



SABIRLAR FINDIK İHRACAT LTD STI



UN GLOBAL COMPACT REPORT 2021



WE REMEMBER MR. SABİT SABİR, ONE OF THE FOUNDERS OF SABIRLAR FINDIK İHRACAT LTD STİ, OUR GENERAL MANAGER, WITH RESPECT, LOVE AND LONGING...



Sabit Sabir was born in Trabzon on March 6, 1932. He graduated from Robert College in 1952 with a BA in Commerce. In 1961, he completed his master's degree in foreign trade as a Fulbrighter at the University of Pennsylvania (Wharton School). After his return to Turkey, he established a hazelnut trade company in 1964. Sabir, who served as the President of both the Black Sea Hazelnut and Products Exporters Union and the Trabzon Commodity Exchange Assembly, was also one of the founders of the Trabzonspor Club. He passed away in Trabzon on April 23, 2019.





21-23 may,2013
International Nut & Dried Fruit Council (INC)
Congress



MAY 23-25,2019
International Nut & Dried Fruit Council (INC)
Congress

“Sabit Sabir, one of the doyens of the hazelnut industry whom we lost on April 23, 2019, was commemorated on May 23, 2020 at the 38th meeting of International Nut and Dried Fruit Council (INC) in USA.”

Statement of continued support from the CEO of Sabırlar Fındık İhracat Ltd. Sti.

To our stakeholders, business partners and organization members.

Sabırlar is family owned company in field of processing of Hazelnuts and exports 99% of its production to all business partners around the globe. Company first established in 1965 and we are very proud of being member of UN Global Compact signees. We also work with our sector partners, Government to establish sustainable hazelnut produce in Turkey. We join working groups, be part of ongoing projects and support 3rd party projects for sustainable hazelnuts production too.

I confirm that Sabırlar Fındık İhracat Ltd Sti's support to Ten Principle of UN Global Compact will continue with increasing effort. We will work on all 10 principle on the areas of Human Rights, Labor, Environment and Anti-Corruption.

We infuse all these 10 principles into our business strategy, relation with workers and suppliers and daily operations. I believe our company will be achieving both its business and social goals while actively integrating these 10 principles too. We are committed to share this information with our clients using our primary channels of communication.

Sincerely Yours,

Hasan Osman SABIR
CEO



SABIRLAR FINDIK – HUMAN RIGHTS



1.1. Healthy Life of Seasonal Migrant Workers

In August 2020, Sabırlar Hazelnut and Ünye Health Directorate initiated the "Healthy Life of Seasonal Agricultural Workers" project, which aims to prevent the hazelnut production chain from being interrupted by the personal hygiene, social distance rule and health checks of seasonal agricultural workers due to COVID-19 disease. The main goal of the project is to prevent the spread of the disease among workers by preventing the transmission of COVID-19 to seasonal agricultural workers in the working environment, to continue their work in healthier conditions, to conduct training and information sessions. Improving the employment practices of seasonal migrant and temporary labor and combating child labor were also identified among the priorities in the project in which it was involved with its stakeholders.

Within the scope of the project, it is aimed preventing to interruptthe hazelnut production chain with the personal hygiene, social distance rule, and health checks of seasonal agricultural workers due to COVID-19 disease.It is aimed to prevent the spread of the disease among workers by preventing the transmission of COVID-19, to continue working in healthier conditions, to minimize health problems with cancer screening, parasite screening and materials to be distributed.

This study is based on the training conducted by Sabırlar Hazelnut and Ünye Health Directorate for seasonal agricultural workers and growers who came to work in the district of Ünye in Eastern Ordu province during the hazelnut harvest. The study was conducted between 12.08.2020 - 12.09.2020



The outputs of this project are as follows:

Personal protective equipment was distributed to workers. Fever measurements were made. Training and information were provided to prevent the loss of workforce caused by the

Covid-19 outbreak. Personal hygiene items were distributed to seasonal agricultural workers and training was provided on domestic violence, pregnancy and childbirth. With the KETEM unit enabled women to benefit from early diagnosis opportunities with cancer screening. Unhealthy conditions were improved, preventing illness and loss of workforce. Trainings on healthy nutrition were provided for the children of seasonal agricultural workers. It was ensured that addiction reduction among young people was provided by training on Combating Addiction. Thanks to occupational health and safety training, the rate of accidents and diseases has been reduced.



A total of **567 people were reached** in the producer and worker trainings organized by Ünye Health Directorate and Sabırlar Fındık on 12.08.2020-12.09.2020. The people reached are the producers, the producers' family, the workers and the people who attend the training from the village.



Hand washer First-aid kit

Hand washer

A hygiene package was provided to all workers reached. It has been observed that the distributed hygiene kits are actively used in the gardens. When visiting the gardens for observation, it was observed that all the workers used masks and were near cologne or disinfectants. It was determined that the producers actively use the hand washing units in the gardens and keep their first aid bags in the garden for preventive purposes. Thus, it has been observed that the workers working in the garden can wash and disinfect their hands frequently in the working environment and a safe working environment is provided. Covid-19 was not encountered in any of the seasonal agricultural workers who stayed in the villages visited for control purposes after the training. During the hazelnut harvest, in which seasonal agricultural workers come heavily, we see that the production in Ünye was not interrupted and proceeded in a controlled manner. This shows that the project has achieved its purpose.



OCCUPATIONAL HEALTH AND SAFETY POLICY

Sabırlar considers the human as the most valuable asset in all of its activities, and adopts it as a priority business goal to minimize any losses that may occur by creating and continuously improving a safer and healthier working environment.

With the participation of everyone in our organization and uncompromising compliance with the established occupational health and safety standards, our employees are encouraged to be healthy and injuries and illnesses are prevented.

Our aim in occupational health and safety is 'ZERO ACCIDENT' and we evaluate all the risks for this, take all necessary training and precautions, we always act safely.

Improvement is achieved by applying occupational health and safety rules and by making continuous improvements.

Working safely is a prerequisite for working within Sabırlar. Therefore, Sabırlar asks all employees to work safely.

To achieve the goal of zero work accident and occupational diseases; risks arising from our operations, new products and process changes are identified and assessed, and these risks are eliminated and/or brought to an acceptable level through studies.

From the design phase of the products to the consumption process, all raw materials, packaging materials, machinery and equipment used are evaluated in terms of their chemical, biological and physical hazards.

All incidents and accidents that occur during our activities or that are likely to result in injury are examined and necessary improvements are made to prevent recurrence.

We act responsibly towards occupational health and safety issues, information and public sensitivities that are on the agenda, and by working with all our stakeholders, we ensure the development of health and safety culture and standards.



MEASURES TAKEN IN OUR COMPANY REGARDING COVID-19

As a country, we are going through an extraordinary period due to the COVID-19 virus, which affects the whole world and our country.

As Sabırlar Fındık, with the epidemic spreading around the world, we have taken many world-class precautions to protect our employees in time. We continue to implement these measures with great care.

All our employees were given 2 different trainings about Covid-19 by the workplace doctor and food engineer. Employees were informed about the ways of transmission and precautions.

Information posters on the ways of protection from the virus and the necessary precautions were hung in places visible to the employees. Announcements regarding hygiene rules have been made on the screens and informative videos are continuously shown on the television in the cafeteria.

It has been decided that employees with chronic illnesses and over a certain age to receive a report and to be sent home.

Persons coming in contact with acquaintances from abroad are prohibited from coming to the factory for 14 days.

At the entrance to the factory, the body temperature of all employees is measured and recorded. Those with a fever of 37.5 and above will be referred to the hospital.

In order to protect social distance and increase awareness in common use areas (office, corridor, working area, dining hall), colored tapes and stripes were laid on the floor and the distance was determined.

During work, the seating arrangement was changed in the selection bands. Sitting side by side on the bands is prohibited and cross-sitting arrangement has been introduced.

Production areas and dining hall are frequently ventilated. It has been made obligatory to operate all vents in the morning during start of work and in the evening during exit.

Only three people can enter the restrooms at the same time. More people are prohibited from entering at the same time.

In order to keep the number of people to a minimum during lunch breaks and to prevent the formation of a crowded atmosphere, it was decided to divide the employees into two and each group to take a break at different hours.

All employees are obliged to wear a mask while working.

The number of disinfectants already available in our company has been increased. Extra disinfectants are put into office, common area entrances and factory entrances.

Daily and continuous cleaning of areas that are touched frequently during the day has been made mandatory.

Factory working hours have been changed. Working hours from Monday to Saturday from 08.30 to 17.00 have been updated as 08.30-18.30, Monday to Friday, and it has been decided not to work on Saturdays.

In order to keep the number of employees in the factory to a minimum, some office personnel have started working from home.

The number of service buses for employees has been increased. The employees are prohibited from sitting side by side in the service buses and the obligation of sitting separately has been brought.

Employees are obliged to wear masks and use disinfectant while getting on the service bus.

It has been made mandatory for all service buses to be cleaned with disinfectants after employees leave the service.



Employee Privacy

Sabırlar Findık respects and protects personal privacy; we use, store and transfer personal data in accordance with the Personal Data Protection Law 6698.

Also:

- We implement computer-based, physical and procedural protection measures to protect the security and confidentiality of the personal data we collect;
- We allow only properly trained and authorized persons to access personal data.
- We comply with all applicable data privacy laws.

COMPANY COMPLIANCE PROCEDURES AS SABIRLAR FINDIK FOR THE LAW ON PERSONAL DATA PROTECTION

- We have made a confidentiality agreement with third companies with whom our personal data we receive services are partially shared, and from now on, we will do so with new companies that we will establish business relationships.
- Since we took camera records, we hung up our sign posts containing recording information.
- We prepared complaint notification forms for employees if they have any complaints with their personal data.
- We posted the text of illumination regarding the processing of personal data on our website and posted it on the boards.
- We prepared personal data storage and disposal policy procedures.
- We prepared a working document in accordance with the provisions of the personal data protection law, which will be approved by the employees when entering and leaving the job.
- We prepared a data inventory on how we process personal data, and uploaded it to the ministry institution of kvkk (personal data protection authority) to the verbis system.
- In accordance with the provisions of the personal data protection law, we prepared a job application form containing the explicit consent of the candidate employee.
- We prepared the Job Application Candidate Clarification Text-Open Consent form
- We prepared employee clarification text and permission forms for processing personal data, we received written consent from all workers and civil servants, and put them in personal files.
- We have opened an e-mail address kvkk@sabirhazelnut.com.tr for information, complaints and suggestions regarding personal data, and we have specified the human resources officer as the authorized data officer and will only use this e-mail.
- In accordance with the provisions of the personal data protection law, we prepared a Family Status Notification Form for employees.
- In accordance with the provisions of the personal data protection law, we have prepared new employment contracts with a definite - indefinite period, we have received written approval from all employees, and we will use them in new recruitments.
- 15 employees in the relevant departments received online KVKK training and received a training participation certificate.
- Human resources documents and personal files are in lockers.

- Human resources files containing personal data of employees are also stored in an encrypted file on the human resources officer computer.
- In-house training was provided to all employees about their rights regarding the personal data protection law, what we do, what we will do, our responsibilities, and the transactions that the relevant employees who process data should pay attention.



"We provided information training to our employees in groups about their social rights in working life and answered their question."

SABIRLAR FINDIK-ENVIROMENT



SABIRLAR SUSTAINABILITY STRATEGY

Our sustainability policy is to occur the sustainability approach a part of the corporate culture, and to integrate individuals and stakeholders into decision-making, implementation and business processes with products and services.

We adopt sustainable growth strategies to leave a better world to future generations. We care about social, agricultural, environmental and economic issues. Our responsibilities have been adopted as social, environmental and economic priorities

Our Workplace Code of Conduct defines labor norms aiming to provide decent and humane working conditions. As an organization that promotes continuous improvement, we strive to be a global leader in providing best practices for the dignity and ethical treatment of workers and in promoting sustainable conditions for workers to earn fair wages in safe and healthy workplaces.

We have carried on successfully social responsibility, sustainability and social compliance programs since 2015. We are a member of UN Global Compact. We also have SEDEX, FSSC 22000, BRC Level A certification. We have ETI and Amfori code practice for our factory and sub-suppliers. We make our social compliance program open to improvement by passing independent assessments and audits by these organizations.

In 2019, we made a commitment to the Fair Labor Association (FLA) to improve labor standards. Since 2020, we have received UTZ certification. With the support of these organizations, we have been providing social and agricultural support to farmers and workers, and organizing trainings on human rights. We have been producing various projects to prevent child labor.

Organizations such as FLA and UTZ conduct independent assessments and audits during the hazelnut harvest season and contribute to the development of our sustainability program. We have found our weaknesses and update our program to improve them by working with these organizations we are a member of. Our improvement activities have been proceeded continuously for a better and sustainable production.

We support the public-private partnership (ILO-CAOBISCO) that seeks to remove child labor from the hazelnut industry. In addition to this, we have supported UNICEF in Turkey agriculture since the 2016 Child Labor project. The UNICEF Turkey as well as the "Child Labor in Agriculture" project we have supported since the 2016. We constantly meet with

public institutions and cooperate with both public institutions and non-governmental organizations to improve decent working conditions.

2. TRACEABILITY AND TRANSPARENCY POLICY

Our sustainability goal takes part in the scope of traceability and transparency. We monitor the crop transparently from the producer to the factory. Our team have been following all the steps here meticulously.

We have been supplying all raw materials (100%) in the Eastern Black Sea region directly from sub-suppliers (different hazelnut crushing factories). All products have been tracked back to the producers with our Enterprise Resource Planning (ERP) system. We have had traceability program from crushing plants to producers since 2019. We follow the list of producers received from traders and make visits to the producers during the period.

In 2019, we launched a new project to monitor growers at the garden (farm) level. We also have had supplier mapping practice since 2019 to develop the internal audit program. Thanks to this program, we have followed the products coming to our factory to the producers.



3. SUSTAINABLE OPERATIONS

3.1. Responsible Supply Chain Approach

We have been working with our suppliers towards a long-term and sustainable future for all parties. We have provided all our suppliers about a responsible supply chain approach and our code of conduct for collaborating. We work with our suppliers on the within this period continuous development and progress. Thus, we have turned this process into a process that will benefit both our suppliers and us.



We have explained the responsible supply chain understanding and the importance of sustainable trade to all our suppliers. We have been organizing trainings that express our support for our suppliers to develop this sustainability and social responsibility and contribute to the continuous improvement of our suppliers. Trainings have been given to our suppliers includes subjects such as Sabırlar code of conduct, the importance of supply chain actors, projects to be made in cooperation, corporate social responsibility, the importance of sustainability, traceability, transparency, commercial relations and social responsibility activities, environmental awareness, sustainable hazelnut production.



3.2. Farmer Trainings

We have been providing both agricultural and social training to all farmers throughout the year to support the continuous development of our farmers. We carry out sustainable studies with hazelnut producers in order to increase the quality and standard of hazelnuts with the increase of hazelnut yield in production by increasing the knowledge and skills of our producers. Our aim is to improve sensitivity to the environment and social responsibility without harming the nature.

3.2.1. Agricultural Trainings

As agricultural, we carry out practices that ensure sustainability and traceability to the producers within the project in order to increase the yield and quality of the hazelnuts produced and to ensure food safety. We pay special attention to the protection of the environment and biodiversity. We visit the gardens of our producers and observe the work done. We organize agricultural works and environmental trainings.

We organize practical trainings in hazelnut gardens and theoretical training in closed areas. We consider sustainability in our producer trainings. In the content of our producer trainings; There are main topics such as pruning of hazelnuts, methods of integrated control against agricultural diseases and pests, fertilizers and fertilization in hazelnuts, environmental education, and what should be done during hazelnut harvest and threshing stages. We have reached 85 farmers in Giresun and 625 farmers in Ordu province with the agricultural trainings we have continued throughout the year. We have reached 710 farmers in total.



To our producers; in the fight against agricultural diseases and pests, we make practices that do not harm the environment and people in accordance with the integrated combat technical instructions. We organize trainings to pruning hazelnuts in a correct and conscious way in

accordance with their technique. We inform our producers with trainings about what to do during the harvest, blend and post-harvest stages.



While doing all these procedures, we do not neglect to measure the efficiency of the trainings. We conduct surveys with our producers at the end of the training. According to the results of the training evaluation survey, we evaluate our success rate in trainings.

3.2.2. Social Trainings

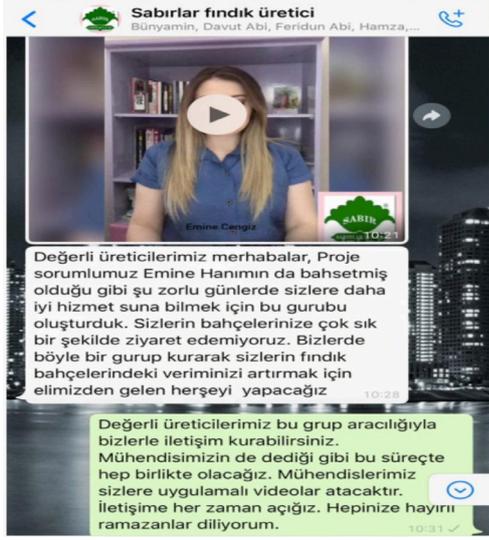
We directly reach the producers and carry out projects in many subjects and areas, especially child labor. Our social workers organize awareness-raising trainings for farmers and workers on issues such as decent working conditions, living wages, discrimination, forced labor and child labor. We provide in social trainings to producers under the headings of child labor, youth labor, discrimination, seasonal agricultural work contract, occupational health and safety, record keeping, wages and recruitment, worker rights, hygiene training, Covid-19 training. We have reached a total of **232 farmers** through the training provided.

We conduct risk analysis in the villages we visit. In regions we consider risky, we carry out activities aimed at the risks we identify. We conduct internal audits for our farmers. As a result of internal audits, if there is a non-compliance, we support our farmers socially and agriculturally to improve them.



Due to the effects of Covid-19, collective training is not allowed in the field and therefore the trainings were held in one-on-one meetings at the homes / gardens of the producers. Thus, the trainings were more comprehensive and efficient, as they have included not only the producers but also the whole family. After the producers had provided with social training, work gloves, masks, disinfectants, hats, first aid bags, hand washing units and liquid soaps have been delivered and information posters that we prepared in a visible place were hung in the homes of all producers.





During COVID-19, we established a WhatsApp group

for all of our growers. We have been continuing to share social and agricultural informative communications through this group, including on COVID-19 related issues. We have prepared educational materials including hands-on videos and delivered them to producers via WhatsApp.

We have been continuously informed our farmers both via WhatsApp and using the mass message system.

3.3. Worker Trainings

We organized our trainings with the priorities of recruitment and employment practices with the participation of migrant and temporary labor and combating child labor. We have reached **949 workers** as a result of the trainings we carried out both in March and August this year. We organized trainings on social issues for seasonal migratory agricultural workers who come to work. We have provided trainings on child labor, youth work, discrimination, complaint mechanism, worker rights (working hours, wages, contracts) under the heading of social education. Under the title of agricultural education; we have provided training on hazelnut harvest training, hazelnut picking techniques, waste management and environmental protection.

We provided trainings by going to the places where seasonal agricultural workers who came to work in the Eastern Black Sea region and are in the supply chain of our company. Within the scope of the study, we conducted our trainings in Viranşehir, Siverek and Eyyübiye districts of Şanlıurfa between 9-12 March 2020. Within the scope of Harvesting the Future project, we conducted trainings in cooperation with both public institutions and another hazelnut supplier company. As a result of these trainings, we gave trainings to 614 seasonal agricultural workers, 362 of them women and 278 of them men, in March.



In August, which is the harvest season, we went to the places where seasonal agricultural workers who came to work in the Eastern Black Sea from their homeland and gave trainings. We carried out our trainings in the designated open areas, not collectively. During this period, we have reached a total of 335 seasonal agricultural workers. After the training, hygiene packages including shampoo, liquid soap, wet wipes, sanitary pads, disinfectant, work gloves, hats, toothbrushes, toothpaste and masks were distributed to the workers.



We conducted a comprehensive project with the District Governorship and District Health Directorate to raise the awareness of farmers and workers on COVID-19 and to support them in social issues. We organized trainings on COVID-19 for producers and seasonal agricultural workers who come to work in the region within the scope of the project named “Seasonal Agricultural Workers Healthy Life”.

The training included how COVID-19 could affect workers and farmers, prevention methods, information about general internal and external parasites, KETEM (Cancer Early Diagnosis Screening and Training Center), personal hygiene, not to shake hands with anyone. We carried

out the trainings one on one and with a competent person in the family as much as possible. After the training, we distributed bags containing masks, disinfectants, personal hygiene materials, children's socks and t-shirts to everyone who attended.



For children, we prepared an educational support kit for children this year as the summer schools we normally plan to establish cannot be opened due to the pandemic. We have distributed bags with 15 types of stationery kits, from coloring books to storybooks, from pencil sets to mind games. We delivered these educational support kits to a total of **72 children** between the ages of 5-15. In addition, we supplied all children with soccer balls, T-shirts and socks. In addition, our field staffs constantly monitored the situation of the children in the field and organized multiple trainings for both growers and the parents of the child to keep children away from the garden. We organized age verification trainings for growers and told them about the legal aspects of child labor. Thus, we have trained all parties so that children do not work in gardens.



Anti-Corruption

Fraud is both unethical and illegal. Fraud occurs when someone lies, engages in deceptive acts, cheats or steals in order to gain an advantage or create a disadvantage for someone else (whether by word, action, or concealing information that needs to be revealed)..

Under the umbrella of Sabırlar Fındık, we are all responsible for preventing and reporting fraud.

Anti-Bribery

We, as Sabırlar Fındık are committed to comply with all anti-corruption laws and standards in the countries in which we operate, including Australian Criminal Code, UK Bribery Act and US Foreign Corrupt Practices Act. Therefore, no form of corruption is acceptable. This means:

- In all countries of the world, we prohibit bribery, kickbacks, influence trafficking and other criminal payments in all our business dealings with governments and public officials (including employees of government companies) and the private sector.
- We do not directly or indirectly offer or promise anything of value to anyone, do anything of value, or grant a valuable mandate to obtain an improper business advantage;
- We comply with the Gift and Catering rules specified in Sabırlar Fındık's Anti-Bribery Procedure. In addition, we never forget that gifts, hospitality or any valuable offerings of any kind to public officials, especially employees of government companies or government-operated companies, are strictly regulated and often prohibited. We do not offer such gifts or hospitality unless we have received approval from the Anti-Bribery Group;
- We do not make political donations on behalf of Sabırlar Fındık.
- Sabırlar Fındık applies due diligence procedures and we stipulate that any third party representing Sabırlar Fındık is carefully selected and Sabırlar Fındık obeys the Anti-Bribery Procedure and the principles specified in the Supplier Procedure.

Doing the Right Thing... We Are All Responsible for Compliance

In order to protect our reputation as a reliable business partner, the gifts and hospitality we offer and accept should only be within the bounds of business courtesy.

As stated in the Anti-Bribery Procedure, gifts or hospitality should never prevent you from making fair and impartial business decisions, or appear to prevent you from making fair and impartial business decisions. As a result, it is never appropriate to offer or receive gifts and hospitality in a process leading to a tender or contract negotiations.

In the absence of tenders or ongoing negotiations (and provided that no government officials are involved in the process):

- Catering is permitted as long as it is modest, reasonable and appropriate and is intended to improve our company image, offer our products and services, or establish or maintain business relationships.
- Occasionally, gifts can be given or accepted only for the purpose of establishing or strengthening a business relationship and on the condition that they fall below the monetary thresholds specified in the Anti-Bribery Procedure. As stated in the Anti-Bribery Procedure, the approval of the General Manager is required for gifts that exceed certain monetary thresholds.

Tax

Sabırlar Fındık is firmly committed to tax law and having an open and constructive communication with tax authorities. Taxation laws are inherently complex, and Sabırlar Fındık aims to comply with the law by paying the correct amount of tax in the right jurisdiction, disclosing relevant information, and requesting mitigation or incentives when available. We believe that tax payments and transactions of our companies should be carried out more transparently in order to build public trust. In addition, we are committed to prevent facilitating tax evasion. In practice, this means that we need to inquire about unusual requests from our customers, suppliers, employees and taxpayers that appear to be of improper benefit to them.

MÜKELLEFİN		VERGİ LEVHASI		 Gelir İdaresi Başkanlığı	
ADI SOYADI		VERGİ DAİRESİ	HIZIRBEY		
TİCARET ÜNVANI	SABIRLAR FINDIK İHRACAT LIMITED ŞİRKETİ	VERGİ KİMLİK NO			
İŞ YERİ ADRESİ	PAZARKAPI MAH. KALKANOĞLU CAD. NO: 34 İÇ KAPI NO: 1 ORTAHISAR/ TRABZON	TC KİMLİK NO			
VERGİ TÜRÜ	KURUMLAR VERGİSİ	İŞE BAŞLAMA TARİHİ	01.01.1986		
FAALİYET KOD VE ADLARI	103902-KAVRULMUŞ, TUZLANMIŞ VB. ŞEKİLDE İŞLEM GÖRMÜŞ SERT KABUKLU YEMİŞLER İLE BU MEYVELERİN PÜRE VE EZMELERİNİN İMALATI (PIŞIRILEREK YAPILANLAR)				
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2020	9.616.411,07	2.115.610,44	 F 3 B V X L G V U 3		
2019	7.069.835,18	1.555.363,74			
2018	4.577.003,01	915.400,60			

<https://ivd.gib.gov.tr> adresinden güncelliğini ve doğruluğunu sorgulayabilirsiniz.



SABIRLAR FINDIK-SOCIAL RESPONSIBILITY



3.4. "Harvesting the Future" Project

In August 2019, the FLA launched the Harvesting the Future Project, which aims to eliminate child labor in agricultural supply chains. The main objective of the project in Turkey to improve multi-stakeholder recruitment and employment practices of migrant and temporary labor as determined by participation and to combat child labor.

Within the scope of the project, in order to establish an effective monitoring and improvement system, we map our supply chain and actors in the chain, make risk assessment in these areas and determine our monitoring and improvement strategies in the light of this information. In the context of the project, we mapped the labor contractors who came to the region during the harvest in August 2019 and the producers they brought workers. We reached 12 labor contractor. Labor contractors stated that they brought a total of 1,848 workers to the region. We interviewed 377 workers who entered the supply zone.

In February 2020, we went to Şanlıurfa, the city where labor contractor live. Here, training was given to all labor contractor through the Pikolo Association organized by the FLA. Labor contractor of many hazelnut suppliers also participated in the training. In these trainings, child labor, working conditions, the importance of seasonal agricultural work contract and the need to have a certificate were mentioned. After all these trainings, we ensured that 9 people out of **12 labor contractor** in our supply chain received labor contractor certificate. We determined that the remaining 3 people could not obtain a certificate due to their criminal record.



In the 2020 harvest season, we reached **8 new labor contractor**. We mapped this labor contractor. We determined the regions where they live and the worker groups. We will

organize a new training for the labor contractors that we mapped around February 2021 and ensure that they receive certificates.



We continue by making all our activities sustainable. As a result of our own internal management system and independent evaluations, we saw our shortcomings and made them open to continuous improvement. We aim to reach more people for the next year.





30 suppliers participated in the collective trainings. We organized for crushing plants and their merchant. Thus, we have given our training to all our suppliers, in which we explain the approach of responsible supply and the importance of sustainability. We maintain actively communication with our suppliers.

We are in direct contact with farmers throughout the year. We constantly support them both agriculturally and socially. In order to increase the hazelnut yield in the gardens, our agricultural engineers provide practical trainings to support the development of the farmers in hazelnut. In addition, our social workers organize regular trainings to increase the social responsibility awareness of the farmers in the field. During the year, we reached a total of 710 farmers. We provided them with both social and agricultural awareness-raising trainings.



With the trainings we organized for seasonal agricultural workers in March and August, we reached 949 seasonal agricultural workers. We organized trainings for workers on working hours, wages, child labor and workers' rights, and distributed personal protective equipment and hygiene kits to all workers.

For the children of seasonal agricultural workers, we could not establish a school due to the pandemic, so we prepared an educational support kit that includes stationery equipment and games. We delivered these kits to 72 children between the ages of 5-15 and tried to keep them away from gardens.



We have organized trainings to improve recruitment practices for labor contractors who work for seasonal agricultural workers. We reached a total of 20 labor contractors in our supply chain. We ensured that 9 labor contractors received documents. At the beginning of next year, we will be ensuring that other labor contractors receive certificates.

CONTACT

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