



SABIRLAR Ltd. Şti.

SABIRLAR FINDIK İHRACAT LTD. ŞTİ.

SUSTAINABILITY REPORT 2022

A long-term and sustainable future for all parties ...



Call +90 462 272 53 53

Faks +90 462 272 55 00

Akoluk Mah. Cumhuriyet Cad. No:24
Ortahisar, TRABZON

www.sabirhazelnut.com.tr

hsabir@sabirhazelnut.com.tr

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About the Report

Sabırlar Fındık, one of the important actors of hazelnut exports in Turkey, is creating this report with its responsibility for a sustainable future.

We provide you the opportunity to assess the effects of our actions and the enhancements we have made to control these consequences through our sustainability report, which shows Sabırlar Fındık's economic, environmental, and social performance in 2022.

This report, published on the basis of being a pioneer in its sector with its commitment to sustainability, describes the company's sustainability strategy in 2022, the practices it has implemented and its performance in relation to these strategies.

While sharing the actions we are taking today for a more sustainable order, we also determine our roadmap with our long-term goals. At the end of each year, we conduct a trend analysis, create our management plans for what we will do next year and implement our actions.

Report Prepared by: Emine ANKARALI

Sustainability and Social Compliance Officer

For inquiries: ecengiz@sabirhazelnut.com.tr

***We adopt
principles and
actions that
support the
development of the
society we live in
and we continue to
work for this.***

President's Message

Dear All,

As the President of our group, I firmly believe that the future of our planet depends on our ability to develop and promote sustainable practices in agriculture. This is not only an environmental imperative but also a vital aspect of ensuring food security, economic growth, and social well-being for our present and future generations.

Agriculture is the backbone of our society. It nourishes us, supports our economy, and connects us to our land. However, the traditional methods of agriculture have taken a toll on our environment, depleting natural resources, polluting our waterways, and contributing to climate change. We cannot afford to continue down this path. We must embrace a new paradigm of sustainable agriculture, one that harmonizes our needs with the health of our ecosystems

Sustainable agriculture encompasses a range of practices that prioritize long-term environmental, economic, and social viability. It involves reducing the use of harmful chemicals, conserving water, protecting biodiversity, and improving soil health. It embraces innovative technologies and scientific advancements that enhance productivity while minimizing ecological impact. It also emphasizes the well-being of farmers and rural communities, ensuring their economic resilience and quality of life.

The benefits of sustainable agriculture are far-reaching. It not only protects our ecosystems but also enhances food security by promoting resilient farming systems that can withstand the impacts of climate change. It creates new economic opportunities, from green jobs to innovative agri-businesses. It fosters healthier communities by providing nutritious food and reducing the risks associated with chemical-intensive farming. It preserves our cultural heritage and strengthens the bonds between urban and rural areas.

We are committed to making sustainable hazelnut farming our priority. We will increase funding for sustainable farming practices in all aspects. We will provide incentives for farmers to adopt environmentally friendly techniques and invest in renewable energy. We will work with stakeholders across the agricultural value chain to promote transparency, traceability, and fair trade practices. We will engage with local communities to ensure that their voices are heard and their needs are met.

Each and every one of us has a role to play in building a sustainable future impact. Together, we can create a movement that transforms our food system and protects our planet. In Hazelnut Farming and Trading, we are doing a great job at many different points of the value chain. We also have a coming new project both on the harvesting side and also on the processing side too.

In conclusion, sustainable agriculture is not just an aspiration; it is a necessity. It is a pathway to a brighter, healthier, and more equitable future for all. We at SABIRLAR will continue our various projects and we also hope to share some with our buyers in the long run. We are ready for the new ones with our valued customers too.

We hope to have your feedback as well.

Hasan Osman SABIR

President, SABIRLAR Fındık İhracat Ltd. Şti.



SABIRLAR At a Glance

History

Sabirlar Hazelnut is a privately-held and family-owned hazelnut processing company headquartered in Trabzon, Turkey. The company sorts, processes, and packs (whole, chopped, paste, meal, sliced, roasted, etc.) hazelnuts. Sabirlar sources raw hazelnut kernels from the Black Sea region of Turkey, especially from Giresun, Ordu, and Samsun, and processing and packing occurs in Trabzon, Turkey. The company started with a small cracking plant in 1965 and, in 1989, Sabirlar established their first integrated processing plant in Trabzon.

Memberships and Certificates

Quality and Food: Certificates

- > Halal
- > NOP (Organik)
- > Rainforest Alliance
- > Kosher
- > BRC
- > EOS (Organik)
- > FSSC 22000

Ethical Trade: Memberships

- > Fair Labor Association
- > Global Compact
- > Ecovadis
- > SEDEX
- > SAI Platform
- > BSCI



In order to satisfy customer demands and expectations while complying with legal and regulatory standards, our business is devoted to the development, implementation, and continual improvement of the efficacy of Quality and Food Safety Management Systems.

- Quality and guarantees that food safety hazards that may be present in the products it identifies, evaluates and controls within the scope of Food Safety Management Systems cannot directly or indirectly harm the consumer. It continuously improves its food safety systems by using Metal detectors, Magnets, Laser Optical Sorting, Sorting with Echo-Sound system, Sortex- Color Sorting and Mechanical sorting with Stone separator to achieve the highest tolerances against foreign substances in raw and processed hazelnuts.
- Quality and food safety management system are continuously evaluated through periodic internal audits, hygiene / department controls and meetings. Quality and Food Safety systems are certified with BRC, FSSC 22000 certificates, aiming to produce better quality and reliable products, and meet customer demands and expectations with Organic, Halal, Kosher certificates.
- Sabırlar Fındık İhr. Ltd. Şti. ensures that the food safety management system is constantly updated. For this purpose, the food safety team evaluates the food safety management system periodically. If necessary, hazard analyzes, operational OGP and HACCP plans are reviewed. Processes, procedures and instructions created to demonstrate that food safety is ensured are implemented and updated when necessary.

We started social responsibility, sustainability and social compliance programs in 2015. We are a member of UN Global Compact. We also have SEDEX, FSSC 22000, BRC Level A certification. We have ETI and Amfori codepractices for our factory and sub-suppliers. This year we achieved an A score from the BSCI Amfori standard. We make our social compliance program open to improvement by undergoing independent assessments and audits by these organizations. Thus, we actively work to improve social compliance within the company and organize activities to continuously improve working conditions. Since 2019, we have made a commitment to the Fair Labor Association (FLA) to improve our labor standards and we undergo independent audits and receive annual audit reports. Since 2020, we are Rainforest Alliance certified and produce certified hazelnuts to support sustainable agriculture. Since 2021, we have been a member of Ecovadis and were awarded a silver medal in 2022. We have also become a member of the SAI Platform to develop our sustainability program. We have participated in the Global Compact's Diversity and Inclusion workshops and developed our company strategy to provide fairer and more equal working environments for all our employees, enabling them to unlock their full potential.

Every year, our factory employees receive regular trainings on prevention of discrimination and harassment, grievance mechanism, prevention of precarious employment, freedom of association, disciplinary rules, rights and responsibilities of employees, child labor, occupational health and safety, sustainability and environment.

In our company, the Solar Power Plant (SPP) project has been implemented in order to leave a more livable world for future generations. With the transition to the solar energy system, we aim to meet the energy needs without harming the nature. Thus, we plan to support environmentally friendly energy consumption by reducing air pollution and carbon emissions. In addition, recycling bins have been set up in our company and all employees have been made aware of this issue.

In our company, employee representatives, Human Resources and the General Manager hold an end-of-month meeting every month. In 2022, 90% of employees' complaints were responded to positively at these meetings. Work environments were improved with suggestions and potential problems were prevented.

An annual satisfaction survey was conducted in our company and the requests of our employees were evaluated.

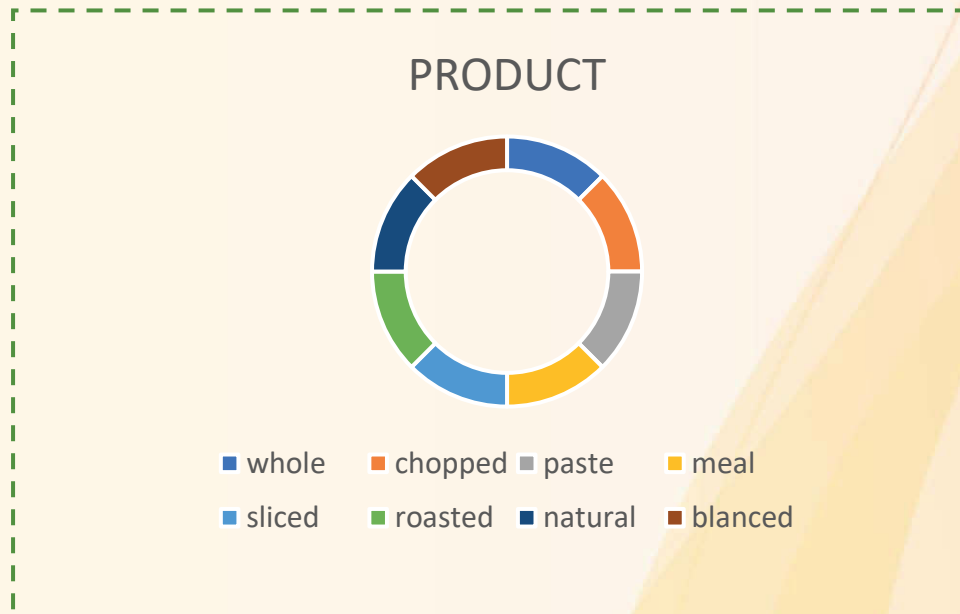
Meetings were held between employee representatives and employees in order to ensure the participation of our employees in setting our annual targets. Annual targets were set by taking into account the suggestions made therein.

Our company also supported the panel and workshop of the Prevention of Human Trafficking in Children Project organized by the Trabzon Association of the Black Sea Provinces Women's Platform.

Number of Employees and Facility Capacity

- We have a total of 146 employees, 116 women and 30 men.
- Facility Total Area: 300 m²

Products



Export Data

- In 2022, we exported approximately 6000 tons to 36 countries.

Sustainable Development Goals

As Sabırlar Fındık, we carry out our efforts to achieve Sustainable Development Goals within our sustainability program and operations. We continue our work on many issues to ensure sustainable development.



GOAL 1. No Poverty

Eliminating poverty in all its forms remains the greatest challenge facing humanity today. Many people still struggle to meet their most basic human needs. More than 800 million people around the world today live on less than US\$1.25 a day, and many lack access to adequate food, clean drinking water and sanitation.

For social welfare to increase, other people must also be prosperous. Rising inequalities hinder economic development and undermine social cohesion. This includes targeting the most vulnerable, increasing access to basic resources and services, and supporting communities affected by conflict and climate-based disasters. As Sabırlar Fındık, we are involved in extensive work with seasonal agricultural workers, the most vulnerable group, to eliminate inequalities and expand access to basic resources and services. Our project, which we started to improve the makeshift areas where seasonal agricultural workers stay in the regions where they come to work and make them more livable, continues to develop every year. We also continue to provide training and various awareness-raising activities for seasonal agricultural workers to access hygiene and basic services.



GOAL 3. Good Health and Well-Being

The third Sustainable Development Goal aims to eliminate epidemics, provide access to health care for all, and reduce deaths and illnesses caused by hazardous chemicals and environmental, water and soil pollution. SDG 3 aims to reduce maternal, newborn infant and under-five mortality; eliminate epidemics; prevent and treat substance abuse; ensure access to health care for all; reduce deaths and illnesses caused by hazardous chemicals and environmental, water and soil pollution; and reduce deaths from traffic accidents.

Agricultural work, one of the worst and most dangerous forms of child labor, can expose children to many health problems such as pesticide poisoning, insect bites, snake and bee stings. Seasonal agricultural workers also face health risks such as sunstroke, falls and injuries as a result of working unprotected for long hours. Seasonal agricultural workers work under difficult conditions, stay in unhygienic places and have difficulty even finding clean water. Due to these unfavorable conditions, epidemics are increasing among seasonal agricultural workers. Children are more adversely affected by the unfavorable conditions of seasonal agricultural workers; they often get sick and do not receive the necessary and adequate treatment.



Sabırlar Fındık carries out a comprehensive health project for families and their children participating in seasonal agricultural migration. Children who are involved in seasonal agricultural migration and the hazelnut harvesting process and children who participate in the summer school program are screened for oral and dental health.

Within the scope of our project, it is aimed to provide vaccination, personal hygiene, first aid information in minor injuries that may occur in working areas (such as insect bites, sunstroke, bee stings, falls), early diagnosis and diagnosis with cancer, stool parasite screenings, preventing epidemics and other infectious diseases that may occur between farmers and seasonal agricultural workers and preventing the production chain from being disrupted. Pregnant women training, cancer training, informative trainings on personal protective equipment due to the summer season, personal care and protective materials were provided for workers in order to ensure that they shelter and work in healthy conditions. Blood, blood pressure and sugar measurements were made in the areas where Ünye District Health Directorate Mobile Health Services are provided. Anti-addiction trainings were provided to raise awareness on addiction.



GOAL 4. Quality Education

Education is a fundamental human right and a means by which people can free themselves from inequality and poverty. Education unlocks the potential of individuals and builds their capacity to participate in social, economic and cultural life.

As Sabırlar Findık, we carry out summer school programs and projects to protect children from child labor and exploitative understanding. In order to prevent children from working in hazelnut orchards and to support their academic success, we carry out summer school projects with non-governmental organizations, thus contributing to both academic and social development of children and thus contributing to quality education.

4 QUALITY EDUCATION



GOAL 8. Decent Work and Economic Growth

It is aimed to promote stable, inclusive and sustainable economic growth, full and productive employment and decent work for all.

As Sabırlar Fındık, we provide trainings for farmers, workers, agricultural intermediaries and suppliers to achieve the goal of living and working in decent conditions. Our social experts provide trainings for farmers and workers under the titles of decent working conditions, living wages, discrimination, forced labor and child labor, seasonal agricultural work contract, occupational health and safety, record keeping, wages and recruitment, workers' rights, hygiene training. With these organized trainings, we aim to raise awareness among farmers and workers. We conduct internal audits and take actions based on these standards during the harvest period. In order to improve the wage conditions of workers, we provide consultancy to agricultural labor intermediaries and support them in obtaining agricultural labor intermediary certificates. We also provide our suppliers with annual trainings on decent work, traceability and sustainability, and conduct audits.

8 DECENT WORK AND
ECONOMIC GROWTH



Target 8.7. Prevent forced labor and child labor:

Take urgent and effective measures to eliminate forced labor, end modern slavery and human trafficking, and prohibit and eliminate the worst forms of child labor, including the use of children as soldiers, and end all forms of child labor by 2025.

We are particularly working on target 8.7 of the sustainable development goals. To prevent forced labor and child labor, we provide comprehensive trainings to all suppliers, farmers, workers and agricultural business intermediaries on the legal aspects of child labor and its impact on children. We lobby public institutions to share common roles and responsibilities. We provide safe spaces to prevent child labor and prevent children from working in gardens. We provide quality education to divert children from gardening. We conduct unannounced inspections of farmers to prevent forced and child labor in the gardens and ensure that action is taken where necessary.



GOAL 10. Reducing Inequalities

It is aimed to empower and promote the social, economic and political inclusion of all, regardless of age, gender, disability, race, ethnicity, religion, economic or other status.

Income inequality and related poverty is a major social problem. Children are the most affected by this situation. Children living in poverty are deprived of the opportunities they need in terms of illness, nutrition, protection from accidents, healthy living, growth and development. In addition to not being able to provide certain opportunities for the healthy development of their children, poor families involve their children in labor at an early age. In this case, children either cannot attend school or are taken directly from school and sent to work. Living in a poor family increases the risk of poverty in the future. Poverty deprives children of the opportunities they need to live, develop and grow. Children growing up in poor families are also deprived of opportunities such as education and health. This situation also causes child labor. Considering that children are the future of societies, every society wants to raise well-equipped children.

10 REDUCED
INEQUALITIES



Sabırlar Fındık provides children with access to education during harvest time in order to prevent poverty and income inequality caused by poverty, especially child labor, for the goal of reducing inequalities. Seasonal agricultural workers, one of the poorest and most disadvantaged groups in Turkey, receive training on labor rights, labor rights and children's rights. Thus, it carries out activities aimed at preventing child labor, poverty and income inequality.

As Sabırlar Fındık, we have been involved in Diversity and Inclusion workshops to reduce inequalities for a better world and to ensure that no one is left behind, and provide fairer and more equal working environments for all its employees, allowing them to realize their full potential.

10 REDUCED INEQUALITIES



GOAL 12. Responsible Production and Consumption

It is aimed to ensure sustainable management and effective use of natural resources. As Sabırlar Fındık, we carry out activities to encourage sustainable production and consumption in line with this goal. Global climate change and decreasing resources significantly affect the agriculture and food sector. We are aware that productivity, sustainability and human health in hazelnut agriculture are possible with the protection of natural balance and environment. For this purpose, we have established a waste management system. In order to prevent the pesticide boxes used by farmers from harming the environment, we have placed containers for the collection of empty pesticide boxes in the villages where our farmers are located. In addition, we collect empty pesticide boxes from these containers and deliver them to recycling facilities. We raise awareness among farmers in our region and in our supply chain through our studies and trainings. In our production facility, the cardboard and nylon packaging we use is recycled. Hazardous wastes are delivered to waste disposal companies. We organize trainings on sustainability and sustainable consumption for both factory workers and farmers at the field level.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



In addition, we realized the Solar Power Plant (SPP) project in order to leave a more livable environment for future generations. With the transition to a solar energy system, we support environmentally friendly energy consumption by meeting energy needs without harming nature, reducing air pollution and carbon emissions.

We received a 'zero waste certificate' at our facility to promote sustainable production and consumption habits, support the efficient use of resources, avoid waste and support the prevention, reduction, reuse and recycling of waste. We give priority to the reuse of the used resources without discarding them, and in cases where waste generation cannot be prevented, we reduce the amount of waste that will go to disposal by collecting them separately at the source and ensuring their recycling or recovery. In this way, we aim to prevent environmental pollution and protect human health and our natural resources.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



GOAL 13. Climate Action

Climate change affects almost all countries. Resilience and adaptive capacity to climate-related hazards and natural disasters are aimed to be strengthened in all countries. In Turkey, agriculture and especially hazelnuts are negatively affected by climate change. While sudden and heavy rainfall is observed in certain periods, rainfall decreases and even drought is observed in certain periods. These climatic changes also deeply affect the hazelnut plant.

In the Black Sea Region of Turkey where hazelnuts are cultivated, the effects of climate change are evident with agricultural frost, drought, extreme weather events, rainfall irregularity, storms, floods and floods, change of seasons and temperature increase. Changes in the precipitation regime due to the effects of climate change increase flood events and related soil erosion.

13 CLIMATE
ACTION



Our goals in the hazelnut sector stand out as ensuring food safety, ensuring sustainable food production systems, increasing production, protecting the environment, and protecting ecosystems compatible with climate risks and natural disasters. To this end, we are taking bold steps to overcome climatic and environmental problems.

We inform our stakeholders in our supply chain to reduce and prevent the impacts of climate change. In order to increase the yield and quality of hazelnuts produced by our producers and to ensure food safety, we carry out practices that ensure sustainability and traceability. We pay particular attention to protecting the environment and biodiversity. We visit the gardens of our producers and observe the work carried out one-on-one. We organize agricultural and environmental trainings. Our agricultural engineers follow the activities of our producers in the farms.

13 CLIMATE
ACTION



GOAL 15. Life on Land

Forests cover 31 percent of the land. Forests provide the air we breathe, the water we drink and the food we eat. Plants provide 80% of the human food supply, and we rely on agriculture as an important economic resource and means of development. Stopping deforestation is also vital to mitigating the impacts of climate change. As Sabırlar Fındık, we are working to reduce the loss of natural habitats and biodiversity, which are part of our common heritage.

In order to support terrestrial life and especially agriculture, we provide agricultural consultancy to our farmers and contribute to the protection of terrestrial life. We aim to increase the quality and productivity of the hazelnuts they produce by explaining good agricultural practices to our farmers one-on-one. We carry out activities for the farmers in our supply chain to ensure the sustainability of hazelnut agriculture and production. We encourage sustainability and the production of reliable and healthy food. We work to ensure that the resources used in hazelnut agriculture are used at the optimum level as much as possible and to provide a good life for our future generations. We carry out practices aimed at protecting agricultural lands, farmers, the environment, natural agricultural resources and forests.



GOAL 17. Partnerships for the Goals

Partnerships between governments, civil society, the private sector, multinational organizations, academic institutions and other stakeholders are essential to fight poverty and hunger, protect our planet and create peaceful societies.

As Sabırlar Fındık, we regularly visit public institutions and organizations and non-governmental organizations on human rights and agriculture in the regions where we carry out our work. We have cooperation protocols with multiple public institutions and we carry out joint works. We carry out various projects with civil society organizations. We also come together with other private sector representatives and take part in various joint projects.

17 PARTNERSHIPS FOR THE GOALS



SUSTAINABLE OPERATIONS

1. Local Government Visits

Our company makes regular annual visits to public institutions and organizations and non-governmental organizations related to human rights and agriculture in the region where it carries out its activities. During the visits, the expectations of the organizations from our company and cooperation opportunities were evaluated. Information was shared about the projects carried out with public institutions and non-governmental organizations.

With these visits, it is aimed to ensure that public officials understand their roles and responsibilities in taking action against child labor and their roles and responsibilities in improving the living and working conditions of seasonal agricultural workers. It has been examined that our company can actively work and assume responsibility for cooperation and support at the points they may need during the fulfillment of these duties and responsibilities.



District Governorate Visit



Municipality Visit



Visit to the Directorate of
Health



Visit to District Directorate of
Agriculture and Forestry



Visit National Education Department



Visit to the Chamber of Agriculture

2. SUPPLIER RELATIONS

For our company, it is very important to examine the supplier relationships that play an important role in this chain in order to ensure an effective functioning in supply chains under intense risk and to minimize the negative effects of risks. From this point of view, the impact of supplier relationships on supply chain risks has been tried to be determined.

Our company speeds up its processes by establishing fast and open communication with its suppliers, and improves product quality by working with suitable suppliers. At this point, we attach importance to the high level of interdependence, cooperation and information sharing between suppliers. In this direction, we are aware that it is possible to minimize the negative effects of global and local supply chain risks through cooperative relations with our suppliers.



We extend our commitment to responsible corporate practices to all value chains, including our suppliers. Thus, we aim to spread good corporate practices to contribute to sustainable development at the corporate level. Recognizing the importance of good governance, business ethics and fair and sustainable working conditions in the supply chain, we continue our efforts with this awareness.

We prioritize transparency and traceability in our supply chain. We source our products directly (100%) from crushing factories. We transparently track all products from producers to intermediary, crushers and our facility and monitor them with our Enterprise Resource Planning (ERP) system.

As a result of the trainings we organized for intermediaries and crushers, we reached a total of 40 suppliers this year. We actively communicate with our suppliers.



3. GOOD PRACTICES FOR FARMER

We set out to support agriculture with the trainings we provide to our farmers. The aim is to increase the quality and productivity of the hazelnuts they produce by explaining good agricultural practices to our farmers one-on-one. Our Agricultural Engineers explain modern agricultural practices such as fertilization, soil analysis, pruning, cultural agricultural control methods, harvesting and drying processes to farmers during one-on-one visits. They also allow them to see the results of these practices on site through sample gardens. Our social experts reach out to farmers, women and children in the region and provide social trainings. Good social practices for farmers and seasonal workers are explained. Thus, we aim to spread good social practices for all parties and raise awareness in the region.

3.1. Agricultural Practices

We carry out activities for the farmers in our supply chain to ensure the sustainability of hazelnut agriculture and production. We encourage sustainability and the production of reliable and healthy food. We work to ensure that the resources used in hazelnut agriculture are used at the optimum level as much as possible and to provide a good life for our future generations. We carry out practices aimed at protecting agricultural lands, farmers, the environment and natural agricultural resources. We carry out Sabırlar Fındık Sustainable Agriculture Project and Rainforest Alliance certified hazelnut production programs for our farmers in our supply chain, all stages of which can be monitored.



We take sustainability into account in our farmer trainings. We provide applied trainings in our farmers' gardens and theoretical trainings in closed areas. The content of our trainings includes main topics such as pruning in hazelnuts, integrated combat methods with agricultural diseases and pests, fertilizers and fertilization in hazelnuts, environmental education, hazelnut harvesting and threshing stages. Throughout the year, we reached **327** farmers in Giresun province and **1032** farmers in Ordu province with agricultural trainings. A total of **1359** farmers received agricultural trainings by our agricultural engineers.



We are aware that women make the most important contribution to the agricultural sector in the world and in our country. In order to increase the knowledge and skills of our women farmers at every stage of agricultural production, **84** women farmers in Giresun and **242** women farmers in Ordu were trained in order to ensure sustainable agricultural activities and increase the quality of products.

With our farmers in our supply chain, we carry out practices in the fight against agricultural diseases and pests in accordance with the technical instructions for integrated struggle, based on food safety and not harming the environment and people. We prioritize the application of cultural struggle methods in the gardens. We do not use pesticides unless it is compulsory. The rate of pesticide use by our producers in hazelnut orchards is very low. We record all elements such as fertilizers, pesticides, etc. used by our farmers.

We are aware that the use of personal protective equipment is very important in terms of occupational health and safety in agricultural areas. For this purpose, we provide our farmers in our supply chain with personal protective equipment such as overalls, gloves, 3M masks, goggles and hats free of charge.



Our agricultural engineers carry out studies to combat diseases and pests. For this purpose, they examine air temperatures, humidity values and climate data in the regions where hazelnut production farms are located. They inform the producers during the periods when the risk of disease and pest emerges. First of all, they recommend cultural struggle methods.



Fertilization program in hazelnut is prepared by our agricultural engineers as a result of plant needs and soil analysis. According to the results of soil and leaf analysis, we apply fertilizers in a sufficient amount and in a balanced manner, according to plant and soil characteristics; at the appropriate time and in the appropriate form through soil or foliar application.



We organize trainings to ensure that pruning in hazelnuts is done correctly and consciously in accordance with the technique. We inform our producers about what needs to be done in the harvest, threshing and post-harvest stages of hazelnut.

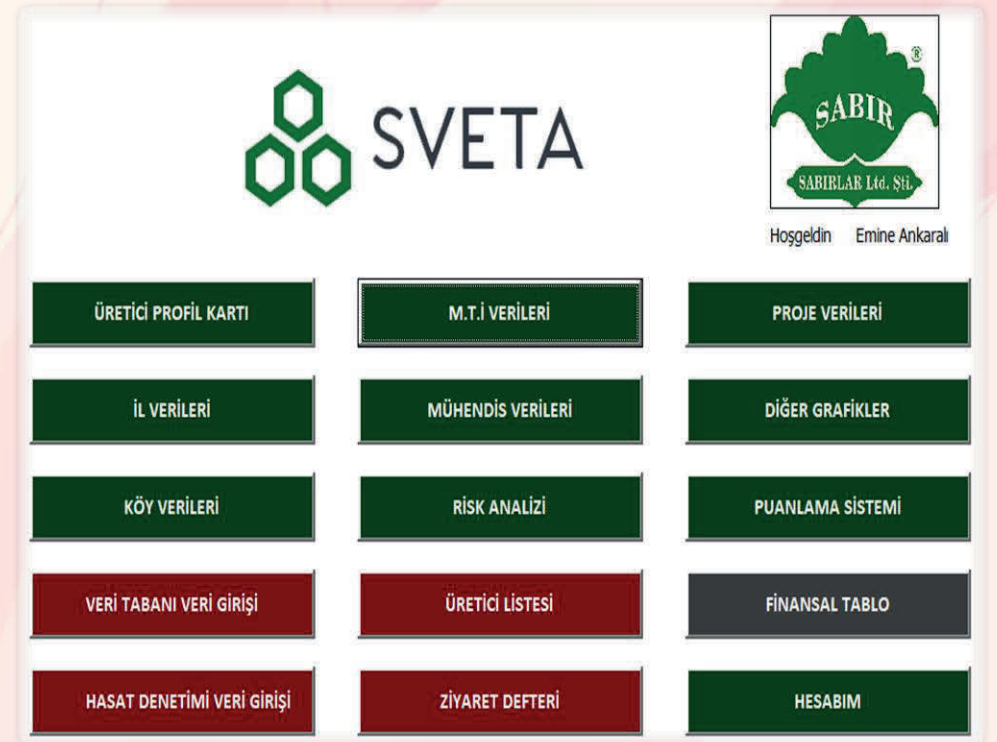
As Sabırlar Fındık İhracat Ltd. Şti. we carry out joint projects with public institutions, non-governmental organizations and farmers. As a stakeholder with Ünye District Directorate of Agriculture and Ünye Chamber of Agriculture, we provided our producers with Plant Protection Products Application Training.

We visited the Hazelnut Research Institute with our farmers. At the Hazelnut Research Institute, our producers were informed about hazelnut varieties, modern planting systems, hazelnut grafting, fertilization, diseases and pests.



We care about innovative projects for the development of agriculture and empowerment of farmers. Sabırlar Fındık İhracat Ltd. Şti. uses data-based digital programs in line with sustainability goals. Our agricultural engineers enter all information about our farmers' data, trainings, etc. into the Sustainable Database program. Thus, we analyze, interpret, report and visualize our existing data through the digital program.

Through the program, actions can be taken in many areas such as entering data obtained from the field by year, scoring, graphing and comparing relevant data, and performance evaluation. With the program, we can access and quickly analyze segments such as producer segmentation, agricultural and social risk analysis, farmer performance analysis, demographic statistics, supply chain analysis, field team performance analysis, disease-pest analysis, regional yield graphs, intermediary and worker analysis and graphs, project activity archive, training and budget planning.



By entering the name and surname of the farmers or the producer code registered in the system, information about the relevant farmer is retrieved from the database and information about the seasons is reflected in tables and graphs.

Thanks to the program, the data of farmers residing in the same province can be calculated with a scoring system and can be poured into comparative graphs. Thus, it becomes easier for us to analyze province-based data.





3.2. Environmental Practices

Global climate change and decreasing resources significantly affect the agriculture and food sector. As Sabırlar Fındık İhracat Ltd. Şti. we are aware that productivity, sustainability and human health in hazelnut agriculture will be possible by protecting the natural balance and the environment. For this purpose, we have created a waste management system. In order to prevent the pesticide boxes used by farmers from harming the nature, we have placed containers for the collection of empty pesticide boxes in the villages where our farmers are located.



We observe that we are raising awareness with the studies and trainings we provide to farmers in our region and in our supply chain. In order to prevent the pesticide boxes used by farmers from harming the nature, **302** kg of empty pesticide boxes were collected in the 2021-2022 hazelnut production season in the containers we placed for the collection of empty pesticide boxes in the villages where our farmers are located. The **302** kg empty pesticide boxes collected in our containers were sent to the recycling facility by us.

Factors such as changing precipitation regimes and droughts due to climate change, as well as the rapid increase in the human population, are rapidly increasing our water consumption. The fact that the amount of fresh water we can directly use on Earth is constant and very small requires us to use our water more efficiently. The farmers in our supply chain do not irrigate their hazelnut orchards. In the Black Sea region, this need of the plant is met naturally. As Sabırlar Fındık İhracat Ltd. Şti. we organize trainings for less, effective and efficient use of water. We have prevented the pollution of our environment and water with **302** kg empty pesticide boxes that we sent for recycling.



3.3. Good Social Practices

In addition to the various trainings it organizes to popularize good agricultural practices, our company also aims to add value to these lands with some of the corporate social responsibility projects it has developed. Aiming to make social benefit a corporate tradition, our company benefits the people of this country through various activities.

We organize awareness-raising trainings for our farmers on many topics and areas, primarily child labor, and carry out various projects. Our social experts organize awareness-raising trainings for farmers and workers on issues such as decent working conditions, living wages, discrimination, forced labor and child labor. We aim to raise awareness among our farmers through these trainings we organize. In social trainings, we provide trainings to our farmers under the titles of child labor, youth labor, discrimination, seasonal agricultural work contract, occupational health and safety, record keeping, wages and recruitment, workers' rights, hygiene training. In the social trainings we organized, we reached **197** farmers in total, **66** women and **131** men.



We conducted one-on-one visits to the homes of our farmers and conducted trainings. We explained the Sabırlar support, suggestion and complaint line to our farmers and their workers, thus making our dialogue with our farmers open. We also contributed to the development of our program with the feedback we received from our farmers.

After the social trainings, we distributed personal protective equipment bags (work gloves, masks, overalls, goggles, hats and first aid kits) to our farmers. We put up banners and posters containing all of the social issues in the houses and gardens of all our farmers or in the common points used in the villages. Thus, we raised awareness both through verbal communication and visuals. After the trainings, it was observed that our farmers' awareness on social issues increased.



Following our trainings, we subject our farmers to an internal audit on social and agricultural standards and issues during the hazelnut harvest period. We take joint steps to improve the nonconformities found in the internal audits we conduct by discussing them with the farmer and support them in making the necessary corrections. As a result of the awareness trainings, it was measured that our farmers exhibited a change in attitude and behavior and gained awareness on the issue.





4. GOOD PRACTICES FOR SEASONAL AGRICULTURAL WORKERS

Seasonal agricultural workers generally migrate from the Eastern and Southeastern regions to the regions where the agricultural sector is concentrated for planting, planting, hoeing and harvesting. They usually migrate with their families. Seasonal agricultural workers who prefer this job to make a living start their journey in April and May every year. This journey starts in August for the hazelnut crop and lasts until mid-September.

Seasonal agricultural workers usually migrate to certain regions to work with all their family members, supplies and tools. For this reason, they stay in the places indicated by the employers of the region they go to. In the places where they are shown for accommodation, they try to shelter there with their own means.

In the region where they go, workers stay in makeshift houses provided by the garden owner or the village community. In these makeshift houses, workers have difficulty in accessing clean drinking water, toilets and bathrooms in poor conditions, and the necessity to stay in very crowded areas makes their living

conditions extremely difficult. As Sabırlar Fındık, we carry out various projects to improve all these conditions. As a priority area, in the project we carry out to improve the housing conditions of the workers who come to harvest hazelnuts, we renovate the houses that are in poor condition every year and make them more livable. Thus, we provide support for workers to stay in more positive and better conditions. We identify the houses where seasonal workers live in unfavorable conditions and make the necessary improvements.

In particular, in order to ensure the protection of privacy, we build doors and install locks in houses that do not have doors and door locks. We organize areas where the kitchen is inadequate for cooking and eating, and ensure that it is healthier and more hygienic. We renovate the toilets and bathrooms of houses with unhygienic toilets and bathrooms and provide a more hygienic area. We emphasize hygiene by placing hand washing units and liquid soaps in the fields where they work and in the areas where they shelter. With this year's project on shelter areas, we made renovations in the houses of workers staying in the houses of 3 farmers.



BEFORE



AFTER



BEFORE



AFTER



AFTER



BEFORE



AFTER



AFTER

We prepare and distribute hygiene packages for seasonal agricultural workers who come to the cities where hazelnut agriculture is carried out from the cities where they live to work in hazelnut agriculture. We distributed hygiene packages containing shampoo, liquid soap, wet wipes, sanitary napkins, work gloves, hats, toothbrushes and toothpaste to all workers. We organized trainings covering all social issues for seasonal agricultural workers who come to our project area to work in hazelnut harvest. We organized our trainings with the priorities of improving the employment practices of seasonal mobile and temporary labor and combating child labor.

This year, we reached **1,910** workers as a result of the trainings we held both in Şanlıurfa in February and in Ordu in August, which is the hazelnut harvest time. Under the title of social education, we provided trainings on child labor, youth labor, discrimination, grievance mechanism, workers' rights (working hours, wages, MTI Convention); under the title of agricultural education, we provided trainings on hazelnut harvest training, hazelnut harvesting techniques, waste management and environmental protection training.



In February, in collaboration with two different companies, we visited the cities where seasonal agricultural workers live and organized trainings in the areas where they live. The origin trainings lasted ten days. Some training was organized as home visits and some as collective trainings.

At the end of the trainings, promotional parcels and bags were distributed to all participants, as in all other trainings. The training topics included child labor, youth labor, discrimination, grievance mechanism, workers' rights (working hours, wages, MTI Convention). With the trainings organized in **4** different districts in Şanlıurfa province, we reached a total of **1549** workers (**813** women-**736** men). Considering both the cooperation and the results we obtained as a result of the trainings, it was seen that the trainings held in Şanlıurfa achieved their purpose.



In August and September, which is the hazelnut harvest time, we gave trainings to seasonal agricultural workers who come to the Eastern Black Sea region from their hometowns to work, by going to the places where they stay when the hazelnut harvest is over. In these trainings, we reached **361** workers in total.



5. PROJECTS

5.1. FOUR SEASONS EDUCATION FOR CHILDREN PROJECT

Every year in Turkey, tens of thousands of families leave their hometowns in April and May to work in seasonal agriculture in different parts of the country. This seasonal migration, which usually involves all family members including children, continues until November. A significant number of children whose parents work as seasonal agricultural workers spend approximately 4-5 months of the year in their permanent residence. During migration periods, parents working as seasonal agricultural workers work long hours in labor-intensive jobs and try to organize their lives during migration.

During this period of seasonal migration, families are unable to fulfill their children's basic needs, health, physical or psychological development. Parents working as seasonal agricultural workers migrate with their children for almost half of the year, and during their migration, they cannot find the time and energy to take care of their children adequately and to fully meet their psychological and physiological needs.



In order for the children of seasonal agricultural worker families to get rid of the vicious cycle they are in, we ensured the realization of the Four Seasons Education project. The Four Seasons Education Program was implemented in cooperation with the Educational Volunteers Foundation of Turkey (TEGV) and Sabırlar Fındık with the children of seasonal agricultural worker families working in Ünye District of Ordu Province during the summer activity period of 2022.

In the 2022 summer activity period, it was implemented with the children of seasonal agricultural worker families working in Ünye District of Ordu Province. A total of **141** children were reached in August when the activities took place. The children involved in the project were engaged in board games activities, reading activities, social and emotional learning activities, sports and outdoor activities, plastic arts activities, sports activities, nutrition activities and music activities.



5.2. HEALTHY LIFE OF SEASONAL AGRICULTURAL WORKERS PROJECT

In our country and in our region, seasonal agricultural workers migrate to various regions of our country due to the division of agricultural areas, the migration of the young population to big cities and the increase in the elderly population and in order to prevent the interruption of sustainable agriculture in hazelnut. Seasonal agricultural workers work under difficult conditions, stay in places that are not hygienic in terms of health and have difficulty even finding clean water. Due to these unfavorable conditions, epidemic diseases increase among seasonal agricultural workers and spread much faster among workers, which is both a serious burden on the health system and causes interruption of hazelnut production. Children are much more adversely affected by the unfavorable conditions of seasonal agricultural workers; they often get sick and do not receive the necessary and adequate treatment.



Within the scope of the project, information on personal hygiene, first aid for minor injuries that may occur in the working areas (such as insect bites, sunstroke, bee stings, falls), cancer, stool parasite screenings were carried out to ensure early diagnosis and diagnosis, and it was ensured that the production chain was not interrupted by preventing infectious diseases that may occur between producers and seasonal agricultural workers. Pregnancy trainings, cancer trainings, informative trainings on personal protective equipment were provided due to the summer season, and personal care and protective materials were provided for workers in order to ensure that they shelter and work in healthy conditions. Blood, blood pressure and sugar measurements were made in the areas where Ünye district health directorate mobile health services were provided and a dentist conducted oral dental screenings for school-age children of workers



In the oral and dental health screening conducted by Ünye District Health Directorate, **77** children among seasonal agricultural workers who came to work in August and September 2022 were included in the study. Special toothbrushes and toothpaste were distributed to the children. A small questionnaire and examination was conducted on the frequency of tooth brushing. At the same time, seasonal agricultural workers were trained by a dentist on the importance of oral and dental health. Following the worker trainings, seasonal agricultural workers screenings for school-age children of workers.

Screening conducted by Ünye District Health Directorate, **77** children among seasonal agricultural workers who came to work in August and September 2022 were included in the study. Special toothbrushes and toothpaste were distributed to the children. A small questionnaire and examination was conducted on the frequency of tooth brushing. At the same time, seasonal agricultural workers were trained by a dentist on the importance of oral and dental health. Following the worker trainings, seasonal agricultural workers were provided with health kits, hygiene kits, toothbrushes, toothpaste, soap and shampoo



5.3. HARVESTING THE FUTURE PROJECT

In August 2019, FLA launched the Harvesting the Future Project, which aims to eliminate child labor in agricultural supply chains. The main objective of the project was to improve recruitment and employment practices of seasonal mobile and temporary labor and combat child labor in Turkey through multi-stakeholder engagement. Within the scope of the project, we are mapping our supply chain and actors in the chain to establish an effective monitoring and improvement system, conducting risk assessments in these areas and determining our monitoring and improvement strategies in light of this information.

In the context of the project, we are mapping the agricultural labor intermediaries who come to the region at harvest time and we support undocumented agricultural labor intermediaries to obtain documents until the next harvest period. In these trainings, child labor, working conditions, the importance of the seasonal agricultural work contract and the necessity of having a certificate were mentioned.



After all these trainings, we ensured that **10** agricultural business intermediaries in our supply chain received agricultural business intermediary certificates and we organized agricultural business intermediary trainings for a total of **25** agricultural business intermediaries. In the 2022 harvest period, we reached **3** new agricultural business intermediaries. We mapped these agricultural business intermediaries, identified the regions where they live and the worker groups. In February 2023, we will organize a new training for the agricultural business intermediaries we mapped and ensure that they receive a certificate.



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We reached
40
SUPPLIERS
including crushing factories and
intermediaries.

We organized trainings for suppliers and conducted internal audits. In this way, we provided all our suppliers with training on the responsible procurement approach and the importance of traceability and sustainability.

We reached a total of
1359
FARMER
during the year.

We provided both social and agricultural awareness-raising trainings to farmers and continued our efforts to raise awareness.

We reached
1910
SEASONAL AGRICULTURAL WORKERS

We organized trainings on working hours, wages, child labor and workers' rights.

We organized training for a total of
25
AGRICULTURAL LABOR INTERMEDARIES
in our supply chain.

This year, we ensured that 10 agricultural labor intermediaries received an "agricultural labor intermediary certificate."

We took
141
CHILDREN
away from the gardens and brought them
together with education.

We provided educational m workshops to 141 children between the ages of 7-12 and tried to keep children away from gardens.

IMPROVEMENT/DEVELOPMENT DATA IN NUMBERS

2021**38** SUPPLIER**970** FARMERS**944** WORKERS**81** CHILDREN**19** AGRICULTURAL LABOR INTERMEDIARIES**2022****40** SUPPLIER**1359** FARMERS**1910** WORKERS**141** CHILDREN**25** AGRICULTURAL LABOR INTERMEDIARIES

Regions we work in

ORDU

ORDU-GİRESUN

RA Tonnage Product

705703 KG**347,649** HA**797944** KG**439,307** HA



If you have any questions, comments or suggestions regarding our sustainability program, please contact us.

Sabırlar Fındık İhracat Ltd. Şti.

Akoluk Mah. Cumhuriyet Cad. No:24
ORTAHIŞAR, TRABZON

Call +90 462 272 53 53 | fax . +90 462 272 55 00

Web www.sabirhazelnut.com.tr

Instagram @sabirlarhazelnut

General Manager

Hasan Osman SABIR : hsabir@sabirhazelnut.com.tr

Sustainability Team

Sustainability and Social Compliance Officer

Emine ANKARALI: ecengiz@sabirhazelnut.com.tr

Agricultural Engineer MSc

Serkan TANRIVERMİŞ: stanrivermis@sabirhazelnut.com.tr

Agricultural Engineer

Bünyamin SİVRİ: bsivri@sabirhazelnut.com.tr