



SABIRLAR FINDIK İHRACAT LTD ŞTİ UN GLOBAL COMPACT REPORT 2022

*I am not here on earth for strife,
Love is the mission of my life.
Hearts are the home of the loved one;
I came here to build each true heart.*

YUNUS EMRE



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 SABİR

 **SABIRLAR**
FINDIK İHRACAT
LİMİTED ŞİRKETİ
Azarkapı Mh. Kalkınançlı Cd. No:34
61040/TRAŞZON/ TÜRKİYE
Hızırbey V.D.736 001 6440

HUMAN RIGHTS

“Health for all”

HEALTHY PEOPLE ...

According to our Constitution, the State is obliged to provide health services under which everyone can continue their life by protecting their physical and mental health. The state is obliged to make the necessary organizations and inspections for this purpose (56th Article of the Constitution).

In addition, we have worked in cooperation with KETEM (Cancer Early Detection Screening and Training Center) for our female workers working in our factory. We have brought a mobile cancer diagnosis tool to our factory and we have had cancer screenings done to our female employees with these devices. Moreover, we have implemented a mobile vaccine application for workers who want to be vaccinated. In August and June, our workers who wanted to be vaccinated were given the covid-19 vaccine they wanted with their own consent accompanied by mobile vehicles, doctors and nurses. With this vaccine application, we aimed to reduce infection rate among workers. Within the scope of this application in our factory, the COVID-19 vaccine was administered to 93 people. We support good social practices in our company and work for it continuously



The Safety of Our Employees Is Very Important To Us!

Due to the reasons of ensuring the safety of life and property of our employees, goods, facilities, the need to protect and ensure the safety of our organization has arisen.

For this reason, we have started to receive security services of 3 security guards from a private security company Securitas Güvenlik Hizmetleri A.Ş., for the protection of the factory building located at Akoluk mah, Akoluk Cumhuriyet caddesi No.38 Ortahisar - TRABZON adres



12.01.2022

Subject: Security services provided to Sabırlar Fındık İhracat LTD. ŞTİ. by SECURITAS Güvenlik Hizmetleri A.Ş.

SECURITAS Güvenlik Hizmetleri A.Ş. currently guards the Sabırlar Fındık İhracat LTD. ŞTİ at Trabzon with security guards for 24 hours, 7 days a week since September 2021 till date.

Yours Sincerely,

Muzaffer Sürücü
Blacksea Area Manager


SECURITAS GÜVENLİK HİZMETLERİ A.Ş.
Gen.Müd: Ehliboyn Mah. Çeyhan Atif Kamsu Cad. Cevat Miratlı İş
Merkezi Kat:2 No:112/15-16-17-18 06520 Balgat/ANKARA
Tel.: (0312) 473 99 90 Fax: (0312) 473 59 96
Mersis No: 0287 0517 9150 0014 Tic.Sic: 196607
Ankara Kurumlar V.D. 26: 51 7915



“The Business Community Should Not Be Complicit in Human Rights Violations”

GOOD SOCIAL PRACTICES FOR SEASONAL AGRICULTURAL WORKERS

The origin of seasonal work in agriculture in Turkey goes back a long time. Seasonal traveling agricultural workers go to the regions where agricultural products are harvested from the place where they live constantly. Seasonal agricultural workers living in the Eastern and Southeastern regions are known to migrate during sowing, planting, hoeing, watering and harvesting periods to areas where cotton, hazelnut, apricots, citrus fruits, tobacco, grapes and sugar beet farming are heavily cultivated, mostly with their families. A large part of seasonal workers are constantly migrating due to the harvest of agricultural products. In April and May every year seasonal agricultural workers who prefer this job to make a living start their journey. This journey starts in August for the hazelnut crop and lasts until mid-September. Seasonal traveling agricultural workers face the most difficult and severe conditions both in terms of severe working conditions and the problems they face. The working and living environments of seasonal agricultural workers contain many disadvantages. Seasonal agricultural workers usually migrate to certain regions to work with all family members, supplies, and tools. Therefore, they stay in the places indicated by the employers of the locality to which they are going. They try to shelter there with their own facilities in the places indicated for their stay. The workers stay in makeshift houses that the garden owner or the village people have provided for them. Workers in these makeshift homes have difficulty of accessing clean drinking water, toilets and bathrooms under bad conditions and very crowded areas makes it extremely difficult to remain in their living conditions. As Sabirlar Fındık, we are carrying out various projects to improve all these conditions. In order to improve the housing conditions of the workers who come to harvest hazelnut as a priority area, we are renovating the houses in bad condition every year in the project we are carrying out to make them more livable by renovating them. Thus, we offer support for workers to stay in more favorable and better conditions.

We are identifying the houses where seasonal workers with adverse conditions live and making the necessary improvements. In particular, in order to ensure the protection of privacy, we make doors and install locks on houses that do not have door and door locks. We organize the areas where the kitchen part is insufficient for cooking and eating, and make it healthier and more hygienic. We provide a more hygienic area by renovating the toilets and bathrooms of unhygienic houses. We prioritize hygiene by putting hand washing units and liquid soaps in the fields where they work and the areas where they live. With our project related to housing areas this year, we have carried out renovations in the workers' houses that are located in the houses of 5 of our farmers.

We organized our trainings with the priorities of improving the employment practices of seasonal traveling and temporary labor and combating child labor. In August and March of this year, as a result of the trainings we conducted, we reached 944 workers. Under the heading of "social training, child labour, Young Labour, discrimination, complaint mechanisms, workers' rights, (working hours, wages, MTI Contract); agricultural training we delivered trainings on hazelnut harvest training, training, hazelnut collection techniques, waste management and environmental protection training.



BEFORE



AFTER



BEFORE



AFTER

WORKING STANDARDS

“ELECTION OF WORKERS’ REPRESENTATIVE”

One worker representative is elected in our factory every two years.

One worker representative is elected at Sabırlar Fındık İhracat Ltd. Şti.

In 2021, the elections for the workers’ representative were re-conducted.

SUBJECT: About the Appointment of an Workers’ Representative **DATE:** 12.07.2021

COMPANY: SABIRLAR FINDIK İHRACAT VE LİMİTED ŞİRKETİ

The employer appoints a sufficient number of employees’ representatives by appointment in the event that it cannot be determined by a choice or election to be made between employees, provided that the risks in different parts of the workplace and the number of employees are taken into account and a balanced distribution is taken into account:

- One representative for companies employing between two and fifty employees
- Two representatives for companies employing between fifty one and hundred employees
- Three representatives for companies employing between hundred one and five hundred employees
- Four representatives for companies employing between five hundred one and one thousand employees
- Five representatives for companies employing between thousand one and two thousand employees
- Six representatives for companies employing between two thousand and above employees

→ If more than one employees’ representative is available, the chief representative is determined by the election to be held between employees’ representatives. In the case of equality of votes, the chief representative is determined by lot method.

→ Employee representative is entitled to;

- Participate in work related to occupational health and safety,
- Monitor the work, request measures to be taken to eliminate the source of danger or reduce the risk arising from the danger,
- represent employees in making proposals and similar issues.

→ Due to the fact that he performs his duties, the rights of the employee's representative cannot be restricted, and the employer provides the necessary facilities for the employee's representative or representatives to perform their duties.

At SABIRLAR FINDIK İHRACAT VE LİMİTED ŞİRKETİ company;

At its facilities located at the address of AKOLUK MAH. CUMHURİYET CAD. NO:24 ORTAHİSAR/TRABZON at the implementation stage of all the works to be carried out within the scope of Occupational Health and Safety issues;

The employee named with the identification number Has been appointed as an EMPLOYEE REPRESENTATIVE on 12.07.2021 with authority for.

- participation in work related to occupational health and safety,
- monitoring works,
- asking for measures to be taken to eliminate the source of danger or reduce the risk arising from the danger,
- represent employees in making proposals and similar issues

APPROVAL

Employee Representative

APPROVAL

General Director Hasan Osman SABIR

“We Make Severance Payments to Our Female Workers Who Quit Job for Personal Private Reasons”

In particular, we make severance payments at the initiative of the employer to our female employees who quit job because there is no one to take care of their children.

SABIRLAR FINDIK İHRACAT LTD. ŞTİ
15.02.2021
Te kimlik numarasıyla çalışmakta olduğum
iş yerinizden aldığım 6 aylık ücretsiz izin 11.02.2021 tarihinde
bitmiştir. 12.02.2021 tarihinde iş başı yapmaya gerekirken
kendisi isteğimle çocuklarıma bakacak kimse olmadığından dolayı
15.02.2021 tarihi itibarıyla işten ayrıldım.
Gerekli işlemlerin yapılmasına arz ederim.

SABIRLAR FINDIK İHRACAT LTD. ŞTİ.
2.089.01.01.00 265.28.06101
Akadük mah. Cumhuriyet Mah. No.26 TRABZON
12.03.2016
15.02.2021
3 yıl 2 ay 22 gün
İstifa
12.03.2016 tarihinden beri çalıştığım iş yerinizden kişisel sebeplerden dolayı kendi isteğim ile işten ayrıldım. Çalışmaya başladığım tarihten beri geçen çalışma sürem içindeki bütün ücretlerimi ve bütün sosyal haklarımı ile hafta ve genel tatil günlerime ait ücretlerimi ayrıca yapmış olduğum fazla mesai ücretlerim ile yıllık izin ücretlerimi eksiksiz aldım. İstifa abret ayrıldığım için kesinlikle hak etmediğim kıdem tazminatımı ve yerinin inisiyatifini olarak hak etmediğim halde 11.428,65 TL olarak eksiksiz aldım.
İş yerinizden kesin ve hizmet aktından doğan hiç bir şekil ve namında herhangi bir alacağımın kalmadığını, maddi ve manevi herhangi bir hak talebinde bulunmayacağımı, beşerî ve hukukî olarak iş yerinize - geçmişe ilişkin olarak ibraz ederim.
26.02.2021



7/2021/10/10

FOUR SEASONS TRAINING PROJECT

Although school-age children enroll in schools in the cities where they live and try to continue their education where they emigrate, the interrupted relationship of children with education and their disadvantaged position are the cause of school dropouts, school adaptation problems and exclusion from school. Some of these children are completely excluded from school and education. These disruptions reinforce the under-skilled and/or unskilled labor force, which leads to persistent poverty. The work of these children in agricultural labor is not required by any stakeholder in the system.

This year, we started implementing “Four Season Education” projects in Ordu province with the Turkish Education Volunteers Foundation (TEGV), where our children aged 7 to 11, whose parents have come to these regions with seasonal migration and whose families are working on hazelnut harvesting, can acquire basic life skills. In August, when the hazelnut harvest with TEGV continued, we carried out works in the Black Sea region to ensure that the education of the children of seasonal agricultural worker families who spent 4-5 months of the year away from their homes and schools was not interrupted.





2021 YILI 3. DÖNEM RAPORU



The Four-Season Education Program was implemented in the Ünye District of Ordu Province during the summer activity period of 2021 in cooperation with the Turkish Education Volunteers Foundation (TEGV) and Sabırlar Fındık. This project aims to provide contribution to children who attend the 1st-5th grades, spend the summer season in the Ünye District of Ordu Province due to seasonal agricultural migration, and whose parents work as agricultural workers in terms of social emotional learning, visual reading, listening, understanding, speaking, supporting the school preparation period by basing it on numbers and developing a positive attitude.

Between August 11 and August 27, face-to-face activities were applied to 81 of our children in Ünye district of Ordu Province within the scope of the Four-Season Education Program. At the end of the activities, it was revealed that children's interest and love for mathematics increased, their anxiety about reading decreased, their hand work improved, and most importantly, they were more willing to do analytical thinking, experiments, and research.



27 BİRİMİN 11'İ



The Four Seasons Education Project has enabled children who are forced to continue their lives in very disadvantaged social conditions away from their homes and schools to continue their personal development while socializing with their peers. All the children who participated in the education left happy and having acquired new skills.

“By reaching out to our farmers, we organize awareness-raising trainings and carry out projects in many subjects and fields, especially child labor. 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 with these trainings that we organize. We provide trainings to our farmers in social trainings under the headings of child labor, youth labor, discrimination, seasonal agricultural labor contract, occupational health and safety, record keeping, wages and recruitment, workers' rights, hygiene training, Covid-19 training. We organized age verification trainings for farmers and told them about the legal aspects of child labor. In total, we reached 213 farmers during the trainings given.”



“No Discrimination in Recruitment and Placement”

Gender	Title	Date of start working
MALE	INDUSTRIAL ENGINEER	27.01.2020
MALE	COOKER	17.01.2020
MALE	SOCIAL SERVICES SPECIALIST	10.07.2019
MALE	FORKLIFT OPERATOR	01.10.2021
FEMALE	SOCIOLOGIST	26.04.2019
MALE	MACHINE MAINTENANCE ASSISTANT	02.10.2021
FEMALE	FOOD ENGINEER	08.01.2020
FEMALE	OFFICE STAFF-SECRETARY	24.04.2019
MALE	GUARD	16.10.2019
FEMALE	SOCIAL SERVICES SPECIALIST	14.06.2021
FEMALE	DEPUTY DIRECTOR OF HUMAN RESOURCES	01.04.2021
MALE	SOCIAL SERVICES SPECIALIST	10.07.2019
FEMALE	OFFICE ASSISTANT	01.11.2018
FEMALE	FOOD ENGINEER	03.06.2021
MALE	ENGINEER	12.06.2021
FEMALE	ACCOUNTING STAFF	01.01.2020
MALE	MEMBER OF THE EXPORT DEPARTMENT	16.11.2019
MALE	DRIVER	06.12.2019

In the last 4 years, 10 male and 8 female employees have been recruited to our company as a qualified workforce.

We have 3 Food Engineers in our company.

2 of them are Female and 1 of them is Male.

Labor Law, Social Compliance Trainings are Our Important Line;

Trainings Received by the Department of Human Resources;	TRAINING DATE	TRAINING PERIOD
Orientation training / Quality and Food Safety Management System Security Procedure and Taccp Information	1.04.2021	8 hours
Fla and BSCI training	2.04.2021	1 hour
Traceability Training	3.04.2021	1 hour
Employee Internship Training	6.04.2021	1 day
Calculating Annual Leaves	7.04.2021	1 day
Mechanism of Complaint	10.04.2021	1 hour
Sustainability	14.04.2021	1 hour
Human Resources Management	15.04.2021	3 days
Managing Human Resources with a Proactive View	22.04.2021	1 hours 30 min.
Gender Identity	29.04.2021	1 hour
Application of Short Work Allowance and Employment Incentives	21.05.2021	3 hours
KVKK Compliance Module	25.05.2021	2 hours
Allergen Training	25.05.2021	1 hour
Right to Leave and Leave in Labor Law	26.05.2021	1 hours 30 min.
Employee Performance Management in Labor Law	9.06.2021	1 hours 30 min.
Employee Loyalty	10.06.2021	1 hours 30 min.
OHS Training	21.06.2021	4 hours
Behaviors Contrary to Workplace Rules, Document Management in a Legally Valid Way	25.06.2021	3 hours
Implicit Biases and Change Management Training	16.08.2021	2 hours
Tips for Preparing a Scorecard and a Featured Scorecard	19.08.2021	3 hours
K.K.N Information	30.09.2021	1 hour
Calculation of the Living Wage	23.09.2021	Falf an hour
Strategic Human Resources Training	27.09.2021 30.09.2021	16 hours
Safety Procedure and TACCP imitation- adulteration knowledge	19.07.2021	1 hour

Trainings Provided by the Human Resources Department to Employees;

TRAININGS GIVEN AS OF APRIL 2021	TRAINING DATE	TRAINING PERIOD
COMPLAINT MECHANISM TRAINING	10.04.2021	1 HOURS
SABIRLAR SUSTAINABILITY	14.04.2021	1 HOURS
HARASSMENT AND DISCRIMINATION	29.04.2021	1 HOURS
KNOWLEDGE OF ANNUAL LEAVE AND EXCUSE LEAVE	7.06.2021	1 HOURS
BRIBERY AND CORRUPTION TRAINING	30.09.2021	1 HOURS
DISCRIMINATION MOBING PERSONNEL REGULATION	12.11.2021	HALF AN HOUR
SITUATIONS THAT ARE CONTRARY TO THE WORKPLACE ORDER	19.11.2021	HALF AN HOUR

The Needs of Employees are met for a Comfortable and Safe Working Environment;

STEEL SHOES	6 PIECES	FOR EMPLOYEES USING A PALLET TRUCK
STEEL SHOES	5 PIECES	FOR THOSE WHO USE FORKLIFTS
REFLECTIVE VEST	4 PIECES	FOR THOSE WHO USE FORKLIFTS
FULL AUTOMATIC FILLING AND VACUUM MACHINE	1 PIECES	PURCHASED FOR ROASTING SECTION
HEATER	2 PIECES	PURCHASED FOR NATUREL DEPARTMENT
SLIPPER		DARK SLIPPERS WERE PURCHASED FOR WAREHOUSE EMPLOYEES
UMBRELLA BOX HAS BEEN RECEIVED	2 PIECES	PURCHASED FOR LOCKER ROOM
HOUR	1 PIECES	PURCHASED FOR ROASTING SECTION
FAN	3 PIECES	PURCHASED FOR THE WAREHOUSE LABORATORY, WAREHOUSE SECTION, LOCKER ROOM
HAND DRYER	1 PIECES	PURCHASED FOR SINK
WASHING MACHINE	1 PIECES	PURCHASED FOR WASHING OF APRON OF WORKERS



SABIRLAR LTD. ŞTİ.

06.03.2020,2021

Our Women's Day Celebrations;



ENVIRONMENT

At the heart of our understanding of sustainable supply chain is to create, protect and develop long-term environmental, social and economic values for all our stakeholders. In line with this understanding, we have provided trainings to our suppliers on issues such as environmental and social sustainability, traceability, responsible purchasing, and good social practices. We have provided support to our suppliers for enhancement of continuous development and progress. After the trainings given by our staff, we made audits to our suppliers. We also shared the results and held meetings on what can be done for possible improvements. Thus, we have carried out this process in a way that both our suppliers and we will benefit from the process through mutual communication.



We have reached a total of 38 suppliers this year as a result of the trainings we organized for greengrocers and crushers. We are actively communicating with our suppliers.

GOOD PRACTICES FOR FARMERS

It is our objective to support agriculture with the trainings we provide to our farmers. It is aimed to increase the quality and productivity of the hazelnut they produce by telling our farmers one-on-one good agricultural practices. Our Agricultural Engineers tell farmers about modern agricultural practices such as fertilization, pruning, spraying, drying and harvesting processes with their one-on-one visits. They also allow them to see the results of these applications in site through sample gardens.

Our social experts reach out to farmers, women and children in the region and provide social trainings. Women are trained about good social practices in seasonal worker trainings. Thus, we aim to spread good social practices for all stakeholders and raise awareness in the region.

AGRICULTURAL APPLICATIONS

We carry out practices in which sustainability and traceability are ensured in order to increase the yield and quality of hazelnut produced by our manufacturers in our supply chain and to ensure food safety. We pay special attention to the protection of the environment and biodiversity. We visit the fields of our producers and observe the work done one-on-one. We organize agricultural works and environmental trainings.

Our producers use production techniques that are sensitive to people, nature, soil and every stage of which can be monitored. Our agricultural engineers follow the production stages of our farmers and record the activities they do for our producers.



We organize practical trainings in hazelnut fields and theoretical trainings in indoor areas. We take sustainability into consideration in our manufacturer trainings. Our manufacturer training content covers; hazelnut pruning, integrated control of diseases and pests in agricultural methods, hazelnut, fertilizers and fertilization, environmental training and those to be done in hazelnut harvesting and threshing stages. With the agricultural trainings we have continued throughout the year, we have reached 160 farmers in Giresun province and 810 farmers in Ordu province. In total, we gave trainings to 970 farmers.



We get our producers to perform practices in the fight against agricultural diseases and pests in accordance with the integrated control technical instructions, which will not harm the environment and people. We primarily care about the implementation of cultural methods of struggle on farms. We do not use pesticides unless it is mandatory.



Our agricultural engineers work to combat diseases and pests. For this purpose, they control air temperatures, humidity values and climate data in areas where there are farms. During the periods when the risk of the disease arises, they primarily carry out cultural struggle recommendations.

The hazelnut fertilization program is prepared by our agricultural engineers as a result of the needs of the plant and various analyzes depending on the nature and characteristics of the soil. We carry out fertilization according to the results of soil and leaf analysis in a sufficient amount and in a balanced way, according to plant and soil characteristics; at the appropriate time and in the appropriate form from the soil or from the leaf. We organize trainings to ensure that hazelnut pruning is done correctly and accurately in accordance with the technique. We inform our producers about what needs to be done during the harvest, threshing and post-harvest stages of hazelnut with trainings.



At Sabırlar Fındık İhracat Ltd. Şti., we are aware that the efficiency, sustainability and human health of hazelnut agriculture will be possible by maintaining natural balance and the environment. For this purpose, we have created a waste management system. In order to prevent the damage of agricultural medicine boxes used by manufacturers to nature, containers have been placed by us to collect empty agricultural medicine boxes in the villages where our manufacturers are located. Our agricultural engineers visit empty agricultural medicine boxes at specific intervals and follow up. We send the collected empty agrochemicals boxes to the recycling plant. We contribute to the collection of empty agrochemical boxes that are very harmful to our ecosystem by raising awareness of the manufacturers in our region and supply chain through the works and trainings we conduct.



We recommend the protection of natural vegetation to all our producers in order to keep soil erosion under control and to prevent it. We also do not want herbicides to be used to reduce soil erosion, maintain and improve soil fertility.



We organize trainings on the composting of pruning-induced wastes and hazelnut slugs that are not pathogenic and harmful hazards. We encourage hazelnut slag, which is a valuable source of organic matter, to be used as a natural fertilizer in hazelnut agriculture by composting. With this work, we prevent the burning of nut slugs. Thus, we prevent the release of excess release of carbon dioxide into nature.

We evaluate the effectiveness and efficiency of the work we do during the year by contacting our producers one-on-one after the hazelnut harvest. We record the feedback we receive from our manufacturers and the evaluations we make. According to our findings, this season there have been increases in the yield and quality of hazelnut fields of many of our producers in the project located in our supply chain compared to last year's hazelnut production season. We continue our work taking into account science, sustainability and food safety.





Anti-Corruption



Our Anti-Bribery and Anti-Corruption Policy has been announced to Sabırlar Fındık employees and is easily accessible on the company bulletin boards. Trainings are organized to raise awareness of our employees about bribery and anti-corruption.

“On 30.09.2021, the company's employees were provided with Anti-Bribery and Anti-Corruption training.”

There has never been any corruption that has been mentioned regarding name of Sabırlar Fındık in the corruption news that has been featured in Turkey and around the world through the print media and online news sites.

Sabırlar Fındık never performs misconduct, tenders, smuggling, unregistered economy, bribery, forgery, fraud, corruption, tax fraud and embezzlement and incidents of unethical situations and never involved in any corruption activity since its establishment.



BRIBERY AND CORRUPTION RISK ANALYSIS

Document No	Revision No	Revision Date	Effective Date	Page
PL.KT.33	00	09.11.2019	09.11.2019	3

POSSIBLE RISKS	PROBABILITY (1-5)	SEVERITY (1-5)	RISK SIGNIFICANCE	CONTROL MANAGEMENT
Gifts given by business contacts or customers as a thank or commercial courtesy	3	3	9	Communicating with suppliers only through official means
Making a corporate or personal payment, giving a gift, helping or donating to a private company, government official or candidate of a political party to influence a decision	2	3	6	Internal audits
An offer of hospitality to third parties for the development of commercial relations and the establishment of a normal commercial communication network	2	3	6	Monitoring and controlling third parties
Having a positive background other than the usual technical criteria in the selection of companies and business partners that have received foreign service	3	3	9	Internal audits and procedural controls for companies and business partners that have received services
Offering facilitation payments to individuals and organizations in order to secure or speed up their routine work or process	3	4	12	Supplier reviews
Recording and maintaining all kinds of accounts, invoices and documents belonging to relationships with third parties (customers, suppliers, etc.), complete, accurate and reliable accuracy, falsification and distortion of facts on accounting or similar business records related to any transaction	1	5	5	Conducting annual procedures and document checks
Close personal and family relations between employees, management and suppliers	3	4	12	Supplier review
Purchase of goods that are not suitable for business needs and overpayment for services and products	2	5	10	Continuous control of relevant documents
Making cash payments to facilitate agreements	1	5	5	Trainings on bribery and corruption

Non-compliance of transactions with the legislation	1	5	5	Internal audits
Failure to assign staff who is not qualified for the job	2	5	15	Trainings and audits

POBABILITY					
SEVERITY	1	2	3	4	5
	2	4	6	8	10
	3	6	9	12	15
	4	8	12	16	20
	5	10	15	20	25

Significance Risk= Probability x Severity	
The risk of low severity	1-6
The risk of moderate severity	8-12
The risk of high severity	16-25

Probability Degree Measurement level;

Probability	Score
Situations that is unlikely to happen	1
Unlikely, remote situations	2
Quite possible situations	3
Possible situations	4
Probably very likely possible situations	5

Severity Degree Measurement level;

Severity Points	Score
Situations that have no effect	1
Situations that do not have much effect	2
Situations that may affect	3
Situations that have great effect	4
Situations where the effect is too strong	5

DISTRIBUTION:

Name Surname	Title	Pieces	Date	Signature
EMİNE CENGİZ	Social Compliance Responsible	1- Ad	09.11.2019	

Our letters indicating that we do Not Have Any Debts to the Social Security Institution and the Revenue Administration;

T.C. SOSYAL GÜVENLİK KURUMU BAŞKANLIĞI Sosyal Sigortalar Genel Müdürlüğü		 000001700003191220211351340510101
 TÜRKİYE GENELİNDEKİ SORGULAMA SONUCU e-Borcu Yoktur Belgesi		
Vergi Kimlik No	7360016440	
İşyeri Ünvanı/Adı	SABIRLAR F İNDİK İHRACAT LİMİTED ŞİRKETİ	
İşyeri Adresi	AKOLUK MAH. AKOLUK CUMHURİYET CAD.38/0 TRABZON ORTAHİSAR	
Borç Sorgulamaya Esas Alınan Tarih	16.12.2021	
Belgenin Alındığı Tarih	16.12.2021 13:53:30	
<small>4614191-831-134-4026F-102-1179-20190707000000-10001172948440-65-732-119F-6027HE0-641034-0000774-100-0295G-00F</small>		

16.12.2021 tarihi itibarıyla Türkiye geneli yapılan sorgulamada Kurumumuza muaccel hale gelmiş borcunuz bulunmamaktadır.

Bu belge, 4734 sayılı Kanununun 10 uncu maddesine istinaden ihalelere katılmada, 5510 sayılı Kanununun 90 ıncı maddesinde sayılan kurum ve kuruluşlara ihale suretiyle yapılan işlerde ilgili istihkak ödemelerinde/kesintilerinde kullanılamaz.

T.C. SOSYAL GÜVENLİK KURUMU BAŞKANLIĞI Sosyal Sigortalar Genel Müdürlüğü		 000001700003191220211351340510101
 TÜRKİYE GENELİNDEKİ SORGULAMA SONUCU e-Borcu Yoktur Belgesi		
Vergi Kimlik No	7360016440	
İşyeri Ünvanı/Adı	SABIRLAR F İNDİK İHRACAT LİMİTED ŞİRKETİ	
İşyeri Adresi	PAZARKAPI MH. KALKANOĞLU CD.34/0 TRABZON MERKEZ	
Borç Sorgulamaya Esas Alınan Tarih	16.12.2021	
Belgenin Alındığı Tarih	16.12.2021 13:51:34	
<small>4614191-831-134-4026F-102-1179-20190707000000-10001172948440-65-732-119F-6027HE0-641034-0000774-100-0295G-00F</small>		

16.12.2021 tarihi itibarıyla Türkiye geneli yapılan sorgulamada Kurumumuza muaccel hale gelmiş borcunuz bulunmamaktadır.

Bu belge, 4734 sayılı Kanununun 10 uncu maddesine istinaden ihalelere katılmada, 5510 sayılı Kanununun 90 ıncı maddesinde sayılan kurum ve kuruluşlara ihale suretiyle yapılan işlerde ilgili istihkak ödemelerinde/kesintilerinde kullanılamaz.

21.12.2021 15:26

İnternet Vergi Dairesi - Dilekçe Yazdırma

VADESİ GEÇMİŞ BORÇ DURUMUNU GÖSTERİR BELGE (6183 S.K. 22/A)



**T.C.
MALİYE BAKANLIĞI
GELİR İDARESİ BAŞKANLIĞI
İNTERNET VERGİ DAİRESİ**

Dilekçe Cevap Tarihi: 21/12/2021*

Kredi Garanti Fonuna

Aşağıda bilgileri yer alan mükellefin 21/12/2021 tarihi itibarıyla 6183 sayılı Kanunun 22/A Maddesi kapsamında vadesi geçmiş borcunun bulunmadığı kayıtlarımızın tetkikinden anlaşılmıştır.

Bilgilerinize arz/rica olunur.

TASDİK EDEN

061201 - HIZIRBEY VERGİ DAİRESİ

061103 - ARSİN VERGİ DAİRESİ

061110 - YOMRA VERGİ DAİRESİ

081102 - CUMAYERİ VERGİ DAİRESİ

Adı Soyadı : SABIRLAR FINDIK İHRACAT LİMİTED ŞİRKETİ
Vergi Kimlik Numarası : 7360016440
İşyeri Adresi : PAZARKAPI MAH. KALKANOĞLU CAD. No:34/ 1 ORTAHİSAR/ TRABZON

We Regularly Pay Our Taxes and Payments to Official Institutions.

We Do Not Owe Taxes to Any Institution.



SABIRLAR LTD. ŞTİ.

SOCIAL RESPONSIBILITY

We started social responsibility, sustainability and social compliance programs in 2015. We are a member of UN Global Compact. At the same time, we have SEDEX, FSSC 22000, and BRC Level A certification. We have ETI and Amphori code applications available for our factory and sub-suppliers. We are open to improving our social compliance program by undergoing independent evaluations and audits by these organizations. Thus, we are actively engaged in work to improve social compliance within the company and organize activities aimed at constantly improving the company's working conditions. In 2019, we made a commitment to the Fair Labor Association (FLA) to improve labor standards. In 2020, we became the holder of UTZ/RA (Rainforest Alliance) certificate. In 2021, we became a member of Ecovadis and became eligible to receive a bronze medal. Again, at the end of 2021, we became a member of the SAI Platform to develop our sustainability program.

“Sabırlar Fındık has made a donation of 223,530.00 TL to the Turkish Education Volunteers Foundation on 04.06.2021.”

VAKIF KAŞESİ

Seri : 2019
Tip : A Kod : M
S.No: 004056

BAĞIŞ MAKBUZU

223.530
Türk Lirası

Yukarıda yazılı iki gıda ürününün bağışında 223.530 TL olarak tahsil edilmiştir.

Bağış Yapanın :
Adı Soyadı : SABIRLAR FINDIKLAR LTD. ŞTİ.
Adres - Tel :

Tarih: 04.06.2021
Teslim Alanın
Adı, Soyadı, İmzası

ASLI GİBİDİR
TÜRKİYE
VAKIF GENEL MÜDÜRLÜĞÜ

Vakfımıza Bakanlar Kurulunun gün sayılı kararıyla vergi muafiyeti tanınmıştır.

21 OCAK 1998 gün ve 23237 sayılı Resmî Gazete'de yayınlanan tebliğe göre T.C. Vakıflar Genel Müdürlüğü tarafından bastırılmıştır.

HEALTHY LIFE OF SEASONAL AGRICULTURAL WORKERS PROJECT

We have carried out a very comprehensive joint project with the District Governor's Office and the District Health Directorate to raise awareness of farmers and workers about COVID-19 and to support them on social issues. In the scope of the project, it is aimed that seasonal agricultural workers will not be disrupted by personal hygiene, social distancing rule, health checks and hazelnut production chain due to COVID –19 Disease. In working environment of seasonal agricultural workers it is aimed to prevent infection of COVID-19, prevent the spread of the disease among workers, to ensure that they continue their work in healthier conditions, to minimize health problems with the training, information, cancer screening, parasite screening and materials to be distributed. Within the scope of the project titled “Healthy Life of Seasonal Agricultural Workers,” we organized trainings on COVID-19 for producers and seasonal agricultural workers who came to work in the region. The trainings covered how COVID-19 can affect workers and farmers, methods of prevention, information on general internal and external parasites, personal hygiene issues. Within the scope of the project, a total of 783 people were reached, including 213 producers, 470 workers and 100 children.



Although they do the same work as men in the field during the day, many work such as cooking, cleaning, childcare, which are the continuation of household works are done by female workers. That is why the most victims of seasonal agricultural workers are female workers. We have provided opportunities for them to have cancer screenings and take advantage of early diagnosis opportunities that they have neglected and failed to do due to their busy work pace in different places. For seasonal agricultural worker women, trainings on topics such as what is cancer screening, how to get it, what are its symptoms, what should be done for early detection were conducted by KETEM doctors.



“As Sabırlar Fındık, we have participated in the INC meeting online this year due to the pandemic conditions”

We're taking part

SABIR
SABIRLAR Ltd. Şti.

INC 3D ONLINE CONFERENCE
The Nut & Dried Fruit Global Online Forum
May 25-27, 2021



We are 8th Among the 20 KEMİB 2020 Hazelnut Export Leader Companies ...

Item	Company name	Quantity (Kg)	Value (\$)
8	SABIRLAR FINDIK İHR. LTD.ŞTİ.	6.798.138	48.896.478

4 Companies producing hazelnuts in Trabzon, which managed to be among the top 20 in exports according to the 2020 figures, were thanked with a plaque with a hazelnut figure made of silver filigree by the Trabzon Commodity Exchange (TTB). In the list of hazelnut export record holders announced by the Black Sea and Istanbul Hazelnut and Products Associations Sabırlar Fındık took the 8th rank.





CONTACT

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