and credentials.

This report includes Organik Kimya Sanayi ve Ticaret AŞ Headquarters and production facilities of Kemerburgaz and Tuzla in Turkey, Rotterdam production facilities in the Netherlands as well as production facilities in Balerna Switzerland where mentioned. It covers our operations at all our facilities which we have operational control, as well as our headquarters/office in Istanbul. Historic data and information have been included to provide context and performance.

Our sustainability practices, which are ingrained in our DNA, embrace the elements of environmental, social and governance (ESG) approach. These can be summarized with the following commitments:

- Implement both national and global standards and frameworks,
- Keep the highest levels of ethics and compliance practices,
- Minimize our environmental footprint,
- Ensure the health and safety of our employees,
- Provide safe place for our employees to be able to stimulate their creativity,
- Listen to our customers closely and deliver results to the highest standards.

This report offers many examples of how we live up to our purpose and commitments. It documents our approach and progress in three specific areas:

1

Our Strength Comes From **Our People**

Organik Kimya depends on every employee in the organization. We encourage each other to constantly develop our skills. We are encouraged to freely express our opinions and are open to changes that would bring us closer to our vision. We consider creativity and innovation as a means of development.

2

Working Tirelessly for the **Advancement of Our Industry**

Our aim is to find new ways not only to improve our company's performance, but also to lead the way for other companies in our own industry and beyond.

3

The New Chemistry is **"Safe and Sustainable-By-Design"**

As one of the key players in the chemical industry, we are committed to doing our part to control climate change. Therefore, we are committed to improving our own carbon footprint, investing in innovation projects that reduce our products' and process' environmental impact, collaborating with stakeholders and supporting initiatives to develop solutions for a sustainable future.

Our annual sustainability report has been prepared in accordance with the GRI Standards: Core Option, covering our performance, progress, and strategy of being a purpose-driven company in the areas of environment, social, governance and economy. This report was not externally audited and is written in English. The graphics used in this report present data of Organik Kimya. They support the information provided. Not to be used or copied without permission.

All opinions of our stakeholders are of great importance to us and we would very much appreciate comments on our third sustainability report at [sustainability@organikkimya.com](mailto:sustainability@organikkimya.com)



# Message from Our CEOs

(GRI 102-14)

Dear Stakeholders,

At Organik Kimya, we continuously evaluate our sustainability agenda to focus on environmental, social and governance issues for all our stakeholders, including communities we operate in as well as our employees at our company. For us, understanding the associated challenges, opportunities and risks is fundamental to how we evolve our business and sustainability efforts.

The Covid 19 pandemic resulted in significant social, economical and environmental consequences. During these unprecedented times, due to our efficient risk management approach, effective operational and financial strategies, we had a successful year and maintained our growth. Yet, we had a lot to learn from such crisis and have been closely monitoring developments and limitations that may have an impact on our business.

At Organik Kimya;

- We practice creating economic value in a way that also creates value for society by addressing its needs and challenges,
- We believe transparency is an essential part of our responsibility, therefore we work to keep our stakeholders thoroughly informed about our activities, successes coupled with the challenges,
- We believe diversity, equality and inclusion are critical to make meaningful and lasting progress,
- We believe in creating more and more sustainable products, services and operations through innovation. Our R&D teams work tirelessly to respond to the needs of the changing environment. If the pandemic has taught us anything, it is that there is no stop button for change,
- We are guided by our set of values, and approach all our actions with a sense of responsibility to pursue progress for people everywhere,
- We are focused on building a multi-stakeholder model; boundaries we operate in are broader than just performance or pure financials. It includes people, planet and prosperity,
- We believe in working with different groups of community, civil society, academy and public sector to solve sustainability issues together, since cooperation is key to overcoming difficulties and change,
- We believe we can tackle many global challenges by harnessing science and technology, by keeping sustainability as an essential component of our strategy,

Our third sustainability report for the year of 2020 will take you through all our efforts and commitments.

We will continue to advance decisively towards our targets of reducing our environmental impact and creating benefits for our stakeholders.

We will always be led by our purpose: We never give up exploring, challenging, and using our chemistry to deliver winning solutions.

With this opportunity, we would like to express our gratitude to all our stakeholders, particularly our Organik Kimya colleagues for their support on this stimulating journey.

Sincerely,

**Simone Kaslowski & Stefano Kaslowski**



**We will always be led by our purpose:**

We never give up exploring, challenging, and using our chemistry to deliver winning solutions.



# Highlights

## Our Recognitions 2020 Awards

Great  
Place  
To  
Work®

top  
EMPLOYER TÜRKİYE  
2020  
CERTIFIED EXCELLENCE IN EMPLOYEE CONDITIONS

The “İKMİB Stars of Export” ranking, in which the Istanbul Chemicals and Products Exporters Association evaluates the export performance of its members in the chemical industry every year, was announced, digitally for the first time. 140 companies across 28 different categories within chemical industry were included in İKMİB’s research. Organik Kimya became the top exporter of 2019 in the Plastic Raw Materials category – an honor we’ve held since 2015.

For the third time, we were selected among Turkey’s Best Employers, ranked by Great Place to Work Turkey and Top Employers Institute.

In addition to being among Turkey’s Best Employers, we were also awarded at EVP Index (Employer Brand) and Innovation & Digital Transformation Special Awards. It was thrilling to see that all our efforts on employer branding and digitalization were recognized.



# Our Strategic Agenda

## PURPOSE

Never give up to explore, challenge and use our chemistry to deliver winning solutions.

## STRATEGY STATEMENT

Expand our global footprint, capitalize our technology, vitality, agility and talent to win with target customers.



## CORE VALUES

TRUST

RESPONSIBLE  
MINDSET

INQUISITIVENESS

PIONEERSHIP

WINNING IS FUN



## Our Business:

# We Never Give Up Exploring, Challenging, and Using Our Chemistry to Deliver Winning Solutions

Tracing its roots from a chemical trader in 1924, Organik Kimya was established in 1965 and provides a multitude of solutions using different technologies and methods across a various range of industries to customers worldwide.

Our main business activities include research and development, production, sales, and distribution

of specialty chemicals for various industrial applications for sophisticated market needs. Our main products include polymer dispersions, powder polymers and hotmelt adhesives. We sell our products to over 100 countries worldwide, have a combined total capacity of 250.000 MTon, have more than 2.000 customers, and employ 425 people across all our companies.





# Engagement with Our Stakeholders

[GRI 102-12, GRI 102-13, GRI 102-40, GRI 102-42, 102,43]

By supporting, empowering and collaborating with all of our stakeholders across the value chain, we are able to create and share greater long-term value for all.

Together, we work every day towards creating a more sustainable future and continue to push our sustainability agenda.

Therefore, identifying and categorizing our stakeholders, and defining our method of dialogue with them has been essential in forming and implementing our sustainability strategy.

When collaborating and engaging with our stakeholders-whether directly or indirectly-we use our corporate values and business ethics policy as a guide. As of today, our stakeholders and our engagement model with them is as follows:

**Employees:** Continuous and frequent engagement via social activities, trainings, internal communication magazine, internal communication materials, electronic communications, and townhall meetings (open relationship meetings).

**Customers:** Continuous and frequent engagement via face-to-face interviews, telephone, e-mail, customer satisfaction surveys, trade fairs, conferences, social media, website, catalogues, professional journals.

**Investors and Shareholders:** Regular engagement via board meetings and performance reports.

**Suppliers:** Regular/periodic engagement via e-mail, telephone, face-to-face interviews, and trade fairs.

**Dealers:** Regular/periodic engagement via e-mail, telephone, face-to-face interviews, and trade fairs.

**Public Institutions and Organizations:** Regular and frequent engagement via sectoral meetings, congresses, conferences and seminars, and membership relations.

**NGOs & Membership Associations:** Regular and frequent engagement via sectoral meetings, congresses, conferences and seminars, and membership relations.

**Media:** Regular engagement via press releases, e-mail, phone, and social media.

**Universities:** Regular engagement via internships, joint projects, career days, conferences, and panels.



One way of engaging with our community and contributing to the advancement of sustainability efforts is through our memberships in various associations, shown below:

## Our Memberships

- ABACS (Adhesives, Binding Agents and Closure Systems)
- AFERA (European Association for the Self-Adhesive Tape Industry)
- BOSAD (Paint Industrialists' Association)
- CEFIC (The European Chemical Industry Council)
- CEPE (an indirect member through BOSAD)
- Chemport Europe
- EDANA (European Disposables and Nonwovens Association)
- EFCC (European Federation of Construction Chemicals)
- EPCA (European Petrochemicals Association)
- EPDLA (European Polymer Dispersion and Latex Association)
- FEICA (Association of European adhesives and sealants industry).
- FINAT (Fédération Internationale des fabricants et transformateurs d'Adhésifs et Thermocollants sur papiers et autres supports)
- GYIAD (Young Investors and Businessmen Association)
- IKSİ (Foundation for Istanbul Culture and Art)
- INDA (Association of the Nonwoven Fabrics Industry)
- Italian Chamber of Commerce
- OCCA (Oil and Colour Chemists Association)
- TKSD (Turkish Chemical Manufacturers Association)
- TREUHANDSTELLE Chemie und Pharmaverbände - Industrieverband Klebstoffe e.V.
- Turkey Label Industrialists Association
- Turkey Materials Marketplace
- Turkey Packaging Manufacturers Association
- Turkish Chemical Manufacturers Association regarding Responsible Care
- TURMEPA (Turkish Marine Environment Protection Association)
- TÜSIAD (Turkish Industry and Business Association) Environment & Climate Change Working Group
- UNGC (UN Global Compact)





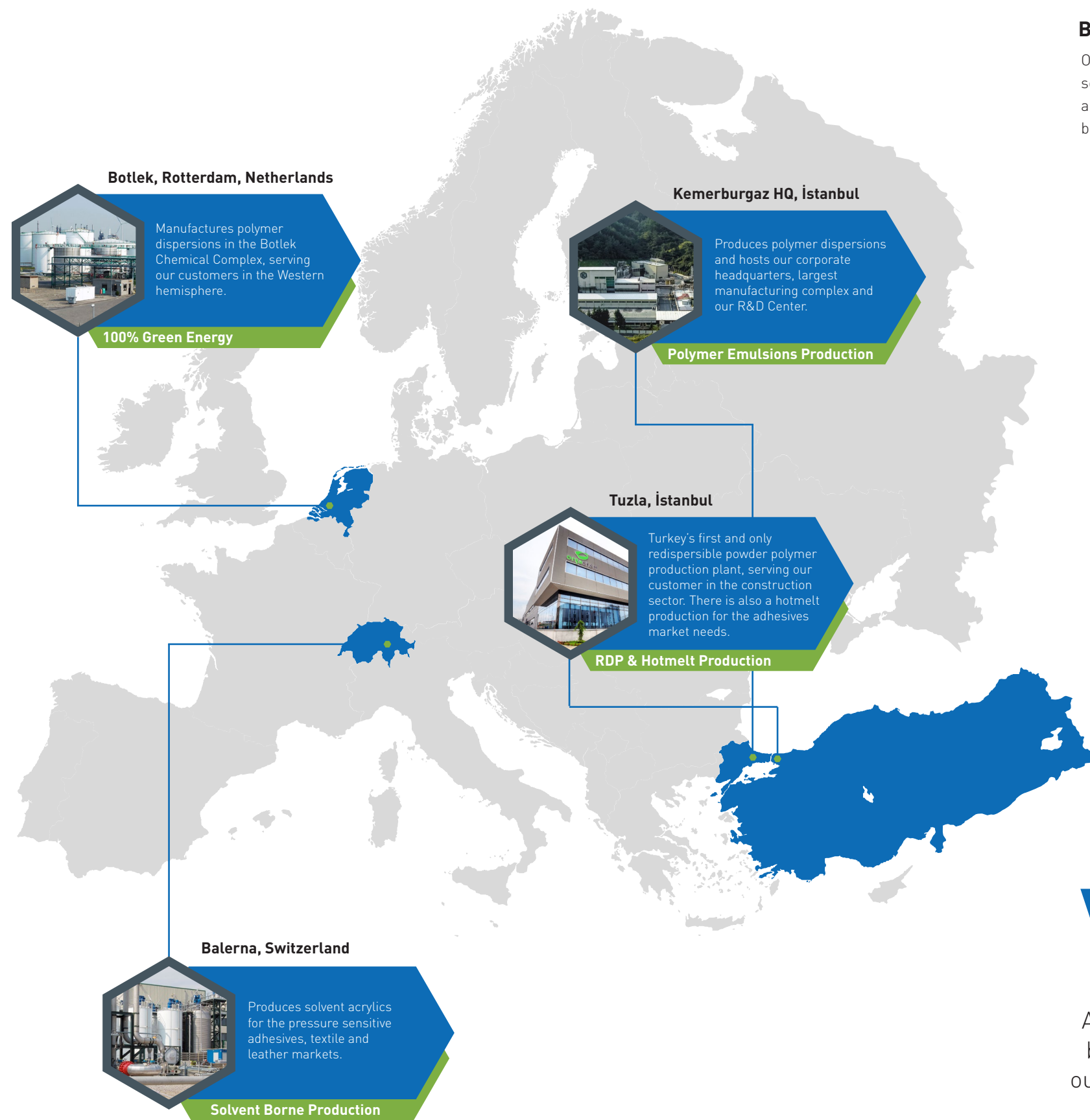
# Milestones





# Our Locations

[GRI 102-3, 102-4]



# Our Solutions

[GRI 102-2]

## Business Units & Technologies

Our customers enjoy valuable solutions for a variety of applications across six different business units.



# Our Values

At Organik Kimya, we carry out all our business activities in accordance with our values, which reflect our standards of behavior and judgement while conducting our work.

- Responsible mindset
- Winning is Fun
- Inquisitiveness
- Pioneership
- Trust



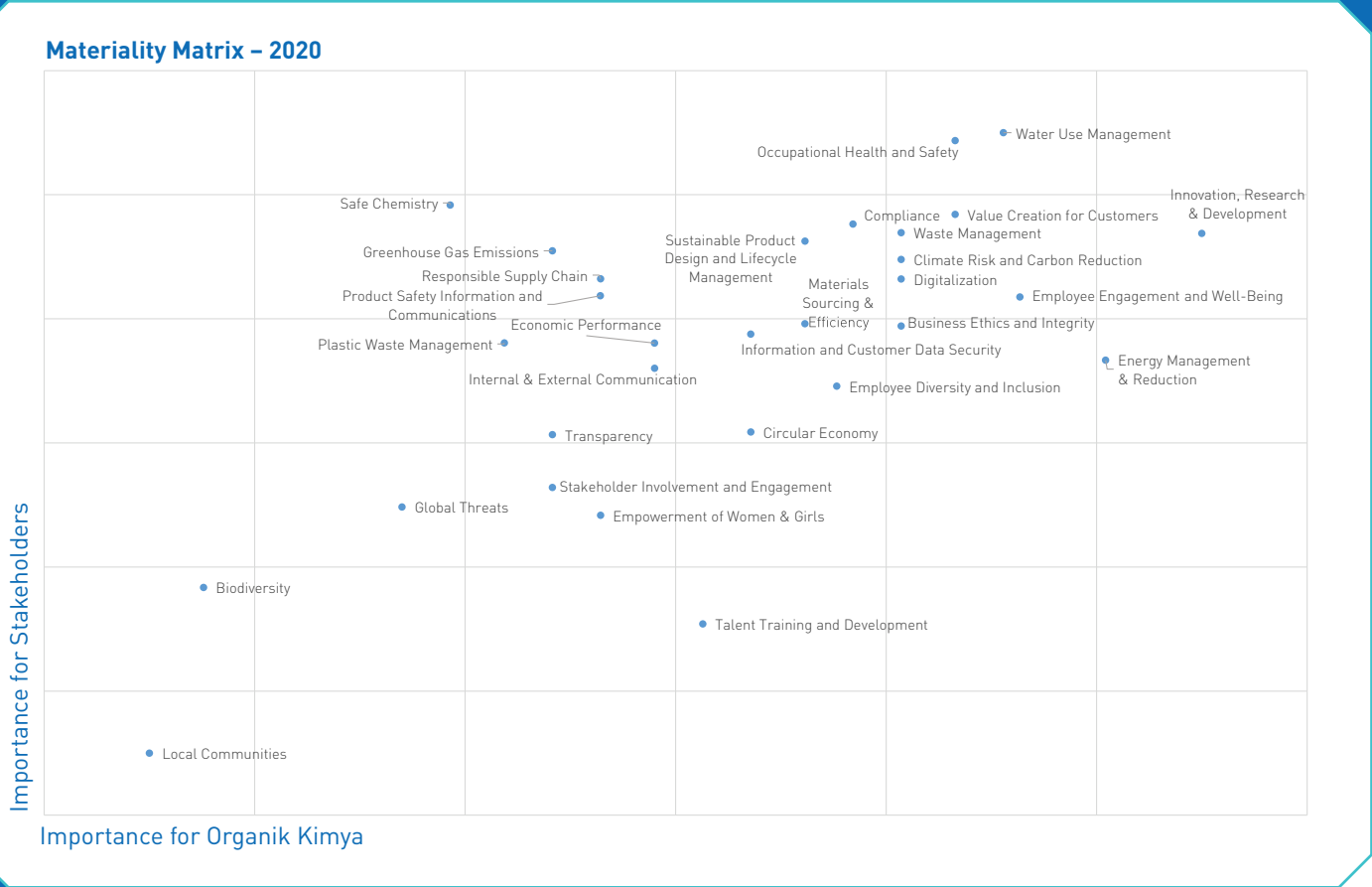
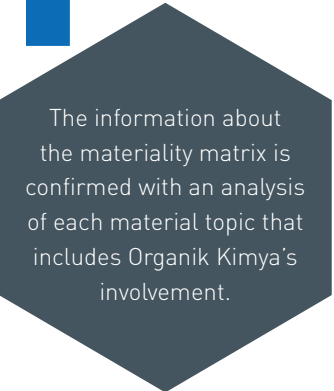
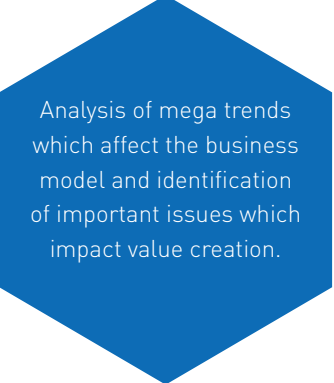
# Assessing Our Material Impacts

[GRI 102-40, GRI 102-42, GRI 102-43, GRI 102-44, GRI 102-47, GRI 102-48, GRI 102-49]

Every year, we conduct a formal materiality assessment to determine the current business environment and where we stand to make an impact throughout our value chain. As stakeholder priorities and expectations may also change, we improve and evolve to meet their expectations. All data provided in this report is prepared in line with the previous methodology from the last year.

For our materiality assessment, we identified material issues like water scarcity, plastic pollution, digitalization, data literacy, biodiversity, advancing circular economy, which could significantly shape our company's strategy and competencies to create value in the long-term. We prioritized our resources for the sustainability issues that matter most to our business and our stakeholders considering the business dynamics and current market conditions; so we can make the most significant impact and identify the material topics accordingly.

The principal stakeholder groups include employees, suppliers, customers, public institutions and organizations, NGOs and membership associations, and universities. We use the stakeholder feedback to determine our strategically important issues and focus on the sustainability topics that are most relevant to our company and our stakeholders. Our annual process for identifying material topics is a 3-step cycle:



## Very High Priority Topics:

- Innovation, Research and Development
- Energy Management and Reduction
- Water Use Management
- Value Creation for Customers
- Occupational Health and Safety
- Waste Management
- Climate Risk and Carbon Reduction
- Digitization
- Business Ethics and Integrity
- Compliance
- Materials Sourcing and Efficiency
- Sustainable Product Design and Lifecycle Management
- Information and Customer Data Security
- Circular Economy
- Employee Diversity and Inclusion
- Employee Engagement and Well-Being

In line with our material topics, we commit to 11 Sustainable Development Goals.

The UN Sustainable Development Goals (SDGs) are an integral part of our business strategy and help us guide our everyday tasks towards global sustainability priorities.

Our ambition to meet SDG requirements with our business practices is monitored by our Board of Directors, Executive Board, and Sustainability Committee.

GRI Index at the Appendix refers to the GRI Core Standards fulfilled by our company. Our additional references related to our activities also can be found in the Appendix.





# Our Strength Comes From Our People

[GRI 102-8]

## Digitally Driven and Future Oriented HR Approach

[GRI 201-1, GRI 201-4, GRI 203-1, GRI 203-2, GRI 404-1, GRI 404-2, GRI 404-3]

We aim to review, simplify, and adapt all our human resources processes considering the latest technological developments and our company needs. The aim is to implement a system where employees can get many services as self-service, accessible from anywhere and anytime.

We leverage digital technologies in HR with the aim of creating more value for our employees and reduce unit costs – more specifically to:

- Streamline HR processes and reduce administrative burdens
- Reduce HR administration and compliance costs
- Compete more effectively for global talent
- Improve self-service levels for employees
- Increase access to data and provide real-time metrics to decision-makers
- Enable HR to play a more strategic role in the business

Our applications and processes are also being transformed. For example, we can now process large amounts of data and produce employee insights with in-house applications such as; Organik Kimya Mobile App, our cloud based HR platform -BOND-, and Intranet.

### Our Digital Colleague Robee

Robee, our digital colleague, will take over all repetitive and manual tasks soon. Robee is our RPA (Robotic

Process Automation) technology that helps us digitize our manual and repetitive processes so that our workforce perform more value-added tasks.

Robee can check e-mails for us, transfer information between different systems (Avalon, Intranet, Excel, etc.), connect with different softwares and make calculations, and even gain the ability to issue invoices by verifying the invoice amount.



### Our Cooperation with Robee got even stronger During the Pandemic

With the restrictions that came in at the beginning of the pandemic, we had to raise awareness to ensure safety of our environment and business sustainability.

We designed a digital questionnaire inspired by the self-assessment form of the Ministry of Health, to track our employees' data on Covid-19. We had a daily check in on the app every morning, to make sure our employees do not have the first symptoms.

The tool helped us to foresee risks that may arise with our employees' socialization behaviors, to manage their work days in the company and to gather information about their test results and vaccination.

Robee automatically sent this questionnaire to all employees every morning and reported the responses to the Covid-19 management team in the evenings. As the process became more transparent, we were able to make faster and more informed decisions while managing our workforce during the pandemic.







## Transformers

In order to better leverage digital technologies and integrate them to our operations, we select change ambassadors from across our organization, and call them the "Transformers". Along with process owners, Transformers, mapped current processes, defined criticality and maturity levels of each and determined ways to utilize technology to increase effectiveness.

"Transformers" push the agenda on digitalization through following the latest trends and technologies, transferring know-how to internal teams through

workshops, and implementing effective methods to digitization projects.

We have categorized "Transformers" based on their activities. Some of them are robotic process automation experts, that's why we call them Robotic Transformers. Some of them are involved in many process improvement projects, and thus are called Improvers. Master transformers are involved in all types of digital transformation activities. Enthusiastic Transformers have a keen interest in technologies but have not yet had a chance to use them.

# TRANSFORMERS



Organik Kimya's human resource management is future-oriented; it serves to realize the organization's current goals as well as its future goals.

In today's world where change is constant, organizations must adapt. Our people are at our core, they're in the very center of everything we do. Therefore, our HR management approach encompasses the effective use of our human

resources to achieve strategic goals of Organik Kimya, while investing in the individual needs of our employees.

Our human-centric approach has the following principles at heart:

- Obtaining maximum efficiency from our employees by enabling them to use their knowledge and skills in the most effective way,
- Making sure our employees are healthy, safe, and enjoy their working environment by increasing their quality of work life,
- Integrating organizational goals with individual goals,
- Allowing employees to develop their skills continuously while also considering their needs, expectations and motivations.

Organik Kimya Talent Review is a continuous self-development activity for each individual employee, fueling Our Career Learning & Development approach and enabling a personalized development path. To review our progress and performance, our senior management team come together regularly to assess employees across different teams on their performance and future potential. Talent review helps us to identify the potential of our talent, our organizational development needs and make strategic HR related decisions for a future focused organization. It is also a process we lead with utmost transparency and welcome employee feedback.

As a result of this meticulous planning, we are able to:

- Determine high potential employees and take appropriate actions for career planning,
- Determine the right investment actions for upskilling and reskilling,
- Increase the job satisfaction and commitment of the employees,
- Reveal full potential of teams, align all functions.

After we determine learning and development needs for the organization, we use different types of programs to support our people. We currently have 8 training categories under our training module.

1. The Art of Balancing Life / Work Life Integration
2. Personal Development
3. Leadership Academy
4. Innovation Academy
5. Technical Academy
6. Sales Academy
7. HSE-Q Academy
8. Orientation Programs



## Talent Review Process





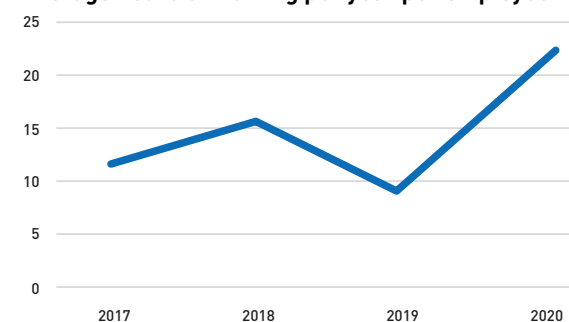
## “Right Talent” in the “Right Position”

Learning agility is the ability and willingness to learn from experience, and subsequently apply that learning to perform successfully under new and first-time conditions. We design our learning and development programs with the understanding that learning agility drives enterprise agility.

### 5 Dimensions of Learning Agility



### Average hours of training per year per employee



The learning hours used per employee increased overall as a result of our Talent Learning and Development activities.

### We have multiple sources to place the “right talent” in the “right position”.

These resources include the following:

#### Internal applications

We evaluate applications from within the company for open positions. If there is a suitable application, we give priority to internal applications.

#### External Applications

We use different career portals and social media accounts to publish our job postings. We attract suitable candidates to apply to Organik Kimya through advertisements in these portals.

### Talent Pool

We attend job fairs, career days, and university seminars and lectures every year to meet with students and/or alumni to nurture our talent pool. “Intro” is our internship program at Organik Kimya where students are placed at the heart of major projects, working with teams of passionate people to create the next innovative formulas.

### Internal Communication

Communication technologies transform the communication methods of the firms. Organizations need to adapt the new communication tools & methods they use. We utilize internal communication tools to establish a two-way communication; not only do they help disseminate certain news and messages within our organization, but also, they enable our employees to know one another well, interact with each other when needed, learn from each other, and provide timely feedback to each other and the management team. We select our tools in accordance with the communication preferences of the employees.

- Townhall meetings: Every month we organize online meetings with the participation of all our employees and management team. In these meetings functional managers give an update and have an open discussion about the latest news.
- Microsoft Teams: Teams is used as Organik Kimya’s social communication platform.
- Bi’ Mola: A company magazine is prepared every 6 months as an internal communication tool.
- OrgApp: It is an application specially designed by Organik Kimya. OrgApp helps us to catch up on the latest news about our business life and operations. We developed this app to enable people to follow trends more easily and make their projects and activities visible.

### Recruitment With Reference

For the vacant positions announced, company employees can send the CVs of their acquaintances, other than their relatives, whom they think are suitable for the position, via BOND. If the candidate they refer is recruited and the 6-month trial period is completed successfully, the reference employee is rewarded.



# Health and Well-being

[GRI 401-2]

Companies are not just organizations that offer economic benefits, career, and development opportunities. They are also responsible for the health and well-being of their employees. When it comes to health, we consider the issue from a holistic perspective with both its physical and mental dimensions.

Employee well-being and engagement significantly contribute to performance at work. It is contagious too, so it helps to increase the overall well-being and effectiveness of the others and thus the organization itself.

Our aim with actions we take is to:

- Support the well-being of our colleagues physically, mentally, financially, socially, and emotionally,
- Support our colleagues to look after their health, fitness, and diet,
- Help our colleagues find ways to feel positive,
- Empower our colleagues to manage their emotions and reactions,

We are also aware of the fact that stigma and/or cultural biases may prevent people from seeking help when they have a mental problem. Therefore, we do our best to create a more supportive, open minded environment that helps our colleagues to work through their hurdles, and train our managers and colleagues about mental health.



**Asuman Yorulmaz**  
Human Resources  
Director, Organik Kimya

## Q&A

How did you support your employees' well-being during the COVID-19 outbreak? What are some approaches and tools you utilized?

We always believe that our culture and people are the most valuable asset in our organization. We always invest in our employees, respect and care about them. In the COVID period we approached well-being in a more holistic way and launched an "Integrated Health Program" in order to reduce the negative impact of this period. We aimed to support our employees' physical, mental, financial and social well-being systematically. We always searched for new ways and opportunities to be together even though we were not able to physically "be" together. In addition to our online yoga, pilates and fitness classes, we have created platforms where we can talk about the psychological difficulties of this period. We have organized seminars and we have provided resources to those who want to get professional psychological support. We were aware that working from home caused some additional costs so we created a financial support package for all our employees. We have planned activities including also members of their families. For the semester break we organized workshops for the children of our employees; we traveled all around the world virtually, went to Japan, Bhutan and South Korea; sometimes we cooked, sometimes we sang together. We always felt that we are stronger together and we face all the difficulties together by supporting and understanding each other. We always had townhall meetings but at this period; we have also added communication meeting to each month so that we can come together and talk about how things are going.



# Diversity In Workplace

[GRI 102-7, GRI 102-41, GRI 401-2, GRI 401-3, GRI 405-1, 405,2, GRI 406-1]



**16**  
Different  
Nationalities



**21**  
Languages  
Spoken

Gender

**25%**  
**75%**

Average Age

**35**  
**37**

White/Blue Collar

**72%**  
**28%**

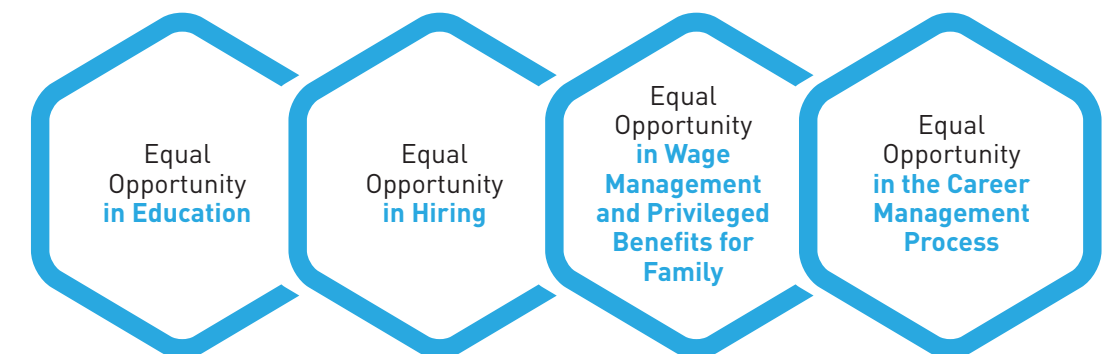
## Measurement and Evaluation of Gender Equality

At Organik Kimya, all processes are structured to support equality and diversity in the workplace. The principle of equality is defined under "Respect, justice and equality of opportunity" in the Code of Conduct document, in which Organik Kimya establishes the basic understanding of doing business for corporate management, employees and suppliers. In addition, all employees can use their collective bargaining rights as defined in local regulations.

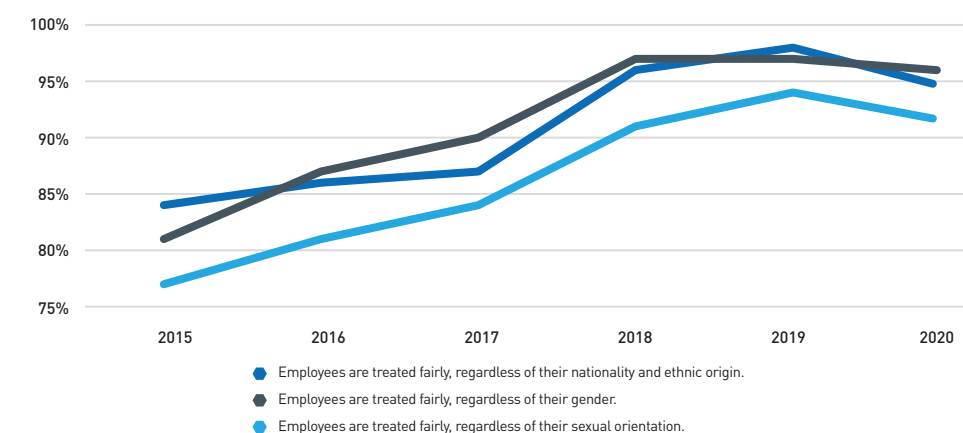
We organize events for gender awareness every year on March 8th International Women's Day and also for the 16 Days of activism for against gender based violence starting from November 25th the

International Day for the Elimination of Violence against Women to December 10th International Human Rights Day. We aim to raise awareness about Gender Equality through trainings and seminars organized with various non-governmental organizations.

In addition, we participate in surveys organized by independent organizations every year, in which the opinions of employees on different issues are evaluated, such as fairness and impartiality of the organization regarding nationality, ethnicity, gender, and sexual orientation. The results of these surveys are followed up every year, the needs are identified in the workshops attended by our employees, improvements are made, and new policies are developed.



## Our Equal Opportunity Survey Results





We constantly improve our HR policies to ensure equal opportunity in remuneration, rights, and employment. We are aware that it is important to show our female employees that we support them in every aspect of their lives.

One of the most important criteria to ensure gender equality is to provide after-birth support to female employees. For this purpose, there are different applications structured within Organik Kimya.

Special opportunities are provided for our employees who have children. In addition, seminars are offered to raise awareness about gender equality, inclusion, and work-life integration.

#### Private Health Insurance

Private Health Insurance of Organik Kimya covers all employees and their families.

#### Birth Support

We provide a nurse service for each new mother of Organik Kimya, to assist her with the baby for the first couple of weeks. The nurse gives key information about taking care of the baby and helps the mother to get on board.

#### Day Nursery Allowance

In order to support our female employees who are new-mothers, we provide day nursery allowance within the scope of the Flexible Benefits Program of Organik Kimya.

#### Baby/Child Shopping Check

Within the scope of Flexible Benefits Program of Organik Kimya, we provide a shopping check to the families in order to support their child's potential needs.

#### Marriage Present

We give a "wedding gift check" to all employees when they get married.

#### Birth Present

We give gold coins as a birth present to all employees who become new parents.

#### Family Day Activities:

"Children at Work" and "Family Day" events are organized so that our employees can spend time with their families at work and children can get to know their parents' working environment better.

During this reporting period, we launched a novel program to support mothers and their newborns:

#### Back to Work

An orientation program is prepared for our female employees returning from maternity leave, where they can learn about the changes and developments during the period they were not at work. Within the scope of this program, mothers are welcomed with small surprises so that they can spend their first day back at work more seamlessly.

#### Mentoring:

A mother is assigned as a mentor to the new mother who returns to work until her baby turns 1. The aim is to share experiences and support the new mother to overcome the difficulties she may face.

#### Stay in Touch Days

Parents with 0-2-year-old children come together every 2 months to have a meal together and share their experiences at our company campus.

#### Raising Parents' Awareness

In this context, Parenthood School workshops are carried out in which different subjects are covered. These trainings are aimed at improving family relations and communication in work-private life integration seminars organized with the motto of "The Art of Balancing Life".



#### Women's Empowerment Principles

In order to demonstrate our intention on this issue, we have committed to support the Women's Empowerment Principles prepared by the WEPs platform, created in partnership with the United Nations Global Compact and the United Nations Gender Equality and Women's Empowerment Unit (UN Women).

#### We Are Against Domestic Violence Against Women!

With the awareness that equality begins at home and in our social environments, we participated in the "Business Against Domestic Violence (BADV)" project supported by TUSIAD, Sabanci University and the United Nations Population Fund. Within the scope of this project, our company policy on "Domestic Violence Against Women" was established to:

- Raise awareness about domestic violence and create a solidaristic workplace culture,
- Ensure that all our employees adopt the concept of gender equality and distance themselves from all forms of violence.

In line with this policy, we provide the necessary support and guidance to all our employees who are exposed to any type of domestic violence, including our subcontractor groups with whom we share our daily work.

A Personnel Support Program has been established to support employees who may be victims of violence. The content of this program is as follows:

- Providing financial support to women employees in case of possible violence and divorce,
- Giving annual leave to the victim in case of need, and if he/she does not have the right to leave, it is possible to use the annual leave as an advance,
- Addition of rehabilitation right for employees who are victims of domestic violence within the scope of private health insurance,
- Directing the victims who want to get support to the Police Departments and social institutions,
- Supporting them in their applications to the Security Units,
- Educating shuttle drivers about the possible risks and be competent to take precautions if they see anything odd or unhealthy.

#### Anti-Discrimination Mechanisms

At Organik Kimya, we have 2 different mechanisms, which our employees can use in case they face problems related to gender inequality and/or psychological or sexual harassment.

1. In the case of violations of the working conditions stipulated in the Code of Conduct, we have an available reporting line. The written notifications made via this line are received directly and simultaneously by the Ethics Committee, which consists of the CEO, Risk Management and Compliance Director and the Human Resources Director. The notifications are responded by this committee after evaluating their priority; subsequently necessary precautions are taken promptly.
2. In the event that an employee is subjected to violence, we create a special line that can be accessed 24/7 and provide the opportunity to apply to the Human Resources Department in a confidential manner in order to help him/her. Considering the fact that violence can also be identified by colleagues, we also explained the basic signs of violence that may be perceived. In this way we aimed at evaluating a potential problem by our employees and address it by human resources department.

Any employee found to be perpetrator/threat of violence is subject to disciplinary action, including but not limited to dismissal. Considering that violence can also be diagnosed by colleagues, the main symptoms of violence that can be noticed are also explained in the policy.

equality in every area of life.





# Occupational Health and Safety

[GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-4, GRI 403-5, GRI 403-6, GRI 403-7, GRI 403-8, GRI 403-9, GRI 403-10]

Our priority is to create a culture of health and safety that supports practicing the highest workplace standards and processes and ensure physical and mental health of our workforce through the use of technology, trainings, and regulatory compliance activities.

All employees working in the facilities are subjected to OHS training during their orientation at the start of their career at Organik Kimya. In these trainings, occupational health risks, health services, hazard reporting and communication are all covered. They are required to take a test after completion of their training. The personnel who are successful are given access to the facilities.

To provide our employees a “Great Work Environment”, every year we participate in a research organized by an independent organization called Great Place to Work Institute. We aim to measure employee loyalty and satisfaction by analyzing working conditions and team dynamics in the dimensions of “Reliability, Fairness, Respect, Pride, Team Spirit” since 2014. We receive continuous feedback from our

employees, work on our areas of improvement and adapt the best practices to our company.

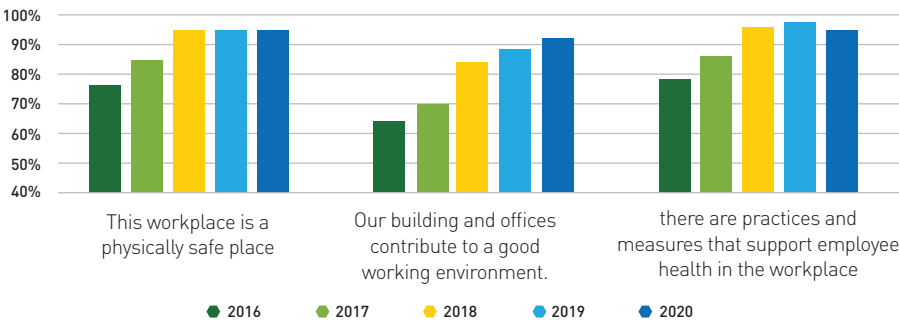
In the most recent research, we have maintained our performance in 2020, which we have carried to the top by continuously improving it since 2015.

Our leadership cultivates the foundation of the safety culture, motivates employee contribution, and reinforces behaviors that ensure the success of our HSE-Q System. Our leaders at all levels are role models for cultivating safety behaviors and eliminating risky ones.

Our “Behavior Based Healthy Teams” (DOST) Program, established in 2017, builds an autonomous mechanism for assimilation of safety by our employees at all our facilities. The program encourages employees to observe each other’s behaviors and be able to determine and evaluate unsafe actions. All employees are covered under DOST; they are required to complete their trainings and are assigned mentors in order to improve our safety mechanism.

“Health, Safety and Environment” (HSE) steering meetings are held every 2 months with company CEO’s and other senior managers’ participation. The HSE steering meetings focus on the incidents that have taken place over the last two months, including compliance issues, root-cause analyses of injuries, occupational safety investments, and new investment needs.

“Walk the Talk” is another mechanism that we utilize for our safety mechanism. Senior managers are required to participate on a site tour three times a year in order to make observations regarding occupational safety and deliver their insights.



## HSE – Q Motivates Transparency and Builds Trust

Production, Warehouse, Maintenance and R&D management representatives attend the weekly HSE-Q Meetings. In this meeting, the behavior-oriented observations of the previous week are reviewed. The results of risk assessments and environmental aspects, the planning of internal and external inspections, and the inspections of competent authorities are discussed. Significant changes needed in legislation are also discussed.

The monthly Occupational Health and Safety Board Meeting is held with the participation of elected worker representatives. Participants include employer representative, occupational safety specialist, worker representative, workplace doctor, HR representative, production unit representative, care team representative. Meeting notes are signed by the participants.

All representatives and senior management participate in quarterly meetings, in which accidents, improvement

projects, KPIs, finance and resource adequacy are evaluated. Management review meetings and open communication meetings, attended by all company employees, are also times where standard items are reviewed.

The opinions and requests that the personnel will convey to the organization on environmental, occupational health and safety issues, and requests for changes are generally handled and evaluated with the Production Directorate or at the Occupational Health and Safety Board Meetings. A suggestion evaluation system has been developed especially for the participation and consultation activities of employees related to Environment and OHS.

Notifications are made using the Suggestion Form. In addition, employee representatives personally participate in hazard identification, risk assessment, incident investigation and control activities. They can also express their views on policies and targets.

**D.O.S.T. and other Occupational Safety Leadership Development** programs take place in our organization not as mandatory project requirements, but as processes integrated into our culture, also with the help of company KPIs. In the following years, we will continue improve and maintain our targets. The main goal is to ensure that all employees are D.O.S.T. Every stakeholder is a role model for both colleagues and relevant stakeholders (subcontractors, visitors, suppliers, customers, etc.) Occupational safety, without being seen as an additional measure, is the level we aim for in our safety culture. The systematization of safety culture programs is rapidly bringing us closer to our target level.

Injury Frequency (RIF) and Lost Time Injury (LTI) are two key performance indicators that we use to manage the program.

TYPE	2017	2018	2019	2020
RIF	4	2	1.3	1
LTI	5	2	1	1





The Bradley Curve is a proven, proprietary system, which helps companies comprehend and benchmark the effectiveness of their activities to create a successful safety culture. Its phases can be explained in four stages:

- 1. Reactive Stage:** People do not take any responsibility and believe accidents will occur no matter what
- 2. Dependent Stage:** People view safety as a serious and there is a decrease in accident rates
- 3. Independent Stage:** People take responsibility and believe they can make a significant difference with their actions. Accident rates decrease even further.
- 4. Interdependent Stage:** Teams take ownership and responsibility for the safety culture. "Zero Injuries" is an attainable goal.

With the various activities carried out in the last four years, the "interdependent" level has been reached in the safety culture at our Kemerburgaz and Tuzla facilities, according to the Bradley Model.

**Case Study:** Applying Image Processing and Deep Learning to Quality Control and Workplace Safety

**R&D Quality Control Analysis**

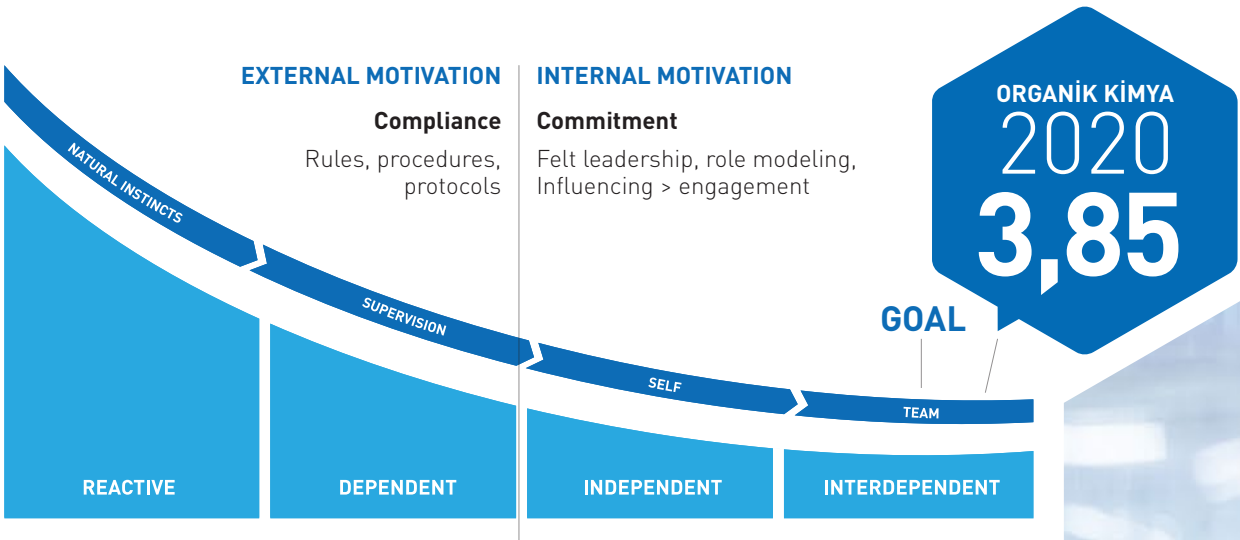
Some of the processes in R&D Quality Control were visually controlled. We wanted to develop these processes with more data. We decided to use image processing technology. We reviewed our old samples and quality control results using image processing technology. We taught the system the quality control results we had given before and introduced the new samples to be evaluated to the system. Now, the samples to be tested are shown to the machine and the quality control result value is calculated. With this project, dependence on people and environmental conditions has been eliminated and we have a very important memory for the future.

**Image Processing**

With the pandemic spreading around the world, we had to change some of our ways of doing business. We have warned people about masks, distance, and hygiene as much as possible. We decided to use our strong camera infrastructure to detect these possible violations. By measuring the distance between people using image processing technology, when there is a distance less than 1.5 meters, we made announcements about the distance at that point by using our announcement system. In the same way, we started to use it in our mask assembly and pedestrian road violations.



**BRADLEY CURVE**





# Working Tirelessly for the Advancement of Our Industry



## Macro Trends

### Green Economy

"Green economy" activities are increased with the encouragement of governments. The pandemic proved that the society should be better prepared for possible crises on climate change and that global challenges can only be solved with international cooperation with help of both public and private sector.

### Technology & Digitalization

Digitization and automation are gaining even more momentum. Changing views on consumer behavior and the business world has increased investments in digitalization and automation.

These technologies have proven their particular importance this year when we all needed scientific results as fast as possible. For instance, detailed computational ability and laboratory automation equipment helped chemicals companies to respond sufficiently. In the upcoming years, we will see even more progress and more applications since we are learning, understanding, and getting more of these technologies.

Highly repetitive tasks and activities involving physical exertion will gradually be automated.

### Circular Economy

Instead of using new raw materials and sending waste to incineration or landfill, circular economy model recovers materials at the end of their life cycles and adds value to the chain. Waste is transformed into valuable resource.

### Climate Change and Resource Scarcity

Global temperatures are going up and the main reasons are:

- Increased use of fossil fuels – such as coal, oil and gas to generate electricity, transport, and power manufacturing and industry
- Deforestation – because living trees absorb and store carbon dioxide
- Increased intensive agriculture (Big Ag) – which emits greenhouse gases like methane and ammonia

### Electrification

Electrification refers to the process of replacing technologies that use fossil fuels (coal, oil, and natural gas) with technologies that use electricity as a source of energy.

### Urbanization

It is projected that by 2050 more than two-thirds of the world population will live in urban areas. People tend to migrate from rural to urban areas as they become richer.

### Localization

The disruption from the pandemic has led to supply chains becoming more localized since trying to produce and ship locally will ensure less disruption in case of limited movement of people and goods.

### Customization

As customers and their needs grow increasingly diverse, many companies have resorted to inventing new products and services to meet each one of them.





# Value Creation for Our Customers

[GRI 203-2]

The chemicals sector is large and diverse, with various segments and many different components. We continuously monitor shifts in trends, needs of our customers, our competitive landscape, our own competitive advantage levers, and adapt our strategy accordingly. We build close relationships with our customer so we can understand their needs and come up with unique solutions. This also allows us to invest in the right resources and shape our strategic initiatives, such as product innovation, digitization in our operations and talent development.

As Organik Kimya, we were able to show our agile and flexible response to changing commercial conditions due to Covid-19.

Even though the pandemic with its curfews and travel restrictions has meant we could not visit our customer physically with the same frequency like we used to, we were able to quickly adapt to the new settings of virtual meetings and collaboration tools. We maintained close contact with our customers and pursued our strategic collaborations. We continued monitoring the market trends to provide winning solutions of today and tomorrow for our customers. Our R&D department has continued to develop novelty products to satisfy our customers' needs.

COVID-19 also affected supply chain operations globally. As a result of the pandemic, the predictability of sales has been adversely affected, and since all supply chain planning is made based on sales forecasts, companies had to re-plan their supply chain processes and make difficult tradeoffs. We had unexpected order volumes as well. For instance, "Home Improvement" related activities were very strong due to very high end-customer demand. Many chemicals' producers declared "force majeure" and could not supply products to their customers including WBA polymer producers. However, we were able to

source all required chemicals from all around the globe to be able to meet the requirements with our strong global network and supply chain operations.

We identified our areas of development by reflecting customers priorities on our strategic, operational, organizational, and technological infrastructures. We took our actions and created novel opportunities during these challenging times. 2020 has pushed us to strengthen our value proposition further with increased product performance, more efficient operations, improved recyclability, and circularity.



**Deniz Yıldırım**  
Commercial Vice President, Organik Kimya

Q&A

How did your customers and their expectations change during the COVID-19 outbreak? How were you able to fulfill these expectations?

Customers had very bad experience during the COVID-19 pandemic due to product supply issues and also supply chain related disruptions. Being dependent to one or two big suppliers, mainly the ones producing its own raw materials, and sourcing product from long distances with long transit times caused big issues to the customers. Organik Kimya was well equipped and ready in terms of working standards, having access to global monomer markets, innovation pipeline, etc to fulfill supplying its regular customers despite of many challenges in the market.

What are some trends you think will shape the industry? How is Organik Kimya leading and/or reacting to these trends?

New trends are localization, not being dependent to single suppliers, sustainability and digitalization. In the market, localization i/o globalization to source raw materials from the suppliers from

closer locations due to experienced supply chain issues, also customers tries to find reliable new suppliers not to be dependent to any single supplier anymore due to already experienced issues with the COVID-19 pandemic. In addition, sustainability became very important subject on the customers' agenda with the COVID-19 pandemic. Thanks to Organik Kimya's efforts already started before the COVID-19 pandemic regarding new product developments contributing to the sustainability, there are many on-going projects with the key customers to launch new products ASAP. Digitalization was also one of the priorities at Organik Kimya before the COVID-19 pandemic, and we maintained our service level once the COVID-19 pandemic started by changing working set up from office to the home office in a very short time, and also started to use new communication tools to serve our customers globally.

Are you working on any novelties in terms of products and services?

We have new novelties such as new products contributing to sustainability, also started to organizing webinars for the newly developed product introductions. In addition, we have started to use new communication tool much more effectively to maintain the close contact with our customers despite travel constraints.



# Innovation, Research and Development

[GRI 201-1, GRI 201-4, GRI 203-1, GRI 203-2]

The main lever for creating differentiating value for our customers is innovation. It is an integral part of our culture and an area in which we invest heavily.

Since the establishment of Organik Kimya, R&D has always been an area for investment and R&D activities and results have always been monitored and evaluated by senior management. In 2009, R&D Department, which was directly connected to the General Directorate of Organik Kimya, was re-positioned as an R&D Center with a change in its management approach. With this new way of working, scientific approaches were integrated into R&D practices in line with customer and market requirements. R&D Center is financed with around 3% of our annual revenue and it focuses on product development, process optimization and quality control mechanisms. We adopt a holistic approach to innovation: from R&D to manufacturing and business process operations, we work to ensure that innovative ideas are cultivated and implemented. We evaluate ideas at our quarterly Innovation and Business Process Management (BPM) Board Meetings. We employ a systematic yet flexible stage-gate process from ideation to commercialization of a product, called Innovation Funnel. Technological infrastructure activities for the adoption of the stage-gate approach were completed in 2010 in order to carry out and monitor the innovation activities more systematically. Our R&D Center keeps track of project details (e.g., project systematics, budget, human resources, and expenditures) to ensure achieving initial project goals and to contribute to our intellectual capital by reinforcing the knowledge and experience gained throughout the project.

In addition, the sustainability of our innovation is crucial and we, therefore, monitor all our innovation projects against a set of targets. We use various key performance indicators (KPIs) to carry our strategic intent forward and to measure throughput as well as output and outcome.

A KPI we rigorously follow for innovation is "vitality index"; ratio of profit coming from products that were launched in the last 3 years to total profit. Every year, "vitality products" change as some new products are introduced. The aim is to calculate the profit generation capacity of newer products in the total product mix. The higher the ratio, the more sustainable is the future profitability of the company. Our long-term target has been 15%.

In 2020 we managed to achieve a vitality index more than 20%. With our strong pipeline of new ideas/products, we aim to have similar vitality index levels in the medium term.

Our almost 80 specialists have been working in our dedicated synthesis and application laboratories on 50 projects simultaneously. We also take an active role in 2 Horizon 2020 projects aiming at using excellent science and innovation for tackling societal challenges.

In 2020 we applied for 2 new patents and we were granted 1 new patent for our Wood Adhesive, applied in 2017.

In 2020,  
**the Wood Adhesive Patent**, which we applied for in 2017, was registered.

INNOVATION BOARDS  
6 BUSINESS UNITS BOARDS  
3 SUPPORT PROCESSES BOARDS  
1 FUTURE & SUSTAINABILITY BOARD

+200  
PEOPLE ATTEND THESE BOARDS

SUSTAINABILITY IS AT THE HEART OF EACH BOARD

We take an active role in 2 ongoing Horizon 2020 projects:

Ongoing	H2020 BBI-JTI-2018	Ongoing	H2020 BBI-JTI-2020
<b>Project Call:</b> H2020-BBI-JTI-2018	<b>Project Name:</b> Eco sustainable multifunctional biobased coatings with enhanced performance and end of life options - ECOFUNCO	<b>Project Call:</b> H2020-BBI-JTI-2020	<b>Project Name:</b> High Performance Bio-Based Functional coatings for wood and decorative applications - PERFECOAT
<b>Project Number:</b> 837863		<b>Project Number:</b> 101022370	
<b>Abstract:</b> Select, extract-functionalise molecules (proteins, polysaccharides, cutin) from highly available, low valorised biomass for the development of new bio-based coating materials to be applied on cellulosic and plastic based substrates with improved performances compared to currently available products.		<b>Abstract:</b> To develop and validate a new generation of industrial wood and decorative coatings with significantly more than %25 bio-based components that meet and even surpass the current quality and sustainability standards.	

Developing Automotive and Filter Paper Polymer compatible with Special Resins in conjunction with Istanbul University

By developing a water-based acrylic polymer that can remain stable for at least 1 hour when methanol and phenolic resin are added, we advance product suitable for automotive filter applications, primarily in the European market





# The New Chemistry is “Safe and Sustainable- By-Design”

## Circular Economy

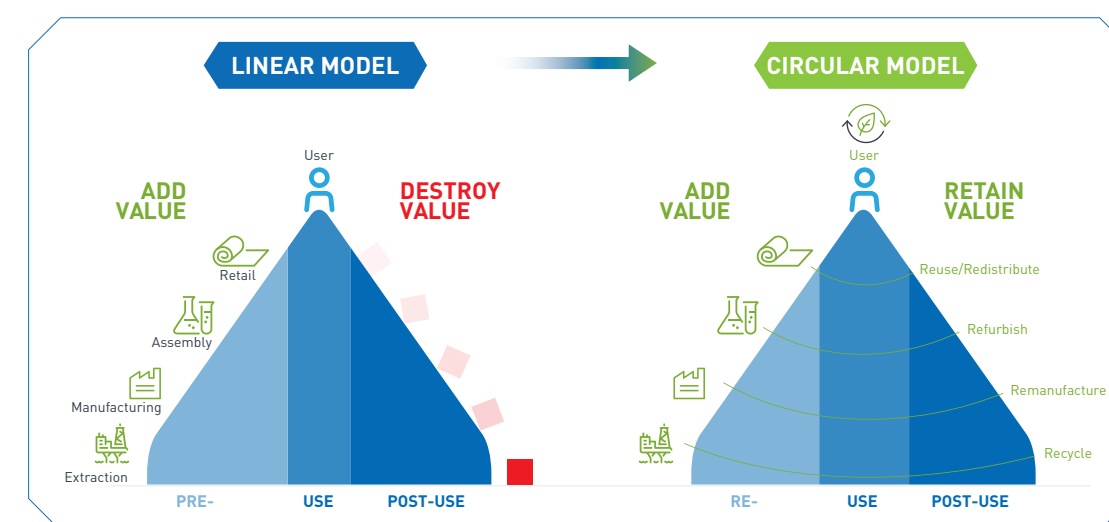
(GRI 306-1, GRI 306-2)

The COVID-19 pandemic has shown us the key disadvantages and fragility of our current linear economy.

It led us to rethink our financial income model while recognizing the need to build a more resilient system. While looking for ways to reduce

the economic impacts of COVID-19, the circular economy offers us many opportunities, including solutions for plastic pollution and climate change. It is also, indeed, a tool to gain competitive advantage.

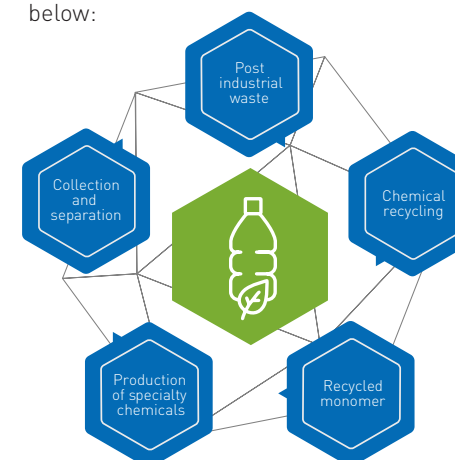
Circular economy is described as a sustainability and innovation-driven production model in which every waste generated in a production system is re-evaluated, minimizing the raw material cost, keeping the resource efficiency and environmental benefits at the maximum. Through circularity, waste is transformed into a valuable resource.



Source: The “Value Hill” by Sustainable Finance Lab, Circle Economy, Nuovalente, TUDelft, and het Groene Brein

### Case Study: Recycled monomers create 84% improvement in carbon footprint compared to traditional monomers

Our supplier uses postindustrial and post-consumer plastic waste, products which were considered at the end of their life cycle. These are chemically recycled back to monomer which we use in our production, as seen below:



This enables us to contribute to circular economy by:

- Re-use of what was considered waste
- Reduction of virgin monomers usage (fossil based raw materials)
- Reduction of carbon footprint
- Reduction of waste that would otherwise go to landfill
- Same performance with better environmental footprint
- Easy implementation





# Sustainable Product Design and Lifecycle

[GRI 301-2, GRI 301-3, GRI 417-1, GRI 417-2]

Although Sustainable Product Design and Lifecycle is a topic that we now introduce in our reporting, we have been working on it for a long time under different contexts. We have systematically focused on circularity in 2020 and positioned it at the center of our activities.

A life cycle assessment systematically evaluates multiple environmental impacts of a product, activity, or process over its entire life cycle. Carbon footprint analysis is a subset of a complete life cycle assessment of a product, activity, or process. The multiple assessment categories under LCA include natural resource depletion, climate change, ecosystem degradation, and human health. We conduct organizational life cycle assessments bi-yearly,

including our Rotterdam, Tuzla and Kemerburgaz locations.

**Significance of LCA for Organik Kimya:**

- The only objective measure of product's environmental footprint
- Increasing demand from our customers for full LCA data
- Enables us to compare carbon footprint of conventional product portfolio (fossil based) and sustainability product portfolio (biobased, recycled, biomass balance) Necessary tool for Environmental Product Declarations (EPD) which are gaining importance in the European Union

For our new products we utilize but are not limited to following sustainability concepts:

Biobased	Biodegradable	Compostable	(Bio)mass Balance Approach	Recycled Monomers
Products wholly or partly derived from renewable sources, such as plants, trees and other biomass materials	Products that have the ability to break down, safely and relatively quickly, by biological means, into the raw materials of nature and disappear into the environment	Products or materials that can biodegrade under specific circumstances such as humidity, temperature, time, etc.	Mixing fossil and recycled or renewable raw materials in existing systems and processes while keeping track of their quantities and allocating them to specific products.	Are a result of chemical recycling of plastics. Plastic waste is chemically recycled back to monomers which we use in our polymerization.

	Coating Solutions	Construction Solutions	PSA & Paper Solutions	Textile & Leather Performance Solutions	Industrial Adhesives Solutions
Biobased	●	○	●	●	●
Biodegradable	○	○	●	●	○
Compostable	○	○	●	○	○
Biomass Balance Approach	●	●	●	●	●
Recycled Monomers	●	●	●	●	●

**Case Study:** Organik Kimya's Formaldehyde free patented technology

Ecological textile products is a significant value creator for our customers in reducing components harmful to health and the environment.

Oeko-Tex is the standard that obliges substances that are harmful to human health to be either absent or not exceeding a certain concentration, taking into account the use of the product and the person. This environmental standard, which has become increasingly widespread in Europe, has also seriously affected the textile industry. The fact that clothes and textiles contain substances harmful to human health has drawn the attention of experts working on the subject. Textile manufacturers were obliged to make their products in accordance with the Oeko-Tex standard.

The Oeko-Tex 100 standard, which entered the agenda 10 years ago, guarantees that textile products are free from carcinogens, toxic effects and allergens during the production and dyeing process.

Oeko-Tex standard can be grouped as follows:

- Content of heavy metals
- Formaldehyde content
- Not using carcinogenic dyestuffs
- Paint fastness properties
- Pesticide content
- Pentachlorophenol content
- pH value of textile
- The smell of textile
- Whether the textile will cause allergies

The products are examined in four different categories. These are baby and small children's products, textile products in contact with the skin, products that do not come into contact with the skin, and home textiles. The amount of formaldehyde in baby products should be so low that it cannot be measured (nd: non-detectable). The immeasurable value has been further reduced by Oeko-Tex over the years. In the statement published by Oeko-Tex 2013, this value is 16 ppm.

Our Leather Performance Solutions Department has been carrying out projects for the reduction and complete elimination of formaldehyde in our polymer formulations in order to develop ecological textile products since 2014.



**Sibel Altınok**  
R&D Director, Organik Kimya

**Q&A**

**How did the Covid pandemic affect R&D activities?**

Although administrative employees can work from home office, we, researchers, have responsibilities that actually require working in laboratories. In this context, safe working environments were created for each employee.

Numerous projects directed at the digitization of R&D processes provided support for remote

monitoring and enabled control of many processes in this period. Online meetings have become more frequent and more productive. We have started using Microsoft Teams more actively to stay in touch daily. Team synergy was achieved also with many online events which were attended by large teams.

Many projects were realized in cooperation with other companies and research institutes in many countries thanks to flexible online cooperation meetings.

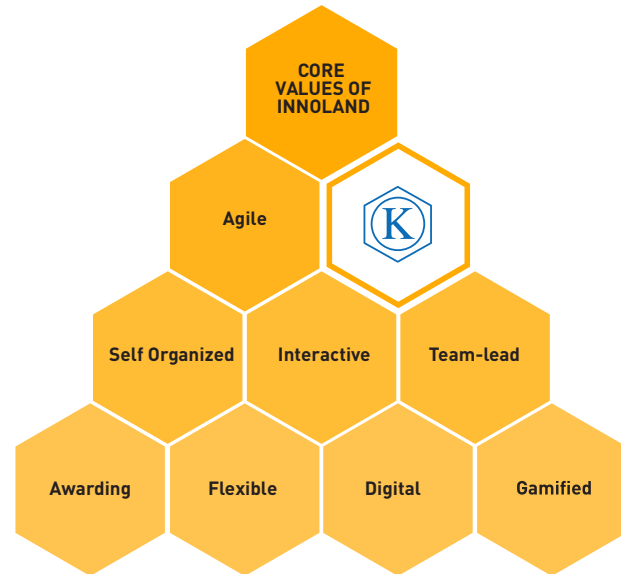




We're here to explore:

# INNOLAND

Innoland represent our transformation from being a training center to a "land" that encircle every stakeholder and embrace every single input and output within Organik Kimya's value chain to push and lead innovation.



Making use of gamification and rewarding principles and having a digital platform to comprehend all these activities under one umbrella support the basis of our work at Innoland. Innoland's members are our employees who voluntarily participate in projects and take initiative to make a difference. In fact, all our employees are Innolandians with their desire to explore, to renew and develop for the work they do. Starting with the excitement of renewal and discovery, we aim to highlight 3 basic elements.

- 1. Curiosity:** Emphasizes 'exploration' by demonstrating that curiosity is a tool for development and progress.
- 2. Here:** Emphasizes that innovation takes place not only in certain departments or regions, but also in every aspect of business and life.
- 3. Renew:** Emphasizes the importance of pursuing the new, that innovation is always critical and is at every part of our journey.

## Our Aims with Innoland

Creating a communication platform accessible to all company employees, where everyone can share their ideas and initiate discussions

Effective sharing of information, demonstrating that innovation can take place outside the R&D center

Organizing supportive trainings & seminars on innovation

Designing the innovation process in a way that is fun and increases participation

Encouraging new ideas within the organization

When we started to our Innoland journey, we realized that this new formation should have a digital platform to make communication between departments easier. Therefore, we established Innoland MSTEams Discussion Groups:

- We Are Here to Discuss:** Established to discuss various technical issues and to come up with ideas that we can contribute to each other.
- We Are Here to Learn:** Created to share inspiring stories, speeches, new developments about innovation.
- We Are Here to Inspire:** Established with the aim of sharing all kinds of training suggestions for innovation.



**Innofest is a one day event organized once a year to award innovative projects.**

We initiated Innofest to increase the visibility and awareness of innovative projects carried out within the company, to develop new projects inspired by the projects, to measure the adaptability of the projects to every other department, and as a result increase motivation, interdepartmental interaction, and make innovation a living part of the Organik Kimya's culture.

## Trainings Under the Innoland Umbrella

We conducted a survey within our R&D, Production and Technical Solutions teams to better understand the technical topics our employees want to explore more. More than 20% of the participants wanted to understand and improve scaling and polymerization methods, and 10% wanted to improve their understanding about bio-based, bio-degradable, recyclable materials. We therefore organized technical trainings and seminars with subject-matter experts Dr. Guillermo Perez Lorenzo and Prof. Dr. Davide Moscatelli.

## Gamification

One of the important motivation elements to generating innovative ideas is putting a rewards mechanism in place. With that awareness, we introduced Innocoin in 2020. Every activity that contributes to the creation of innovative ideas and synergetic interactions has started to turn into Innocoins. Innocoins were made spendable in the following flexible benefits package period. By equating 10 Innocoins to 1 Turkish Lira, our employees get a chance to use their earned Innocoins according to their personal needs.

Activities that can make our employees earn Innocoin are;

- "Entering new ideas" into the Innovation Funnel System
- Adoption of the idea by the committee
- Taking part in a project team at Innofest
- Being an idea catalyst
- Actively participating in Innoland subproject groups
- Applying for an Innovation Award
- Being active in Innoland Teams
- Moving Forward

# INNOFEST

## INNOFEST 2020

The entry of the pandemic into our lives in 2020 made social distancing mandatory in Innoland activities as well as in our work and working order. As a result, Innofest 2020 was organized on an online platform. The event, which was live for one full day, continued throughout the week.

27 projects were exhibited in separate stands, the project owners had the chance to explain their projects and inspire visitors via video call. Innofest 2020 has reached a record number of visitors and turned into a global event with the participation of our employees from 10 countries. Participants voted for the projects digitally. Different from the 2019 event, three discussion roundtables were available at the platform. Two of them were Innoland subgroups, "Innovation Network" and "Disruptive Business Model". The third one was "Working with Robee", for us to concentrate on innovative projects by taking over our routine and repetitive works.

## Trainings & Seminars Held at Innoland

Technical trainings by Dr. Guillermo Perez

"Bio Light and Shadow" by Prof. Dr. Davide Moscatelli

Inspiring Speech Related to Microplastics and Innovation Journey of Arçelik by Hakan Bulgurlu

Atmosphere of Achieving Together by Sinan Yaman

Design Thinking Workshops

Innovation Academy on BOND





# Moving Forward

It is important for companies to increase their innovation capacity in a sustainable way, with a supportive infrastructure and a holistic system that addresses different dimensions of innovation.

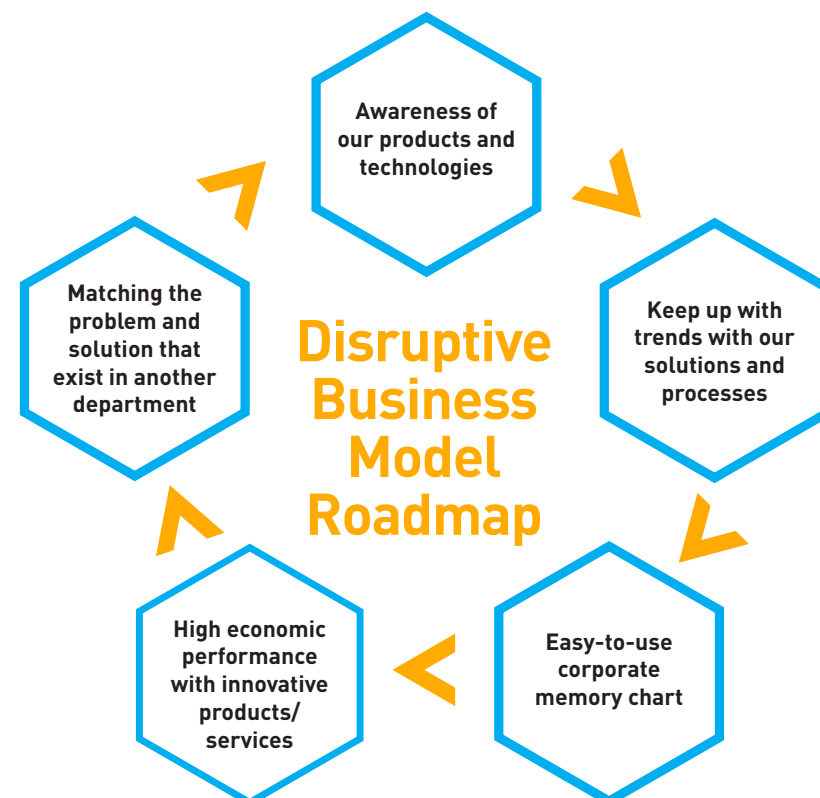
Rather than evaluating investments, activities, practices, and processes individually, we initiate a Corporate Innovation System model, in which we run innovation as an interdependent system. Our departments, each with their own processes, organizational structures, governance mechanisms, workflows, and tools, work together as a one large integrated system.

The Corporate Innovation System model aims to create the infrastructure that will provide the accumulation of knowledge and competence with a collective approach so that we can implement processes that will transform this knowledge into value-creating applications within Organik Kimya's value chain.

## Disruptive Business Model

Disruptive Business Model methodology is a systematic approach we internally developed to better understand industry dynamics, question our existing business models, and challenge our product portfolio. We also formed an internal team to better assess and organize our efforts.

Disruptive Business Model team's priority is to deepen their knowledge in our product features, to find new out-of-the-box applications for existing products, and to develop new improved solutions that will create added value for our customers.

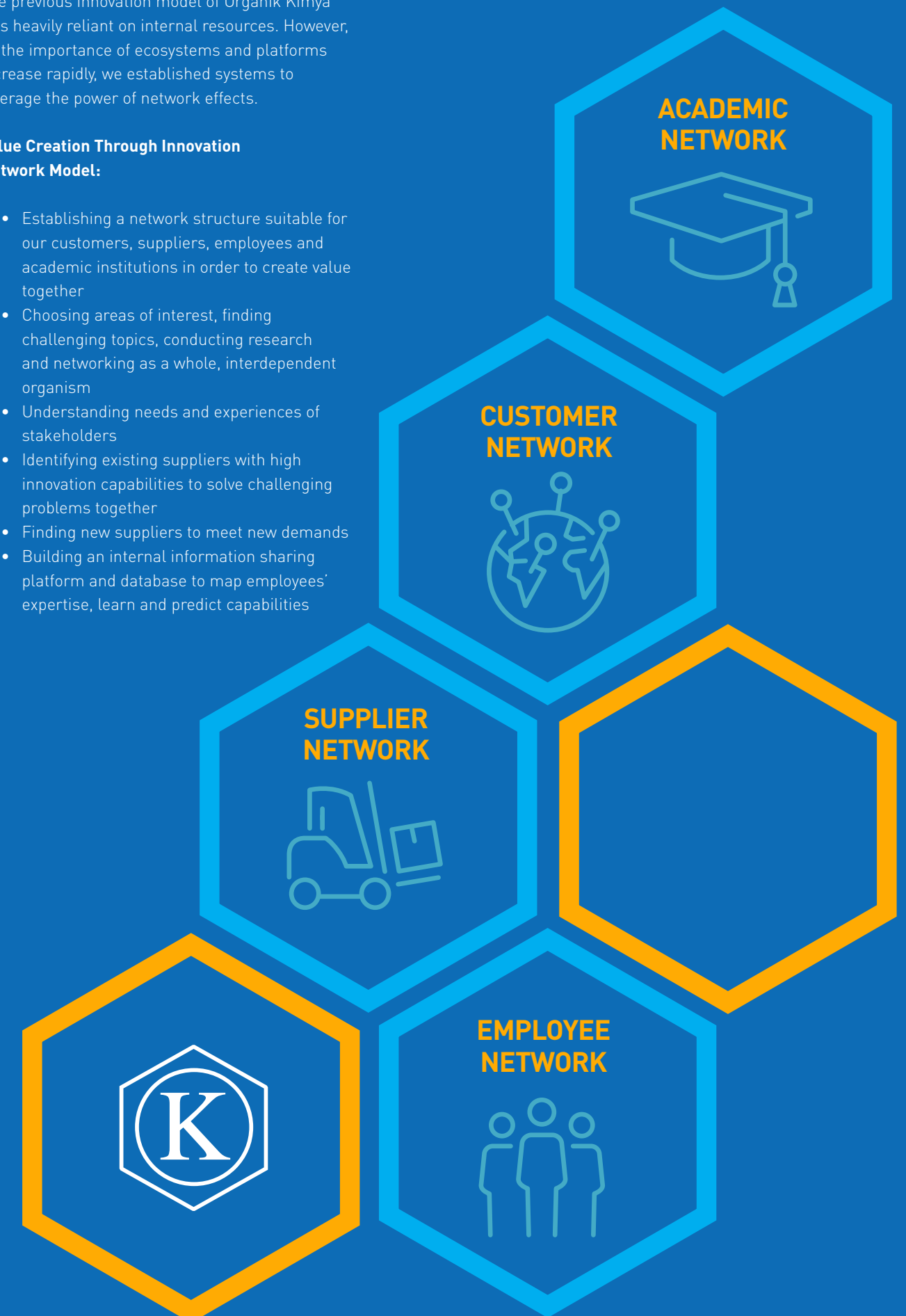


## Innovation Network Model

The previous innovation model of Organik Kimya was heavily reliant on internal resources. However, as the importance of ecosystems and platforms increase rapidly, we established systems to leverage the power of network effects.

### Value Creation Through Innovation Network Model:

- Establishing a network structure suitable for our customers, suppliers, employees and academic institutions in order to create value together
- Choosing areas of interest, finding challenging topics, conducting research and networking as a whole, interdependent organism
- Understanding needs and experiences of stakeholders
- Identifying existing suppliers with high innovation capabilities to solve challenging problems together
- Finding new suppliers to meet new demands
- Building an internal information sharing platform and database to map employees' expertise, learn and predict capabilities





# Climate Risk and Carbon Reduction

If not controlled, negative impacts of climate change will aggravate economic growth. What has long been externalized, the cost of detrimental environmental impact now has to be internalized by all societies. Both public and private sector players should assess their conditions, risks, and opportunities and take action to prevent further material damage.

This is a topic that has been on our agenda for many years, and we have implemented tangible initiatives to reduce our carbon footprint.



## History of carbon footprint at Organik Kimya:

We calculated LCA for 3 product groups manufactured in Kemerburgaz site as per request of one of our biggest customers in 2015

We have continued LCA calculations bi-yearly for product groups, adding organizational LCA for all operational sites in 2017 and 2019.

With increasing awareness, we have started receiving more customer requests for carbon footprint data on an individual product level. We therefore decided to measure our carbon footprint from our operations and separate it from product based life cycle assessment (LCA)



1

Know how much carbon we produce and set bold targets

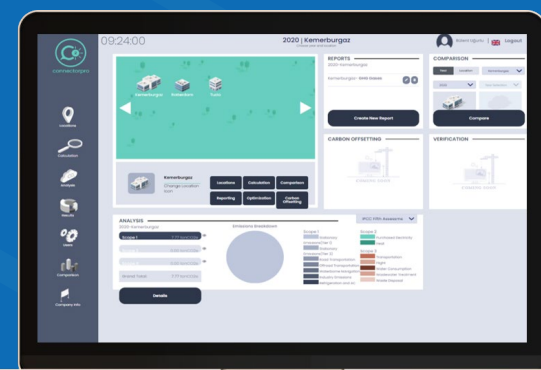
2

Know where we can make reductions and improvements in our Scope 1 and 2

3

Analyze our scope 3 and determine action items

## ROAD TO ZERO CARBON

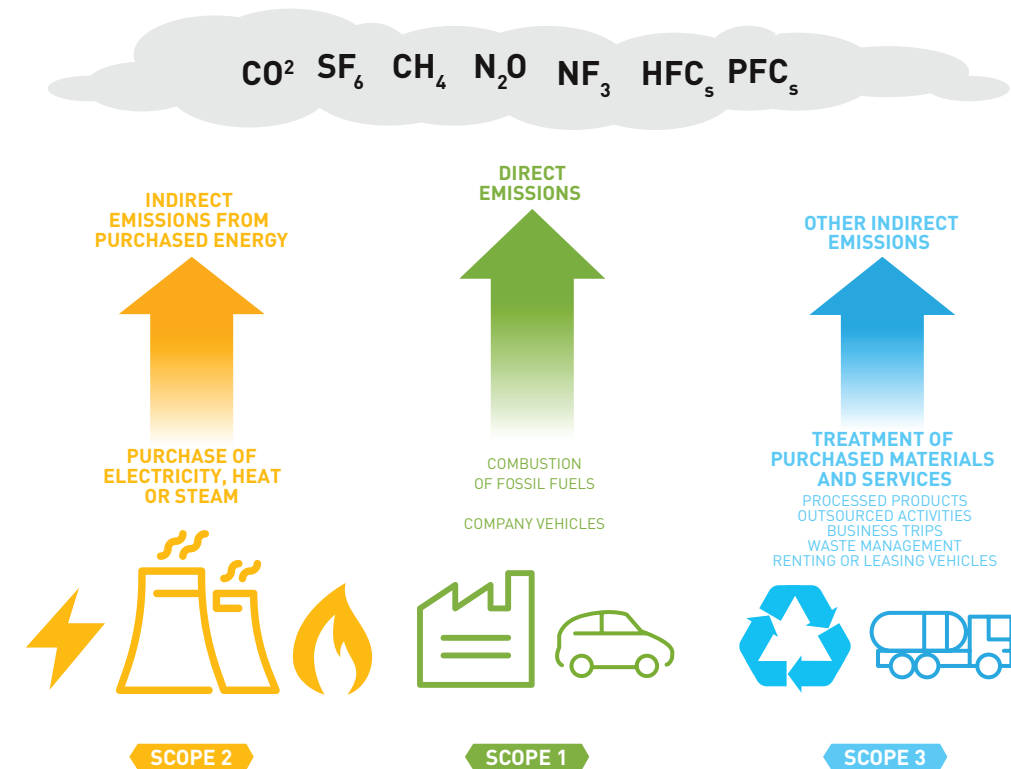


We have invested in a software to closely monitor our carbon emissions. Our new software enables us to:

- Measure our carbon footprint from our operations across all 4 production sites
- Capture carbon footprint of all production sites including Scope 1 and Scope 2
- Capture Scope 3 (dependent on data from our suppliers)



### Our Sources of Scope, I, II, III Emissions



#### Scope 1

Direct emissions from owned or controlled sources such as fuel burned in owned or controlled boilers, furnaces and vehicles, and emissions from chemical production in owned or controlled process equipment.

#### Scope 2

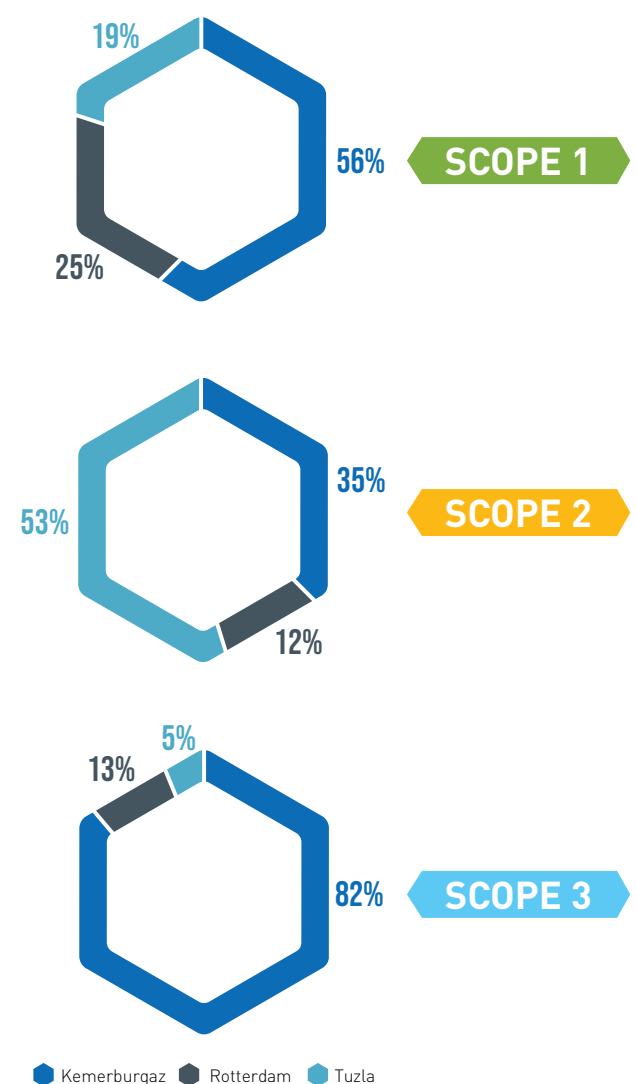
Indirect emissions from the generation of purchased energy.

#### Scope 3

All indirect emissions that occur in the value chain. These are all emissions from sources that the company does not own or control, covering areas associated with business travel, procurement, waste and water, including both upstream and downstream emissions.

Upstream activities or cradle-to-gate emissions include all those that occur in the life cycle of a material/product up to the point of sale by the producer.

Downstream activities are those emissions produced in the life cycle of a product after its sale by the producer, including distribution and storage, product use and end-of-life.





# 2025 Roadmap to Reduce Plastic Use

Climate change and plastic pollution are among the top global problems. We are reducing our plastic usage and packaging volumes to help lower demand for virgin plastic and collaborate closely with other stakeholders in this area.

**Our commitment to reducing the use of plastic packaging of our products between 2021 and 2025:**

- Reducing the use of plastic packaging during the production process by 16% by the end of 2021,
- Reducing the use of "Zero Plastic/Virgin Plastic" in packaging in IBC packages by making use of recycling methods by 40% by the end of 2021,
- Eliminating the use of unnecessary and disposable plastic completely by the end of 2023,
- Increasing the rate of purchasing recyclable plastic packaging by selecting the suppliers of all the plastic packaging we use from those who apply recycling/reusing methods by the end of 2023,
- Picking up plastic packaging from customers via reverse logistics and re-using them, reusing packaging through various waste collecting methods as well as recycling 100% of the plastic packaging that we release domestically by the end of 2025.

**Our actions to achieve these goals:**

- Switching to larger plastic IBC packaging instead of smaller plastic product packaging
- Switching to stainless metal containers instead of plastic containers in Quality Control
- Switching to stainless metal containers instead of plastic containers in sample transmission between laboratory production
- Cleaning and reusing the plastic raw material packages sent to production

- Reducing the use of virgin plastic to increase the amount of washable packaging in product sales
- Reducing plastic consumption by putting more products in single packaging.
- Elimination of the use of plastic packaging by creating fixed tank projects for some chemicals stored in plastic packaging
- Reducing the use of IBCs by making intermediate tanks for semi-finished products



As Organik Kimya, we are one of the founders of **Business Plastics Initiative.**

Business Plastics Initiative (IPG) was established in November 2019 by Global Compact Turkey, SKD Turkey and TUSIAD to take the fight against plastic pollution one step further. Setting off with the vision of realizing a circular economy for plastics, IPG is the first and only initiative in Turkey that aims to bring together plastics value chain actors. Companies included in the Initiative determine their plastic commitments under the guidance of the IPG Executive Board and share them with the public.

Under the umbrella of IPG, 34 companies operating in Turkey shared their commitments publicly for the first time to reduce plastic use and prevent use until 2023. Their commitments are in line with a common goal, aiming to create a circular economy for plastics. The commitments made within the scope of IPG are a very important step for the transition to the circular economy, especially in packaging, in the plastics industry in Turkey. Based on the "New Plastics Economy", IPG adopts circular economy principles that focus on redesign, reuse, the use of raw materials from renewable resources and effective recycling systems, and where products and packaging never labeled as waste.

We take the utmost care to make environmentally friendly production. We manage our waste in compliance with Responsible Care® Production process improvement initiatives.

These initiatives, led by our Innovation, Research and Development departments, focus on reducing the amount of waste generated in our current production system.

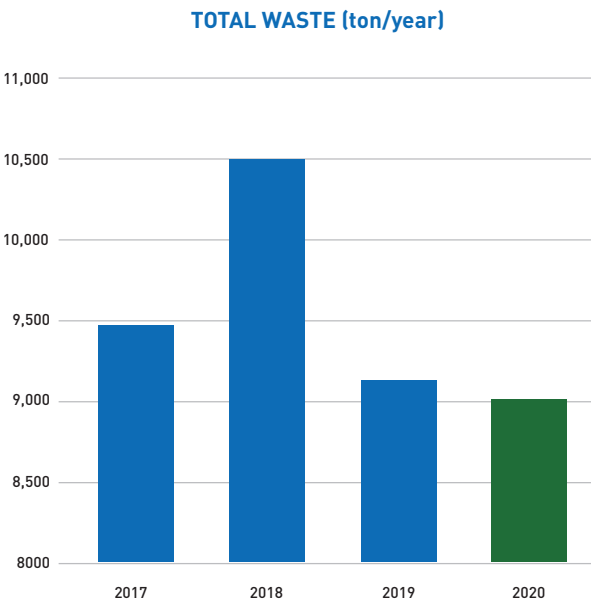
Waste is recorded and properly disposed of under our local environmental management systems. All non-hazardous waste is used for recycling or energy recovery. Hazardous waste is disposed via decomposition, burning, recycling or energy recovery, done by licensed actions.

**We are working to implement comprehensive initiatives to reduce the waste rate in the coming years**



# Waste Management

(GRI 306-1, GRI 306-2, GRI 306-3)



## Waste Quantities

	2017	2018	2019	2020
Total Waste (ton/year)	9,464	10,531	9,199	9,025

We will focus on reduction in filtration waste and improvement in sewage sludge

Within the framework of the circular economy, we will primarily carry out preventive activities to improve filtration technology and reduce waste in filling areas

We will place the techniques that will reduce the amount to be sent to waste from the filtration as corrective action.

Since it is not possible to recover the out-of-spec and non-processable products from powder polymer and hotmelt plants in their current state, we will develop projects to reduce their amount



# Treatment of Sludge

We achieved improvements in waste reduction. Our wastewater treatment and sludge dewatering facilities played an important role to reduce the amount of sludge. Especially for sludge dewatering since sewage sludge was 35-40% dry in previous years. In other words, when sending the sludge to licensed companies for disposal, we were sending











60% water. Both the amount of waste was very high and the damage to the environment was much greater in terms of logistics. Now, with the new technology, we dewater the treatment sludge in the range of 70-80% and make it solid. The reduction in treatment sludge in the last 4 years is as follows:

	QUANTITY(KG) 2017	QUANTITY(KG) 2018	QUANTITY(KG) 2019	QUANTITY(KG) 2020
TREATMENT SLUDGE (Sludges from on-site wastewater treatment other than 07 01 11)	3,357,170	2,206,980	2.139.350	2,117,240

# Cooperation with ÇEVKO

We have been cooperating with ÇEVKO since 2011, a non-profit based in Turkey, to fulfill our responsibilities in recycling packaging waste.

ÇEVKO adopts the "Integrated Waste Management" principles and it is an authorized organization by the Turkish Republic Ministry of Environment and Urbanization within the framework of the "Regulation on the Control of Packaging and Packaging Waste". ÇEVKO, having taken over the recovery responsibilities of packaging waste within Turkey, carries out its activities on contractual basis with many operators. Our contribution to a sustainable recycling system to enable the healthy and clean recycling of glass, metal, plastic, composite, and paper/cardboard type packing waste is shown in the table below.

Materials	Paper Cardboard, Weight of Paper Cardboard weight of Composite Paper, Wood	Aluminum, Steel-Tin, Paper Cardboard, Glass, Composite Paper-Cardboard Weighted, Plastic.	All materials	Plastic	Paper Cardboard, Composite Paper Paper-Cardboard Weighted
Total environmental contribution we have made so far with ÇEVKO	 113 trees have been saved	 3,001,404 kw/h electricity saved	 1,920 m³ storage area have been saved	 109,792 litter fossil fuel have been saved	 115,980 m³ water have been saved
	 1,000 m² forest	 Annual electricity consumption of 1,086 families	 1 Equal to one football field	 2,439 parking lot	 Annual water consumption of 1 family

# Water Use Management

[GRI 303-1, GRI 303-2, GRI 303-3, GRI 303-4, GRI 303-5, GRI 306-1, GRI 306-2]

Our team surprises us every year by showing us new possibilities of progress both in our production processes and in our products. Awareness of inefficiencies within our activities and our teams' innovative solutions enable us to be more competitive every year.

regular sewer. Scraps from the products are treated in a wastewater treatment plant. Water, which comes out of this process is reused in production or sent to the chemical sewer. The Standard of Istanbul Municipality Wastewater Sewage Discharge Control Regulation and Water Pollution Control Regulation are used for all calculations and evaluations in Turkey. Similarly, the municipality regulations are complied with for the Rotterdam operation.

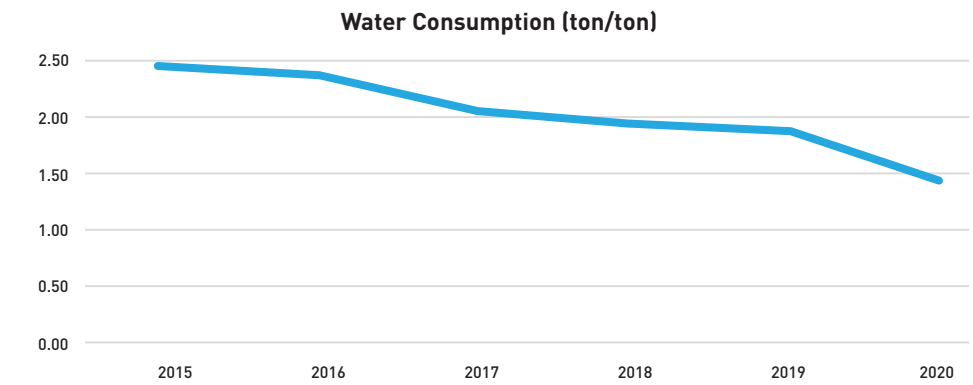
One of our team's main targets is reducing water consumption. Our production and consumption is based on groundwater and produced water. Monthly and annual total water consumptions are reported to senior management on a regular basis. Raw and processed water is analyzed in terms of conductivity and pH levels, and consumption is measured daily.

Our target for 2020 was to reduce domestic water consumption by 40% and wastewater volume by 5% via wastewater recycling projects compared to 2015. We were able to manage to decrease consumption by 43.08% between 2015 and 2020. We also had significant learning from our treatment projects that we are looking forward to improving and applying for the next period.

We use water for our decentralized wastewater system and cleaning of blender, reactor, and filling production processes. Water is also used for sanitary purposes. Sanitary water is discharged to the city's

## How we managed to lower our water consumption this year:

- 1. Activated reactor washing process and multi washing project
- 2. Some of the reactor washing water was recovered with the ultrafiltration project
- 3. Decreased water usage by ~80% with the deaerator project in the boiler room (it reduced the use of natural gas with both water and efficiency)
- 4. Achieved natural gas savings were by reducing the operating pressure in the boiler room



	2015	2016	2017	2018	2019	2020
Water Consumption (ton/ton)	2.46	2.33	2.09	1.95	1.88	1.40
Decrease in Consumption		-5.3%	-10.3%	-6.7%	-3.6%	-25.5%



Biodiversity

[GRI 304-1, GRI 304-2, GRI 304-3, GRI 304-4]

We do not pollute the environment we live and operate in, do not become intrusive, and continue our activities in a way that supports the diversity of life in surrounding areas. Our business operations do not have a negative impact on conservation areas or endanger protected plant or animal species. Our operational sites, whether they are owned leased, or managed, are all outside of high biodiversity value protected areas.

Our activities do not have a negative impact on living life on air, water and soil. Our products are water-based and the water released. We do not have any significant detrimental impacts of activities, products, and services on biodiversity. UCN Red List species and national conservation list species with habitats in areas are not affected by any of our operations.

Energy Management & Reduction

We have initiated the way for sustainable chemistry and have worked together with our stakeholders to identify "Energy Management & Reduction" as a key action area.

We strongly promote initiatives to reduce energy consumption in the production process and make key strategic investments. For instance, we have been supplying our energy from 100% renewable sources in our Rotterdam Plant since 2017. The increased use of green electricity at our sites has been helping us to sustain our energy management targets.

Some of our processes require more consumption than others. Especially in the powder polymer plant, energy consumption per product is very high due to the process type. We continuously work on our efficiency and improvement efforts. Additionally, we focus on sales activities to create economies of scale to decrease per unit costs (including energy costs per ton of product) for this product group.

Our past performance on electricity and natural gas savings was preserved. We realized a 2.1% decrease

in electricity consumption. We have maintained our previous position in natural gas. We have reached these figures by taking the following actions:

Electricity

- Eliminating air leaks
- Changing Chiller Sequence
- Commissioning Inverter to 2 Product Tanks
- Putting new air conditioners commissioned in the Administrative Building into timer

Natural Gas

- Reducing Air Conditioners for Administrative Building Heating and benefiting from fancoils
- Feeding hot water to locker rooms with compressor oil energy
- Scheduling work Stops for Steam Leaks
- Multi Washing Optimization

Our certifications

- We have ISO 50001 Energy Management System certification for our Kemerburgaz facility.

Environmental Value Management

[GRI 103-2, GRI 103-3]

We are a part of a voluntary initiative, Responsible Care®, defined by the The European Chemical Industry Council and the Turkish Chemical Manufacturers Association. We follow an ethical framework towards safe chemicals management and performance excellence underlined by this initiative.

In order to continuously improve our environmental sustainability performance, we leverage state-of-the-art technology and innovative process, and promote environmentally friendly and sustainable operations.

Our environmental value management approach is built on the cyclic interaction between various departments and consists of three main pillars:

- **Programmable Logic Controllers (PLCs)**  
PLCs provide guidance for infrastructure excellence, controlling efficiency and preventing waste.
- **Organizational Life Cycle (O-LCA) Methodology**  
The value saved by PLCs is combined with the value created by products under Organizational Life Cycle (O-LCA) methodology.
- **Golden Environmental Rules**  
Golden Environmental Rules ensure that the value generated and the savings accumulated by O-LCA and PLCs serve to the organization's environmental sustainability goals as well.

Organizational Life Cycle Assessment (O-LCA) methodology, defined by the ISO 14072 standard with a guidance prepared by The United Nations Environment Programme (UNEP), Society of

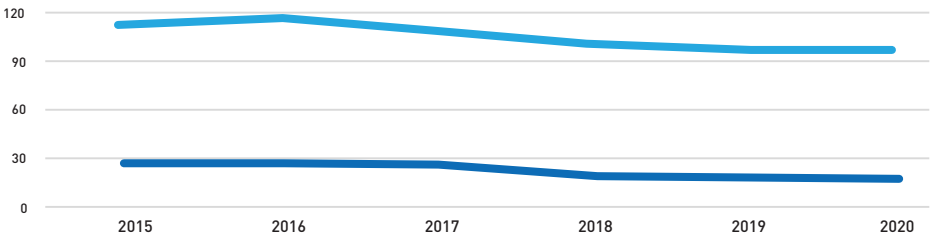
Environmental Toxicology and Chemistry (SETAC) and Life Cycle Initiative, is a compilation and evaluation of the inputs, outputs and potential environmental impacts of the activities associated with the organization adopting a life cycle perspective.

O-LCA supports the identification and quantification of environmental aspects within and beyond the gates of the organization. It takes all the suppliers and other partners in the value chain associated with the provision of the organization's product portfolio into account. O-LCA is an environmental multi-impact approach, meaning that a comprehensive set of environmental issues relevant for the specific system are considered, and together they represent the potential environmental impact profile for the organization's activities. Several of our material topics, water use and waste water management, energy management and waste management, are evaluated in terms of circular value approach by Organizational Life Cycle Assessment (O-LCA).

Environmental Golden Rules establish the cornerstone of our activities to prevent leaks and spills, to reduce resource consumption, to manage waste and environmental impact and to reduce energy consumption.

Effectiveness of our environmental value management approach is audited and certified with ISO 14001 Environmental Management System and ISO 50001 Energy Management System in order to ensure that we consistently provide products that meet customers' environmental expectations and regulatory requirements.

Our Past Performance on Electricity and Natural Gas



	2015	2016	2017	2018	2019	2020
Electrical Consumption (kWh/ton)	113.00	116.00	110.00	105.00	101.00	98.90
Natural Gas Consumption (m3/ton)	25.00	25.60	25.30	20.80	18.40	18.70

Environmental Value Management Hierarchy

Principles Environmental Golden Rules

Assessment of Executions O-LCA

Infrastructure Excellence PLC

- Environmental Golden Rules
- Preventing leaks and spills
  - Reducing Resource Consumption
  - Managing Wastes and Environmental Impacts
  - Reducing Energy Consumption





# Sustainability Drives Profitability



## Sales Revenues 2020

We formulate our business strategy to create sustainable and profitable growth.

- 42% | Coating Solutions
- 20% | Construction Solutions
- 16% | PSA & Paper Solutions
- 14% | Textile & Leather Performance Solutions
- 5% | Industrial Adhesives Solutions
- 3% | Life Science & Materials Solutions



We sell our products to over 100 countries worldwide.

Turkey is still our biggest market with roughly 25% share. About 55% of our sales go to Europe and our biggest European markets are Italy, Spain, Germany and UK. Our other markets are Middle East, North Africa and Mid-Asia.

2020 was a very peculiar year. Due to the effects of pandemic, raw material prices increased significantly, there were severe breakdowns in supply chain, demand for some products increased while those for other products plummeted, and a lot of players in the supply chain ceased their operations.

Under these compelling circumstances, we managed to run our facilities without any interruptions throughout the year. We positioned ourselves as an utmost reliable supplier that will support its customers under any negative circumstances.

Despite challenging economic conditions locally and internationally, Organik Kimya managed to increase total sales volume by 6% in 2020. We reached almost 100% capacity utilization levels in Kemerburgaz, Tuzla and Rotterdam facilities. As a result, we have started new capacity expansion programs and expedited the existing ones. We are looking for acquisition targets for inorganic growth opportunities.

We have also gained new customers during the pandemic, and we believe that our sales increase will be long lived with the addition of these customers.

The European market no longer wants remote suppliers after the consequences of slow and problematic supply chain during the pandemic. Supply chain security is now paramount. Since we are able to serve our customer both from Turkey and the Netherlands, we have strategic position. Our technology is on par with its European competitors. The European market is growing at a rate of GDP x 2.2. We expect high demand growth in the coming period due to both price inflation and rapid growth.

## ORGANIK KIMYA HIGHLIGHTS

We are growing with an integrated approach.

We made several investments related to R&D, capacity upgrade, sales and marketing and corporate development.

With our Orgal+ ORP + Innofix brands; we will grow in the European liquid polymer, powder polymer and hot melt adhesives markets.



# Data Infrastructure Investments to Power Decision Making

The database we currently use for reporting activities is the transactional database used in most other companies. As of 2020, we implemented PowerBI, a business intelligence tool that helps us analyze data and construct reports faster, and therefore accelerates our decision-making process.

In order to establish a more efficient and faster reporting system, we established Multidimensional

Database in addition to transactional database. We are able to run our PowerBI reports faster and we are not putting extra load on our transactional database used to support the live system.

The multidimensional database will open a door for us not only for our PowerBI reports, but for more complex analysis and even machine learning applications.

## Securing Digital Assets

[203-1, 203-2, GRI 418-1]

Starting from our Financial Affairs Departments, we started to move our processes to digital environments. By providing electronic integrations with banks, we ensured that all incoming and outgoing transactions are instantly communicated with ERP, so that data is processed automatically.

With the R&D Digitalization project, we have transferred our R&D data to digital environments and ensured that our R&D employees continue all their projects remotely, safely and healthy uninterrupted during the pandemic. In order to contribute to the formation of the digital R&D corporate memory, we started to transfer our old data to digital format

At the end of 2020, with our new generation FireWall and server change projects, we have made our investments that will enable us to work safely and efficiently in order to work faster and without interruption.

By starting the Veritas Enterprise Vault software project in 2020, we started the destruction of unnecessary electronic data via Automated Data Retention & Email Archiving processes.

**Information and Customer Data Security**

Our stakeholders agree that data protection and data security are critical to our business success. We prepare comprehensively for data security challenges to ensure no violations occur.

Our Information Security Policy (ISP) was prepared in order to ensure the proper protection of our organization's and our customers' information assets. Our ultimate target is to preserve the corporate information, to minimize any possible

damage, to protect the information and to minimize the risks by analyzing the risks on the information.

ISP covers all employees, third-party users, and service providers that access our information assets. Regardless of their role and position, all our stakeholders are obliged to comply with the safety principles specified in the relevant legal regulations, policies, procedures, regulations, and contracts to limit risks and work within accepted best practices.

We ensure a high level of security with appropriate levels of attention paid towards human resources, procedures, and information technology infrastructures for the protection of our digital assets. We have proper documentation of our ISO / IEC 27001, which is a set of standards that specify the requirements for a robust information security system with international validity.

We also test the effectiveness of the measures we took with the audits conducted by independent parties and addressed the improvement areas as a result of the audits:

Distributed Network Attacks are commonly known as Distributed Denial of Service (DDoS) attacks. These types of attacks take advantage of certain capacity limits that apply to any network resource, such as the infrastructure that provides a company's website. A DDoS attack aims to exceed the website's capacity to handle large numbers of requests and prevent it from working properly by sending multiple requests to the attacked web resource.

We have taken our measures against DDoS attacks that may come to our Internet line with the agreements we have made with our service provider in order to avoid a negative situation.

Substantiated complaints concerning breaches of customer privacy and losses of customer data are not reported during the reporting period.

**Awareness Trainings**

When we talk about information security, we talk about devices, networks, documents, systems and servers, but in fact, the most important issue is the human factor. In order to keep the information security awareness of our employees at the highest level, we provided regular Phishing Attack Tests and Awareness Trainings to the people in need after these tests.

In 2020 due to the pandemic, we searched for an online training that we could continue through on our BOND system, allowing users to receive this training easily from their homes.

**Covid-19 Effect**

By purchasing "all in one" or portable computers for all our users and using terminal servers, we have ensured that all our users were able to continue business operations from home without any interruption.

At the end of 2020, with our new generation FireWall and new generation server change projects, we have made our investments that will enable us to work safely and efficiently in order to work faster and without interruption.



# Materials Sourcing & Supplier Assessment

[GRI 102-9, GRI 102-10, GRI 301-2, GRI 301-3]

Partnership with our suppliers goes beyond compliance – we create win-win relationships. It’s about forging relationships which are built on strong values that are developed through engagement and collaborative improvement programs which help both sides become better businesses.

We have 348 materials and logistics suppliers; to whom we not only fulfil our financial responsibilities, but also contribute to the sustainability of their businesses.

In order to integrate our ethical values and climate protection goals into our supply chain, we issued “Supplier Code of Business Ethics” in 2019. Our standards ensure that we cooperate with professional suppliers that fulfil market needs in an ethical and sustainable way. Certificates, audits, environmental permits, emission levels, energy usages, trainings, and forward-looking sustainability plans are some information we seek to obtain from our suppliers.

Our purchasing department plays an integral role in finding new and alternative raw materials for our sustainable product portfolio. These include but are not limited to:

- Recycled monomers (as a result of recycling industrial and post-consumer plastic waste)
- 100% bio-based monomers and functional monomers for our recipes
- Implementation of biomass balanced (BMB) acrylate monomers. BMB uses renewable resources and saves fossil resources.
- Sizable storage tanks for bulk monomers allows us to purchase in bulk sea vessels and prevents hundreds of trucks shipment therefore less carbon footprint.
- For smaller volume raw materials we have invested in on-site storage tanks to allow us to purchase in bulk containers and minimize IBCs and drums usage.
- Usage of Re-conditioned IBCs (40% of total)
- Usage of drums containing a minimum of 40% recycled content

### Sustainable Procurement

As of Q3 2020, we began using EcoVadis platform to assess our suppliers on their sustainability performance. This helps us manage our suppliers and ensure sustainability in our supply chain.

EcoVadis provides holistic sustainability ratings service of companies, delivered via a global cloud-based SaaS platform. The methodology covers 198 purchasing categories, 155 countries, and 21 Corporate Social Responsibility (CSR) indicators across four themes: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement.

We can now evaluate impacts on environment resulting from our suppliers’ operations and products. We can further assess their human resource and human rights practices, as well as their business ethics. Part of business ethics assessment is also responsible information management and, now, we are able track the suppliers’ performance regarding sustainable procurement and their efforts in their own supply chain.

### AFERA:

Sustainability is a major driver of Organik Kimya, reflected in their several initiatives around lowering the environmental impact of their operations and products, increasing digitalization and R&D efforts. Afera values Organik Kimya sharing their experiences and examples with our membership and welcomes their continued participation in making the adhesive tape value chain more sustainable.

## 21 Sustainability Criteria

ENVIRONMENT	LABOR & HUMAN RIGHTS	ETHICS	SUSTAINABLE PROCUREMENT
<b>Operations</b> <ul style="list-style-type: none"><li>• Energy Consumption &amp; GHGs</li><li>• Water</li><li>• Biodiversity</li><li>• Local &amp; Accidental Pollution</li><li>• Materials, Chemicals &amp; Waste</li></ul> <b>Products</b> <ul style="list-style-type: none"><li>• Product Use</li><li>• Product End-of-Life</li><li>• Customer Health &amp; Safety</li><li>• Environmental Services &amp; Advocacy</li></ul>	<b>Human Resources</b> <ul style="list-style-type: none"><li>• Employee Health &amp; Safety</li><li>• Working Conditions</li><li>• Social Dialogue</li><li>• Career Management &amp; Training</li></ul> <b>Human Rights</b> <ul style="list-style-type: none"><li>• Child Labor, Forced Labor &amp; Human Trafficking</li><li>• Diversity, Discrimination &amp; Harassment</li><li>• External Stakeholder Human Rights</li></ul>	<ul style="list-style-type: none"><li>• Corruption</li><li>• Anticompetitive Practices</li><li>• Responsible Information Management</li></ul>	<ul style="list-style-type: none"><li>• Supplier Environmental Practices</li><li>• Supplier Social Practices</li></ul>

Source: EcoVadis





# Corporate Governance

## Governance, Business Ethics, and Integrity

How we manage corporate governance is critical in enhancing and retaining trust of all our stakeholders. It reflects our culture, policies, relationship with stakeholders and commitment to our company's values. A strong corporate governance practice is one of the core aspects to achieving long term success.

We are committed to managing our business ethically and sensitively, and serving as a role model for our industry. Our Board of Directors meets on a quarterly basis to decide on the company's strategic and financial priorities. It also oversees the executive team. It consists of Aldo Kaslowski, Simone Kaslowski and Stefano Kaslowski. In addition to the members of the board, the company's Chief Financial Officer and other senior executives participate in board meetings.

The Corporate Governance Committee is held at the board level and oversees the system set ups as well as the policies of corporate governance.

At the core of our corporate governance practice is our Executive Board, which oversees how the management serves and protects the long-term interests of all our stakeholders. The executive team, consisting of the company's Chief Executive Officer, Chief Financial Officer, Chief Operating Officer, Commercial Vice President, Research & Development Director, Human Resources Director, and Chief Compliance Officer, meets once every month. The SHE Steering Committee –a committee responsible for all safety, health, and environmental issues, as well as HR policies– meets on a quarterly

basis. It consists of the company's Chief Executive Officer, Chief Operating Officer, Chief Compliance Officer, Research & Development Director, Human Resources Director, Safety, Health, Environment, and Quality (SHE-Q) Manager, Production Manager, and on-site doctor.

Organik Kimya is committed to incorporating sustainability into its products, processes and the operations that support them. This year we formed a Sustainability Committee to operationalize and monitor our sustainability efforts. The Sustainability Committee meets monthly and is accountable for implementation of sustainability strategy and tracking its performance. Sustainability issues are placed in decision-making mechanisms and business processes in order to create long-term value for our stakeholders. The Sustainability Committee serves as a critical coordinating committee that can steer an ESG (Environment, Social and Governance) strategy into a competitive advantage for the company. Its main responsibilities include:

- Driving all sustainability related activities in the company to make sure that there is full alignment,
- Implementing sustainability strategy across the businesses and functions,
- Managing goal setting and reporting processes,
- Strengthening relations with external stakeholders,
- Ensuring overall accountability,
- Reviewing related open items regularly.

Another Committee we formed this year is our Ethics Committee. As a global company, we are committed to do business in accordance with the local legal system of each country where it operates. The Ethics Committee is responsible for determining the code of conduct standards that must be followed by all employees, regardless of their expertise, qualifications, and position.

The Ethics Committee, consisting of the company's Chief of Compliance, Chief of Human Resources, Chief of Operations, Internal Audit, Risk and Compliance Business Partner, Sustainability and Commercial Excellence Specialist, Rotterdam Facility Manager, Kemerburgaz Production Manager, Tuzla Production Manager, meets every three months.

### Duties of the Ethics Committee are:

- Determining, developing, and updating the Organik Kimya ethical rules,
- Ensuring the establishment and spreading of the ethical culture within the company,
- Following up, analyzing, and resolving all ethical issues,
- Ensuring the confidentiality of all ethical issues evaluated and to keep the relevant information and documents confidential





Our Code of Conduct sets the standards for our decision-making process for our business. Our Code of Conduct anchors our business ethics and compliance program. Our employees and business partners, including our suppliers, must comply with our policies, as well as with applicable both local and international laws and regulations.

All managers are responsible for creating the appropriate working atmosphere for its implementation. The duty of each Organik Kimya employee in case of encountering an inappropriate behavior or situation that falls within the scope of these principles in any way is to report this matter to the Ethics Committee.

The supervision and control of the violations of the procedure, which are detected by the employees or received information from the communication channels, are carried out by the Risk Management and Compliance department. The results of such investigation are transferred to the Ethics Committee for the decision and evaluation of the violation.

The execution of this procedure is carried out by the Risk Management and Compliance department. Revisions of this procedure are made by the Risk Management and Compliance Department and are activated with the approval of the General Management.





# Risk Management

(GRI 205-1, GRI 205-2, GRI 205-3, GRI 206-1, GRI 307-1, GRI 419-1)

Risk management activities are carried out with a holistic and proactive approach based on enterprise risk management principles.

We carry out risk assessments regularly. Risk assessments of high-risk projects, activities, tasks, and operational areas are evaluated at more frequent intervals. The Corporate Risk Management program is integrated into key processes such as strategic planning, business planning and management of operations to ensure that risks are also considered during decision-making. The Corporate Risk Management program is open to continuous improvement to reflect industry best practices and our needs. Our policies and procedures in other areas are also consistent with the approach described in this procedure.

The risk management process is aligned with our corporate culture. Risk management is part of everyone's job description rather than being the task of a single department or unit. However, still, an effective risk management program requires clear roles and responsibilities for managing risk. The bodies that will take roles and responsibilities in the Corporate Risk Management program to be carried out are as follows: Board of Directors, Risk Committee, Senior Management (General Managers, Directors), Internal Audit, Risk Management and Compliance Department, Risk Coordinators, Managers, Employees.

In addition to our Code of Conduct, we have Organik Kimya Code of Business Ethics, focusing on the following five activities:

- **Code of Business Ethics** - It constitutes the basic business criteria among our customers, suppliers, and colleagues with whom we work.
- **Supplier Code of Ethics** - It constitutes the rules of business ethics we expect from our suppliers.
- **Anti-Bribery and Anti-Corruption Policy** - It has been established in order to define the principles of anti-bribery and corruption, which are in compliance with the legal regulations, and which are maintained by considering ethical values,

to ensure the continuity of the principles and practices by drawing them, and to communicate them.

- **Education** - Trainings organized for employees
- **Audit** - Corruption Audit held at least twice a year

We have been actively monitoring and managing risks through an Enterprise Risk Management System since 2015. Risk Management is a multi-layer function, in which several defense lines have been established to reduce exposure and impact of associated risk items. The first line of defense is the operational functions themselves. Each function and management positions identify and manage the risks related to their operations effectively. The Compliance Department and Compliance Board monitor the risk registries, exposure items and risk mitigating actions. The third layer is the top management, which determines the risk management strategy and approach to priority items.

Risk management is carried out over the risks determined in the QDMS (Quality Integrated Management System) by the Risk Coordinator selected from among all processes and departments.

We have started the internal audit process over the QDMS system with 6 departments respectively

- Production,
- Project,
- Customer Service & Sales,
- Supply Chain Management (Foreign Trade, Purchasing, Planning, Inventory),
- IT
- R&D Management

The Risk Management and Compliance department periodically organizes monthly meetings with the Risk Coordinators to review the risks that have arisen, whose risk definition/risk score has changed, or which have lost their validity, and to discuss the updates to be made. Risks that have arisen and whose risk definition or risk score has changed are defined in the QDMS / Corporate Risk Assessment section with the participation of the relevant Risk Coordinator. Each risk coordinator in the risk management process keeps his own risk inventory in the QDMS. Risks that have arisen or whose risk definition / risk score has changed in the current period are added to the QDMS by informing the Risk Management and Compliance department.



At the end of each month, meetings are held with the departments to discuss actions and revised risks. And risk scores are revised when necessary.

In 2020, meetings were determined once a month, on Wednesdays of the second week of each month, and meeting information was communicated to the risk coordinators.

The Risk Management and Compliance department shares the top 10 Corporate risks with the Senior Management at the Compliance Board meetings quarterly. It also shares the top 20 risks of the processes it collects from Risk Coordinators affiliated with other processes with the Senior Management.

Risk control is carried out in the eight areas mentioned below as the subject title and the risk regarding corruption is also determined within the process.

1. Enterprise Risks
2. Process Risks
3. OHS Risks
4. Environmental Risks
5. Production Risks
6. Warehouse & Logistics Risks
7. ISMS Risks
8. Product Safety Risks

Our projects and workflows are aimed at swift and effective management of unexpected business interruptions, ensuring business continuity by eliminating impacts of an incident on company plants, operations, financials, reputation, and stakeholders.

There were no confirmed incidents of corruption; confirmed incidents in which employees were dismissed or disciplined for corruption; confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption; public legal cases regarding corruption brought against the organization or its employees during the reporting period.

We organize many product and process improvement activities in collaborations with both domestic and international companies, universities, research institutes etc. Our principles of accountability and responsibility are the cornerstone of our approach to managing our relationships with competitors in all areas of business. There were no legal actions for anti-competitive behavior, antitrust, and monopoly practices determined during the reporting period, including legal actions pending or completed.

Strong commitment to corporate governance is essential to achieving long term success and building trust for our stakeholders. As one of the key players in the chemical industry, we are aware of our environmental impact and fully committed to follow the highest precautions required by the law and its own process team. We have not identified any non-compliance with environmental laws and/or regulations. Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations, in terms of total monetary value of significant fines, total number of non-monetary sanctions and cases brought through dispute resolution mechanisms, were not present during the reporting period.

Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area were not present during reporting period.





Our Certificates

We demonstrate our commitment to continuous improvement by implementing integrated quality management systems. Our operations and processes are certified in line with regulations of the countries in which we operate.

Certificate Code	Certificate Name	Site/Certified Year
ISO 14001	Environmental Management System	Kemberburgaz (2012) Tuzla (2020)
ISO 9001	Quality Management System	Kemberburgaz (2011) Rotterdam (2016) Tuzla (2018)
ISO 50001	Energy Management Systems	Kemberburgaz (2017)
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*the chemistry between us*

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