



**KOCAER STEEL
SUSTAINABILITY POLICY**



Kocaer Steel,

Aims to support sustainable production in order to continuously develop and improve its technologies in business processes with an innovative approach and to increase product quality in this direction. In order to establish a sustainability policy, determine sustainability targets and strategies and ensure their effective implementation and manage the company's sustainability activities with a holistic approach;

- Considering environmental, social and economic impacts in all our activities and investments by observing corporate culture and corporate governance principles,
- Reaching net zero by 2053, in line with Turkey's target within the scope of combating climate change, and in this context to calculate greenhouse gas emissions arising from our activities and supply chain on an annual basis and to declare them to the public,
- Developing and implement circular economy solutions in all our activities with the Zero Waste approach, including waste prevention, reduction, reuse, recycling, recovery and disposal, respectively, in accordance with the waste hierarchy,
- Regularly monitoring and improve water management performance with awareness of the decrease in water resources in the world,
- Protecting the diversity of species, habitats, ecosystems and the integrity of ecological functions by determining the effects of its activities on biodiversity,
- Monitoring and declare its performance in the field of occupational health and safety and to act with the principle of continuous improvement in order to provide a safe working environment for its employees,
- Adopting the principles of equal opportunity, diversity and inclusion; To provide equal rights and opportunities to all employees in processes such as remuneration, reward, promotion and performance evaluation,
- Aims to contribute to gender equality, provide equal opportunities to women in business life and increase women's employment.
- Supporting young people's participation in employment and their competency development through training/internship programs.
- Creating working environments that will enable its employees to improve themselves through regular vocational and technical training,

- Company aims to contribute to the social and economic development of the local community in its fields of activity and to prioritize local employment and supply,
- Respecting employees' rights to representation and collective bargaining,
- Showing no tolerance for bribery and corruption, to comply with all relevant legal regulations, the Code of Ethics Policy and the Anti-Bribery and Corruption Policy,,
- Creating a sustainable supply chain target, to establish and implement the necessary mechanisms in the Sustainable Supply Chain Policy in line with this target,
- Carrying out studies aimed at increasing suppliers' sustainability awareness and improving sustainability performance in the entire supply chain,
- Taking into account the expectations and priorities of internal and external stakeholders when determining sustainability goals and objectives,
- Declaring sustainability performance and management to the public annually in accordance with international standards and frameworks,
- Aligning the sustainability strategy and investments with the United Nations Sustainable Development Goals (SDGs) and to contribute to the SDGs and their sub-goals,
- Making sustainability principles a part of the corporate culture,

Commits with the participation of all its employees.