



SABIRLAR FINDIK 2024 SUSTAINABILITY REPORT



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ABOUT THE REPORT AND GENERAL APPROACH

Sabırlar Findık is presenting its sustainability efforts to the public through this report, driven by its responsibility towards future generations.

This report, prepared by considering the social, environmental and governance impacts of our activities throughout 2024, also demonstrates our commitment to managing and improving these impacts.

As we do every year, we value open communication with our stakeholders and transparently share our responsibilities and areas for improvement. In this report, we comprehensively address how Sabırlar Findık contributes to the global sustainability agenda and how we are progressing in line with our corporate values.

Our sustainability approach is supported by concrete policies in many areas, from production to the supply chain, employee well-being to environmental protection. We work together with a wide range of stakeholders, from our farmers to our customers, to achieve inclusive and long-term transformation.

This document reflects Sabırlar Findık's sustainability vision, serving not only as a statement of past performance but also as an expression of our goals and commitments for the future.

If you would like to share your thoughts and suggestions with us, please contact us at the following email address:

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A GLANCE AT 2024



**A total of
1,510 farmers**
received one-on-one
guidance, agricultural
training, and consulting
services, all carried out with
meticulous care.

Direct support was provided in
the field to enhance the
productivity and sustainability of
agriculture, thereby
strengthening farmers'
knowledge and skills.



286 farmers
received training on social
responsibility and
fundamental rights.

To strengthen the social
responsibility aspect of
agriculture, training programmes
for farmers were tailored to meet
field-specific needs.



Basic labour rights and
occupational health and
safety training was provided
to **2,396** seasonal
agricultural workers.

Awareness was raised among
workers regarding key risk
areas such as informal
employment, long working
hours, and discrimination.



1,164 women
received training on
health rights and
reproductive health.

Contributions were made to
women's body knowledge,
health literacy, and access to
public services.



A GLANCE AT 2024



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unannounced internal audits were conducted in production areas.

Compliance processes with social, agricultural, and environmental criteria were carried out not only for control purposes but also with a guidance and improvement-oriented approach.



Supportive education was provided to 77 children in four basic workshops as part of the summer school programme.

Children were provided with a safe and educational environment during the summer period, and the risk of child labour was reduced.



Direct contact was established with different villages in two different cities through field applications.

Flexible and sensitive methods were developed, taking into account the local context and the specific needs of each region.

SUSTAINABILITY AND SOCIAL RESPONSIBILITY INITIATIVES

We believe that agriculture is not only about production but also a human-centred transformation area. With this approach, ***our work throughout 2024 was shaped to increase farmers' access to information, protect*** the rights of seasonal agricultural workers, support women's health and awareness, prevent child labour, and strengthen social compliance in production processes. In every activity we undertake, we adopt a local, sustainable, and improvement-oriented approach.



Sustainability Governance Structure

At Sabırlar Findık, integrating sustainability into the entire organisational structure is not only a goal but also an integral part of our daily operations. In this transformation process, our sustainability unit plays a key role in coordinating, supporting the implementation of strategic steps, and establishing an effective communication network with all stakeholders.

An active management model is adopted in all processes, from the creation of sustainability-related policies and targets to the monitoring of these targets, the analysis of performance indicators, and the evaluation of feedback from stakeholders. The principle of ethics and transparency, one of our core values, guides not only our general management approach but also our sustainability management system.

At the core of this structure is a team of experts comprising a sustainability officer and three agricultural engineers. The team operates not only internally but also through committees that bring together different disciplines. Three main structures—the Evaluation and Steering Committee, the Complaints Committee, and the Gender Equality Committee—meet at least once a year to ensure the practical implementation of sustainability goals in the field.

The participation of various stakeholders in these committees, ranging from management representatives to field workers, human resources and producer representatives, enables sustainability to be addressed in a multi-voiced and inclusive manner. Coordination between committees and overall sustainability management is carried out by the sustainability officer, ensuring a common understanding across all units of the company.





Sustainability Team Responsibilities

The main role in coordinating sustainability activities at Sabırlar Findık is assumed by the Sustainability and Social Compliance Officer. This position is at the centre of all strategic and operational processes related to sustainability. The person responsible leads the development of company policies, the preparation of procedures and documentation, and the planning and management of social responsibility projects.

They also plan all organisational details required throughout the process from project inception to completion, develop and implement relevant training programmes, and prepare awareness-raising training content in areas deemed necessary and are responsible for delivering these training programmes. They take an active role in internal audits conducted within the company and develop recommendations to improve sustainability performance. They participate in social audit processes and contribute to ensuring compliance with international sustainability standards. They report all these processes to the General Manager on a regular basis.

Sustainability Team Responsibilities

Agricultural engineers act as field implementers of sustainability initiatives. They play an active role in the implementation of social responsibility and agricultural projects. They maintain constant communication with suppliers to ensure the flow of information and the smooth progress of the process. While ensuring the traceability of products from production to shipment, they also work directly with farmers to provide training on good agricultural practices, productivity and quality improvement.

They are responsible for developing and implementing agriculture-focused training modules in the field. They plan and execute organisational processes for all projects. They actively participate in internal audits, improvement efforts, and social audits. They carry out all these activities in close collaboration with the sustainability officer and general manager and ensure that reports are submitted.

Committee Structure and Functions



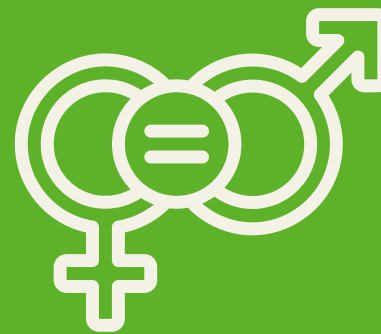
1. Evaluation and Guidance Committee

This committee operates as a structure that ensures that situations that violate human rights, such as child labour, forced labour, discrimination, violence and harassment in the workplace, are not tolerated under any circumstances. It plays an active role in identifying, evaluating and determining appropriate actions for such cases within the organisation. Identifying potential risks, planning necessary measures to prevent these risks, and monitoring the process are among the committee's primary responsibilities. Operating in accordance with ethical principles, this structure directly contributes to the company's social compliance objectives.



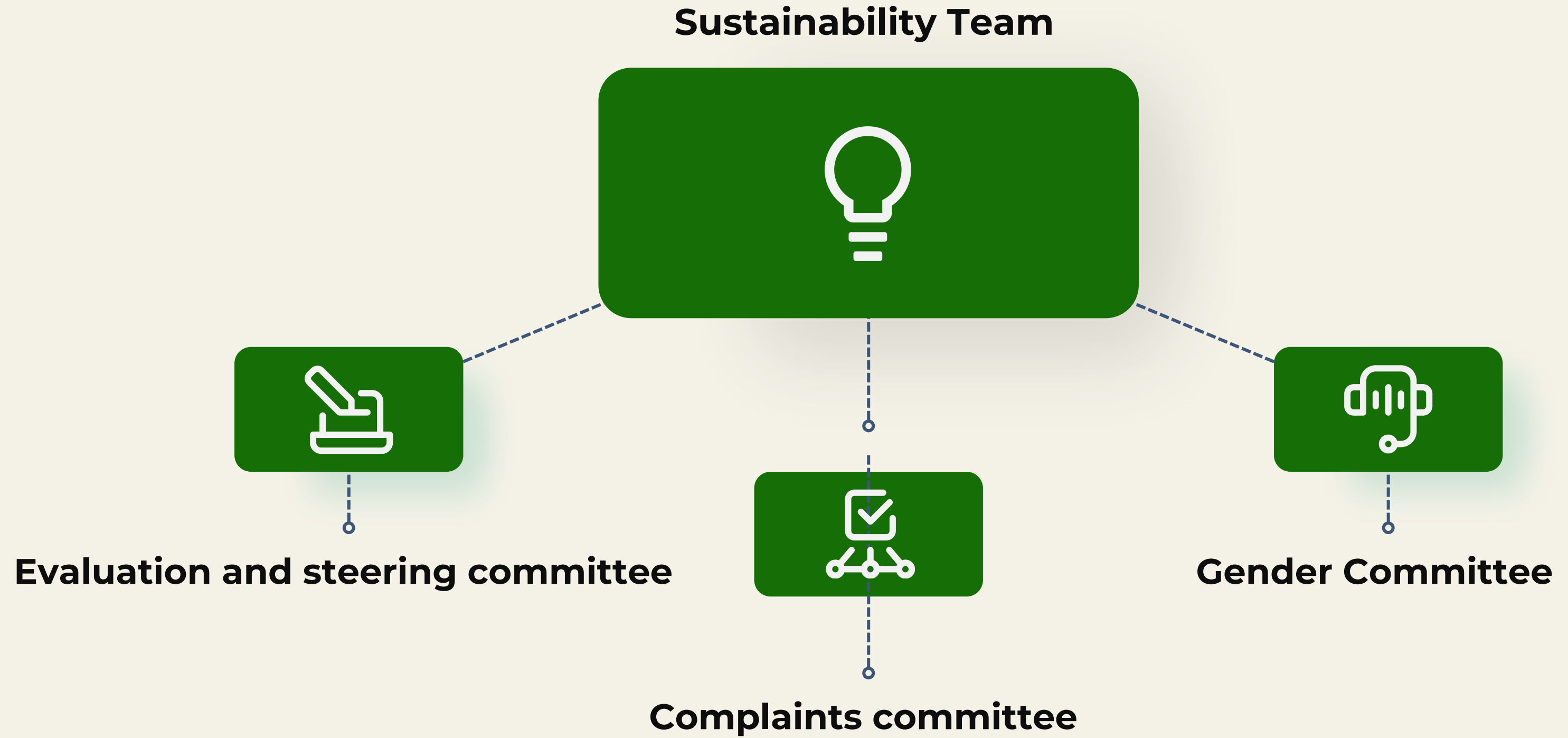
2. Complaints Committee

This committee ensures that all feedback received from employees, suppliers, or business partners within our organisational structure is effectively addressed. It aims to evaluate complaints in a fair, impartial, and transparent manner. It creates a safe channel for communicating negative impacts that may arise for technical, social or economic reasons. Committee members are selected from individuals who are sensitive to gender issues, easily accessible, knowledgeable about the issues and solution-oriented. In addition, this structure is responsible for introducing the system to all stakeholders, making it understandable and ensuring continuous awareness.



3. Gender Equality Committee

This committee works to empower women and integrate gender equality into the corporate culture. It is responsible for developing and implementing practices that ensure equal access to opportunities. Efforts are made to establish a balance between male and female employees in terms of rights, responsibilities, and opportunities. The committee contributes to the widespread adoption of a gender-sensitive organisational culture at both the field and management levels.



OUR SUSTAINABILITY APPROACH AND CODE OF CONDUCT

*At Sabırlar Findık, we view sustainability not merely as a goal but as one of the cornerstones of our corporate culture. Our sustainability approach aims to establish a holistic balance across all our operations by considering **environmental, social, economic, and governance dimensions**.* Through this approach, we are building a system that respects not only the needs of the present but also the right to life of future generations.

We continue to invest in traceability systems to ensure that our products can be tracked transparently and reliably from source to consumer. The practices we implement in areas such as product safety, ethical trade and resource management also reflect our understanding of corporate responsibility.





When determining our strategies, we take into account the structural dynamics of the sector in which we operate and the growing demand for sustainability worldwide. Within this framework, our priority is to create responsible supply chains and encourage practices that do not harm nature and even restore it. We support the adoption of methods that protect soil, water, and biodiversity in agricultural production; our goal is to spread this approach not only within our own company but throughout our entire supply chain.

At Sabırlar Findık, we are committed to growth and development together with our employees, suppliers, producers and all our stakeholders. Within this structure built on ethical values, our primary commitment is to create a respectful, safe, healthy and humane working environment.



Our internal code of conduct provides a comprehensive framework covering many principles, from the protection of employee rights to occupational safety, fair wage policies and the fight against discrimination. These rules are not limited to our internal operations; they also represent the basic ethical standards that all our suppliers and business partners must adhere to.

We regularly assess whether our suppliers and business partners are acting in accordance with these principles and address areas for improvement together. When necessary, we provide guidance and support to ensure that sustainability is effectively adopted not only within the company but throughout the entire value chain. Another key focus for us is ensuring that sustainability performance is reflected not only in documents but also in real-world practices.

Sustainability is not merely a reporting obligation for us; it is a consciousness that guides our decision-making processes and is felt at all levels of the company. With this consciousness, we continue to work towards improving our performance and reducing our impact year after year.



OUR CODE OF CONDUCT ENCOMPASSES THE FOLLOWING PRINCIPLES

Non-Discrimination

No employee shall be subject to discrimination based on gender, ethnic origin, religion, age, or other differences.

Rejection of Forced Labour

Every employee works of their own free will; forced labour is not permitted under any circumstances.

1

Employment Relations

Employment processes that respect employees' rights, comply with the law, and are secure.

2

Harassment and Misconduct

Psychological, physical, verbal, or sexual harassment and mistreatment are strictly prohibited.

3

4

Zero Tolerance for Child Labour

No child may be employed before completing their education.

5

OUR CODE OF CONDUCT ENCOMPASSES THE FOLLOWING PRINCIPLES

Safe and Healthy Working Environment

Measures are taken to prevent workplace accidents; environmental impacts are managed with a sense of responsibility.

Fair Compensation

Wages must not be below legal requirements; they must be sufficient to meet basic needs and ensure a decent standard of living.



Respect for Trade Union Rights

Employees' rights to organise and engage in collective bargaining are recognised and supported.

Decent Working Hours

Overtime is not mandatory, rest periods are respected; the total weekly working hours do not exceed legal limits.



OUR STAKEHOLDERS AND COMMUNICATION MECHANISMS

We have carefully analysed the individuals and organisations with whom we must collaborate to achieve a sustainable future. We began by asking, "Who are the stakeholders that most influence our company's success and social impact?" We have identified the following as our primary stakeholder groups with whom we maintain ongoing communication:

Our Employees

- Internal satisfaction surveys
- Monthly feedback meetings
- Complaint and suggestion systems
- Performance goal-setting sessions
- Training and development programmes
- Internal audit processes

Our customers

- Customer satisfaction surveys
- Feedback channels via the corporate website
- Phone and email communication lines
- Market research
- Trade shows and promotional events

Government and regulatory bodies

- Official meetings and site visits
- Conferences, training sessions and collaborative projects attended

Local Community and Local Government

- Seminars and training sessions to raise community awareness
- Participatory meetings and consultation mechanisms
- Local dialogue maintained through regular visits
- Social responsibility programmes
- Open complaint and suggestion channels

Civil society organisations

- Joint social responsibility initiatives
- Information meetings
- Awareness training

Our suppliers

- Monthly field and one-on-one meetings
- Social and technical audit programmes
- Supplier-focused training sessions





This structure enables us to better understand our stakeholders' expectations and create a common ground for progress in line with our sustainability goals.

Based on all this data, we have structured our sustainability strategy under four main headings:

Environmental Impact Management, Social Responsibility, Ethics and Sustainable Supply Chain, and Employee Well-being and Engagement.



**Environmental
Impact Management**



**Social
Responsibility**



**Ethics and
Sustainable
Supply Chain**



**Employee Well-being
and Engagement.**



OUR STRATEGIC APPROACH ALIGNED WITH THE SDGS

At Sabırlar Findık, we consider it our fundamental responsibility not only to produce high-quality and ethical products but also to contribute to globally recognised sustainability goals. In line with this, we demonstrate a corporate stance that is aligned with the Sustainable Development Goals (SDGs) set by the United Nations.

Every aspect of our sustainability strategy is linked to the principles of social justice, environmental balance, economic development, and good governance. We act in accordance with these global goals in both our operational activities and our social contribution programmes. We are taking concrete steps in areas such as responsible production and consumption, decent work and economic growth, climate action, reducing inequalities, and quality education; and we are developing projects that touch on these goals throughout our value chain.

Our alignment with the Sustainable Development Goals is not merely a statement of intent, but is supported by practical, measurable, and actionable steps. We strengthen our connection to these goals in our projects, with our suppliers, in our employee relations, and in all our social responsibility activities.

As Sabırlar Findık, we are aware that the nature of our business places us in an impact area focused on agriculture, labour, and local development. Therefore, we promote sustainability practices that both support rural development and aim to reduce social inequalities. By aligning our activities with this global vision, we aim to contribute not only to our industry but also to a more equitable and livable world.

OUR STRATEGIC APPROACH ALIGNED WITH THE SDGS



SDG 1: NO POVERTY



Poverty is not merely an economic issue; it is one of the greatest obstacles to a life of dignity, the right to health, education, and safe housing. Today, millions of people still face serious difficulties in meeting their basic needs.

Sustainable social welfare depends on all segments of society being able to live in safe, healthy, and fair conditions. However, growing inequalities threaten not only individuals but also social cohesion, economic development and social peace.

Therefore, focusing on the most vulnerable groups, expanding access to basic rights and services, and raising living conditions to a humane level are more important than ever.

As Sabırlar Findık, we act with a sense of responsibility, implementing multi-dimensional projects targeting seasonal agricultural workers, one of the most vulnerable groups in the agricultural sector. We are advancing our housing projects every season to provide permanent solutions to the accommodation problems faced by thousands of seasonal workers who come to the region during the hazelnut harvest. Within this scope, the physical conditions of the areas where workers stay are being improved, and safe, clean, and humane living spaces are being created.

Additionally, we organise field training and awareness-raising activities to increase seasonal workers' awareness of basic hygiene services, access to clean water, and healthy living habits. These initiatives, which take into account the special needs of women and children and are culturally sensitive, aim to create sustainable social impact.

SDG 3: GOOD HEALTH AND WELL-BEING



Health is the cornerstone of human life. However, millions of people around the world still face significant challenges in accessing healthcare services. The third Sustainable Development Goal (SDG) of the United Nations, "Good Health and Well-Being," aims to ensure the right to health for people of all ages and eliminate preventable diseases.

This goal includes critical issues such as reducing maternal and child mortality, preventing infectious diseases, treating addictions, ensuring equal access to healthcare, and preventing diseases caused by environmental pollution. Access to clean water, the creation of environmentally friendly living spaces, and occupational health and safety practices are also part of this holistic approach to health.

However, vulnerable groups are the furthest from achieving these goals. Seasonal workers in the agricultural sector and their children, in particular, struggle to survive in unhealthy conditions. Children working in agriculture face serious health risks such as exposure to pesticides, insect bites, snake or bee stings; they lack access to appropriate healthcare and are deprived of treatment processes.

Adult seasonal agricultural workers, on the other hand, work long hours without protection in extreme heat, exposing themselves to occupational risks such as falls, injuries, and heatstroke.

Poor living conditions, limited access to clean drinking water and hygienic toilets create conditions conducive to the spread of infectious diseases. This situation poses a life-threatening risk, particularly for infants and young children.

As Sabırlar Findık, we care about the health risks faced by seasonal agricultural workers and are taking concrete steps in this area.

As part of the projects we have initiated to improve living conditions, physical infrastructure is being strengthened in the areas where workers are accommodated, and access to clean water and hygiene facilities is being ensured.

Through hygiene training and awareness-raising activities, we are helping workers protect themselves from health risks and supporting them in maintaining hygiene habits in their daily lives.

In collaboration with local health institutions, access to preventive health services, particularly for women and children, is being facilitated.

To protect children, our teams actively monitor the risk of child labour in the field; in cases where necessary, coordination is established with relevant institutions to ensure that children can access their health and education rights without being separated from their families.

SDG 4: QUALITY EDUCATION



Education is more than just the transfer of knowledge; it is a powerful tool that builds self-confidence, strengthens life skills and enables individuals to overcome social inequalities. Ensuring that every individual has access to quality and inclusive education is one of the cornerstones of sustainable development. The United Nations' 4th

Sustainable Development Goal aims to ensure that all individuals have equal access to quality education and lifelong learning opportunities.

However, in the agricultural sector, especially during periods of seasonal labour intensity, children's access to education is disrupted; child labour completely eliminates this right. In walnut farming, this risk has reached serious proportions, with many children dropping out of education and being forced to work in physically and mentally exhausting conditions in the fields.

At Sabırlar Findık, we believe that children belong in school, not in hazelnut orchards, and we are implementing preventive and supportive projects in this regard.

Our summer school programmes aimed at preventing child labour not only prevent children from working in agricultural fields but also ensure they spend their summer holidays productively without losing their connection to education.

Through these summer school projects, which we carry out in collaboration with public institutions, children receive academic support, develop their social skills, and spend time in a safe and educational environment.

In addition to academic development, we also contribute to the holistic development of children through artistic, cultural, and sporting activities. Thus, quality education for children living in rural areas is not just an ideal but an accessible reality.

At Sabırlar Findık, we believe that an educational environment where every child can reach their potential brings not only individual success but also social transformation. Every step we take to realise the right to education is an important investment in a more equitable, conscious, and sustainable future.

SDG 5: GENDER EQUALITY



Gender equality does not merely mean that women have equal opportunities in all areas of life; it also encompasses the removal of invisible barriers that women face in accessing health, information, and services. The "From Soil to Health: A Short Break for Hazelnuts" project we are implementing as Sabırlar Fındık has been carried out with this understanding and constitutes a concrete step towards SDG Goal 5: Gender Equality.

The project aims to help seasonal female agricultural workers access basic health information, gain awareness about the health system, and facilitate their access to health services. In Şanlıurfa, training sessions were held in the women's original regions where they live during the off-season, covering topics such as reproductive health, hygiene, family planning, menstrual cycle, breast health, HPV, and cervical cancer, reaching a total of 1,164 women.

Conducting the training in two languages (Turkish and Kurdish) and employing female trainers helped overcome cultural barriers and enabled women to feel safe and participate actively. The training was designed to be interactive, allowing women not only to acquire knowledge but also to ask questions, share their experiences, and develop solidarity within the group.

SDG 7: AFFORDABLE AND CLEAN ENERGY



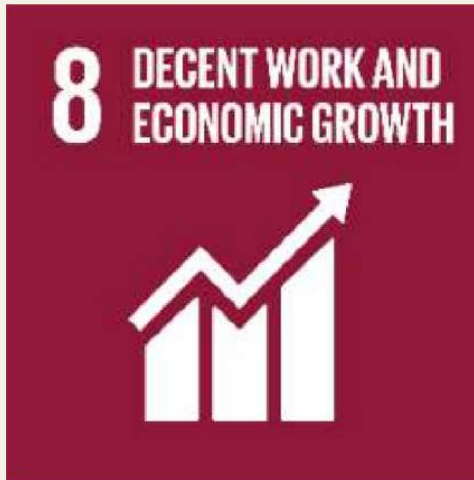
The rapid depletion of energy resources and the threats posed by climate change have made energy efficiency and the use of renewable energy in production processes a necessity. At Sabırlar Fındık, we act with a sense of responsibility, taking concrete steps in energy management to both increase our operational efficiency and reduce our environmental impact.

The findings revealed a significant gap in women's health literacy; however, they also demonstrated that this gap can be quickly closed with the right methods. During the training, women showed the most interest in cervical and breast cancer screenings, which once again highlighted that gender equality is not only about opportunities but also directly related to the right to life.

The "From Soil to Health: A Short Break for Walnuts" project has created a multi-dimensional social impact that supports women's empowerment, makes their right to access information visible, and contributes to transforming taboos surrounding health issues.

All lighting systems used in our facility have been upgraded with energy-efficient LED fixtures, resulting in a significant reduction in electricity consumption. Additionally, as part of our sustainability vision, we have implemented a Solar Power Plant (SPP) project, enabling a significant portion of our production facility's energy needs to be met from renewable sources.

SDG 8: DECENT WORK AND ECONOMIC GROWTH



One of the cornerstones of sustainable development is ensuring productive, safe, and dignified work opportunities for everyone. Decent work is not merely about earning an income; it also requires the provision of elements such as job security, fair wages, social protection, and equal opportunities. In this context, the United Nations' 8th Sustainable Development Goal aims to promote sustainable economic growth, full employment, and decent work conditions across all sectors.

In the agricultural sector in particular, achieving this goal requires additional effort due to structural issues such as seasonal working conditions, informal employment, and child labour. This is precisely where the active involvement of the private sector is of critical importance.

As Sabırlar Findık, we are conducting comprehensive initiatives aimed at ensuring decent working conditions for both our stakeholders involved in the production process and our broader supply chain.

Internal Audit and Monitoring Processes:

We conduct on-site internal audits for our farmers during harvest seasons. During these audits, compliance with established labour standards is observed, and corrective actions are taken where necessary.

Labour Brokerage Documents and Consultancy:

We provide consultancy services to agricultural labour brokers to support them in obtaining official labour brokerage certificates, thereby ensuring that employment is registered and workers' wage rights are protected.

Empowerment Through Education:

Our social compliance experts organise comprehensive training programmes for farmers, agricultural workers, agricultural machinery operators, and suppliers. The training content includes:

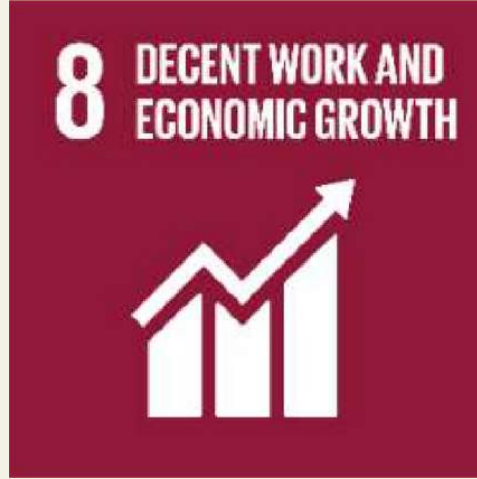
- **Worker rights**
- **Living wage practices**
- **Combating discrimination**
- **Prevention of forced labour**
- **The impact of child labour**
- **Occupational health and safety**
- **Hygiene rules**
- **Seasonal employment contracts**
- **Payment and record-keeping systems are among the critical topics covered. Through these training programmes, we aim to raise awareness and bring about behavioural change.**

Sustainable Collaboration with Suppliers

We regularly provide our suppliers with:

- **Decent work**
- **Product traceability**
- **Sustainability standards**
- **We provide training on these topics and monitor the process through independent and internal audits.**

COMBATING CHILD LABOUR AND FORCED LABOUR – GOAL 8.7



We are particularly focused on combating forced labour, modern slavery and child labour under target 8.7.

We create safe spaces for children and ensure they have access to education instead of working in hazelnut orchards.

We support this process not only on the ground but also through collaboration with public institutions and advocacy activities.

We conduct unannounced inspection visits to farmers, take necessary steps when child labour is identified, and implement protective interventions.

At Sabırlar Findik, we believe that economic growth can only be sustainable under fair, inclusive, and dignified conditions. With this awareness, we are working to create a value chain that has a strong social impact, not just an economic one.

SDG 10: REDUCING INEQUALITIES



Social, economic and political inequalities are a deep-rooted problem that affects not only individuals but the entire structure of societies. **The United Nations' 10th Sustainable Development Goal** aims to empower everyone, regardless of age, gender, disability, ethnic origin, religion or economic status, and to ensure their equal participation in society (). To achieve genuine development, no individual should be left behind.

Income inequality and poverty are among the most visible manifestations of these inequalities. Children, particularly in rural areas and regions where seasonal agricultural work is prevalent, form the most vulnerable segment of this cycle. Children growing up in material deprivation are deprived of basic rights such as education, health, and security; they are forced to enter the workforce at an early age, thereby perpetuating this inequality into the next generation.

At Sabırlar Findik, we are aware that poverty and child labour further deepen inequality. Therefore, we are implementing concrete and multi-dimensional projects to **create equal opportunities, protect children's right to education, and increase the social inclusion of seasonal workers.**

To prevent children from working in fields during harvest seasons, we provide safe spaces and summer school programmes to ensure they do not lose their connection to education. This way, we support their development not only physically but also mentally and socially.

Through our training programmes for seasonal agricultural workers, we raise awareness on issues such as workers' rights, children's rights, safe working conditions and discrimination, and help families understand the importance of keeping their children in education rather than sending them to work.

SDG 10: REDUCING INEQUALITIES



The work we carry out with seasonal agricultural workers, one of the most disadvantaged communities in Turkey, is not just about temporary solutions; it aims to create lasting social impact. In this way, we not only alleviate income inequality but also contribute to breaking the cycle of intergenerational poverty.

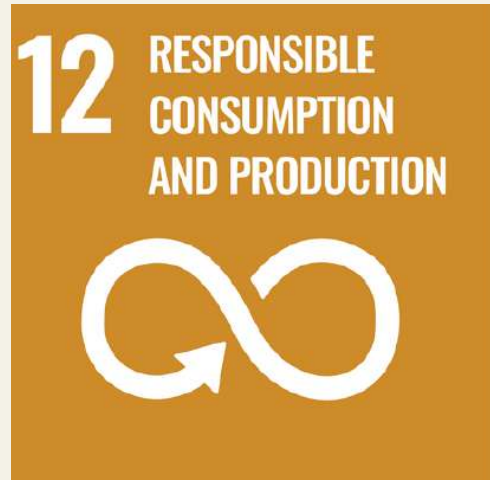
Building an Inclusive and Fair Work Culture

At Sabırlar Fındık, we are committed to building an equitable and fair culture not only at the field level but also within the company.

Through Diversity and Inclusion Workshops, we value the uniqueness of all our employees and create a workplace where every individual's voice is heard and justice is the foundation.

We are creating a foundation where all our employees can freely realise their full potential through principles such as equal pay for equal work, equal opportunities, and a workplace free from discrimination.

SDG 12: RESPONSIBLE PRODUCTION AND CONSUMPTION



The rapid depletion of global resources, the deepening effects of the climate crisis, and increasing environmental pollution have made responsible production and consumption more important than ever. The United Nations' 12th Sustainable Development Goal aims to ensure the sustainable management of natural resources, reduce waste, promote environmentally conscious production and consumption habits, and adopt circular economy principles.

The agriculture and food sectors are at the heart of this transformation, playing a critical role in protecting soil, water, and the environment, as well as ensuring product quality and human health.

As Sabırlar Fındık, we adopt production models that are in harmony with nature and develop sustainable solutions that reduce our environmental impact. The steps we take aim not only to ensure current production but also to safeguard the quality of life for future generations.

SKA 12: RESPONSIBLE PRODUCTION AND CONSUMPTION



Proper Management of Agricultural Waste:

To prevent agricultural pesticides, which are extensively used by walnut producers, from harming the environment, we have placed special containers in the villages where our farmers live. We collect used agricultural pesticide containers in these containers and transport them to recycling facilities. This way, we protect soil and water resources while preventing environmental pollution.



Factory Waste Management and Recycling:

The cardboard and plastic packaging used in our production facilities are **recycled**, while hazardous waste is properly disposed of by licensed waste management companies. These practices help reduce the environmental impact of our production activities.



Education and Awareness:

Through sustainability training programs we conduct for farmers and employees, we aim to **promote responsible consumption habits** and raise awareness about the efficient use of natural resources.

SKA 12: RESPONSIBLE PRODUCTION AND CONSUMPTION



A Clean Future with Renewable Energy:

To meet our energy needs without harming nature, we have implemented a **Solar Power Plant (SPP) project**. With the SPP, we generate a significant portion of our electricity using environmentally friendly methods, **reduce our carbon footprint**, and protect nature with clean air and low emissions.



Zero Waste Certification and Circular Economy:

We prioritise waste prevention, reduction, and recycling through **the Zero Waste System** implemented at our facility. By reusing materials, separating waste at the source, and recovering resources, we prevent environmental pollution and ensure the sustainability of natural resources.



Carbon Footprint Calculation for Transparent and Conscious Production:

We do not merely aim to reduce our environmental impact; we also make it measurable to take more strategic steps. As part of this **effort, Sabırlar Fındık has calculated its carbon footprint**. Through this analysis, we have determined the amount of greenhouse gases emitted into the atmosphere from our production activities and quantified our environmental impacts across various processes, from energy consumption to logistics.

This enables us to establish our sustainability strategies on a data-driven foundation, creating more targeted and effective roadmaps for emission reduction and environmentally friendly practices. Our carbon footprint calculation also allows us to transparently share our responsibilities with our stakeholders in line with our principle of transparency.

SDG 13: CLIMATE ACTION



Climate change is no longer just an environmental crisis; it has become a global crisis in terms of the economy, society and food security. **The United Nations' 13th Sustainable Development Goal** aims to reduce the effects of climate change, build resilient structures against disasters and promote climate-friendly practices.

Agriculture is one of the sectors most affected by this transformation process. In particular, **hazelnut farming**, with its climate-sensitive nature, is directly affected by adverse weather events such as sudden temperature changes, irregular rainfall, drought, floods and frost.

In the Black Sea Region, increasing **temperature fluctuations, imbalances in rainfall patterns**, and **extreme natural events** associated with climate change threaten not only hazelnut yields but also farmers' livelihoods and agricultural sustainability. Increased soil erosion, gardens being exposed to flooding, or crop loss due to drought are affecting the entire ecosystem.

As Sabırlar Fındık, we are taking concrete steps to mitigate the effects of climate change on agriculture and prepare our producers for these new conditions.

We are informing producers in our supply chain, aiming to increase productivity, improve product quality, and ensure food safety through climate-sensitive agricultural practices.

Through **agricultural training, farm visits, and environmentally focused fieldwork**, we are raising awareness among our producers and providing one-on-one guidance on sustainable agriculture.

Our agricultural engineers regularly monitor activities on our producers' farms and provide consultancy on practices that minimise environmental impacts.

We prioritise **the conservation of biodiversity**, the improvement of soil health, and the promotion of climate-resilient farming methods. This way, we support not only today's farmers but also those of the future.

SDG 15: LIFE ON LAND



Terrestrial ecosystems are essential for the continuity of life. Forests cover approximately one-third of terrestrial areas and provide essential elements of life such as clean air, drinking water, food, and biodiversity. **The United Nations' 15th Sustainable Development Goal** aims to protect natural habitats, halt deforestation, prevent land degradation, and ensure biodiversity.

Today, increasing agricultural activities, unplanned land use, and unsustainable production methods threaten soil health and irreversibly damage natural habitats. Therefore, ensuring sustainability in agriculture is not only essential for the continuity of production but also for preserving the integrity of nature.

As Sabırlar Fındık, we are not only focused on walnut production; we also support models that ensure agriculture is carried out in harmony with nature.

By providing direct agricultural consulting to our farmers, we contribute to the widespread adoption of production methods that respect nature.

We encourage good agricultural practices. We help our producers increase their productivity while also producing in a way that protects natural resources.

We support practices that ensure the optimal use of **water, soil, and other resources in walnut farming**. This way, we reduce environmental impacts and strengthen agricultural sustainability.

We prioritise **production models that do not harm forest areas and natural agricultural lands**, acting with consideration for soil vitality and biodiversity.

Together with all farmers in our supply chain, we adopt a production approach in harmony with nature, working to ensure that future generations also have access to healthy food, clean soil, and a livable environment. Sustainable agriculture is not just a choice; it is a prerequisite for sustainable living. **Sabırlar Fındık** takes responsibility for a greener, more livable world by protecting both its producers and the land.

SDG 17: PARTNERSHIPS FOR THE GOALS



Solving global problems is not possible through the efforts of a single actor. Achieving goals such as **poverty eradication, environmental protection, equitable development, and social peace requires cooperation between governments, the private sector, civil society, and all stakeholders. The United Nations' 17th Sustainable Development Goal** prioritises strengthening these multi-stakeholder partnerships and creating collective impact to achieve sustainable development goals.

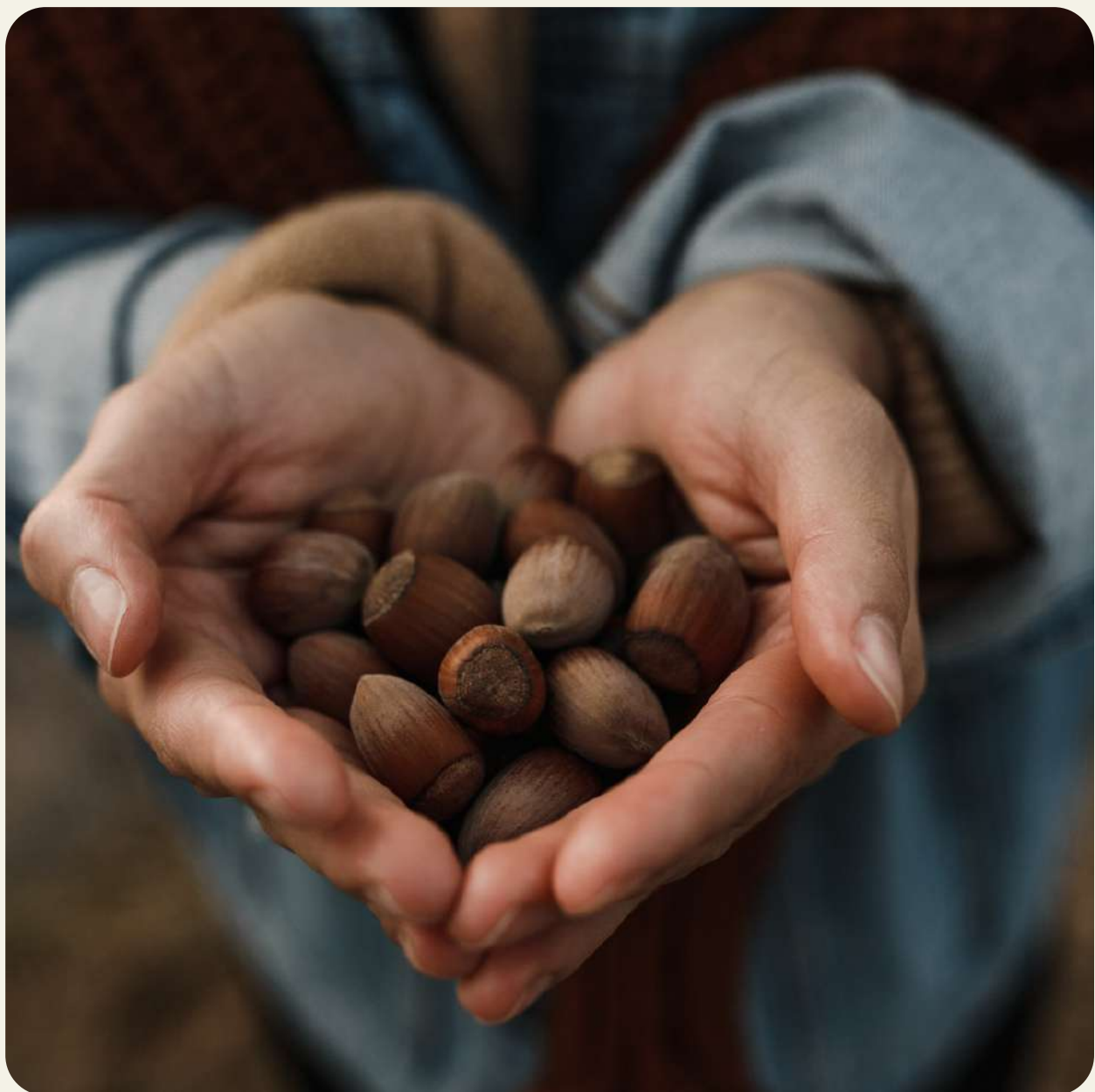
Sabırlar Fındık believes in creating a sustainable impact network not only within its own boundaries but also by working together with all institutions in the regions where it operates.

Through our collaborations with **public institutions and organizations**, we have implemented various protocols aimed at raising awareness on issues such as human rights, child labour, seasonal agricultural labour, and social compliance. Within this scope, we strengthen regional solidarity through regular field visits, information meetings, and joint projects.

We develop projects with **civil society organisations**, particularly in the areas of agriculture, women's rights, children's rights and education, and produce solutions that will have a social impact at the local level. Through these partnerships, we achieve improvements at the grassroots level and provide direct support to disadvantaged groups.

Through strategic partnerships **with other private sector** representatives, we are leading the way in promoting a culture of sustainability not only in the hazelnut sector but also **in various other sectors**.

To this end, we organise knowledge-sharing sessions to transfer information to institutions from different sectors and support them in implementing similar transformations within their own value chains.





SUSTAINABILITY MANAGEMENT

Environmental Impacts and Our Solution Strategies

Sustainable Agriculture

Our Approach to Sustainable Agriculture: Respect for the Land, People, and the Future

Agriculture is not merely a field of production; it is the source of life and the foundation of social well-being. The sustainability of agricultural activities, which form the first link in the food chain, is of vital importance in order to meet today's needs and leave a livable world for future generations.

At Sabırlar Fındık, we have adopted an agricultural production model that is respectful of nature, socially fair, and economically sustainable. The work we carry out together with our farmers, who are at the heart of hazelnut production, is not limited to increasing yields, but also aims to preserve soil fertility, promote the conscious use of water resources, protect biodiversity, and increase farmers' knowledge and expertise. In this context, sustainable agriculture has become one of the fundamental components of our corporate policy, not only as an environmental responsibility but also in terms of social development and economic resilience.

The cost pressures brought about by modern agriculture, mismanagement of resources, excessive use of chemicals, and inefficient practices threaten not only agricultural production but also ecosystems and public health. Disrupting the natural balance of the soil leads to water pollution, a decline in agricultural biodiversity, and increased carbon emissions, while also weakening production security in the long term.

Acting with this awareness, Sabırlar Fındık views its farmers not merely as producers but as responsible practitioners who are part of nature. We consider every hazelnut orchard where production takes place not just as a field but as a living system where soil, water, climate, and labour come together, and we focus on developing holistic solutions that maintain the balance of this system. To ensure that inputs used in agriculture are applied only as needed, at the right time, and with the correct techniques, we provide both consulting and training to our producers. Recording input usage is of great importance for agricultural traceability, and we also support the integration of digital systems in this regard.



“IN 2024, 1,510 FARMERS RECEIVED AGRICULTURAL TRAINING AND INDIVIDUAL COUNSELLING.”

Agriculture Empowered by Education

The foundation of agricultural sustainability lies in a production approach based on knowledge. Sabırlar Findık prioritises continuously improving the knowledge level of its producers and making modern and environmentally friendly production techniques applicable in the field. Within this scope, farmers are provided with planned and regular theoretical and practical training throughout the year.

Training sessions focused on critical topics such as pruning techniques, plant nutrition and fertilisation programmes, integrated pest and disease management, and harvesting and threshing processes are conducted under the guidance of agricultural engineers from. The training is conducted practically in the farmers' own gardens, thereby reinforcing theoretical knowledge with field experience.

Additionally, each producer receives customised consulting services; agricultural engineers conduct on-site assessments based on the needs of the gardens and directly convey the appropriate practices. This model not only facilitates farmers' access to information but also contributes to the development of a culture of decision-making based on knowledge.



Agriculture Growing with Women's Strength

Women play an invisible yet vital role in every stage of agricultural production. As Sabırlar Fındık, we are implementing special projects to make women's labour visible, increase their access to information, and empower them to become the driving force behind sustainable agriculture. ***Because the empowerment of women means the empowerment of the agricultural system.***

Through the training programmes we have developed for women producers, we are increasing their knowledge and raising awareness not only on production techniques but also on social rights, hygiene, product quality, and consumer demands. Thanks to this inclusive approach, women are becoming not only producers but also agricultural leaders. Additionally, we support the increase in women's employment and decision-making power in agricultural production through awareness-raising initiatives, field support, and incentive systems tailored for women.

Combating Pests Without Harming Nature

In combating pests encountered in walnut production, we prioritise integrated pest management methods over chemical solutions. This approach not only protects the environment but also minimises risks to human health.

Our agricultural engineers regularly monitor climate data and plant growth cycles in production areas to detect diseases and pests. This enables our producers to intervene in a timely manner without unnecessary or excessive use of pesticides.

Alternative methods such as cultural control, mechanical methods, and biotechnical traps, which help control pest populations, are practically demonstrated to farmers. Chemical intervention is only recommended when pest levels exceed the threshold, using environmentally safe doses and application methods.





Fertilisation Approach

Fertilisation practices are critical for the healthy development of plants and increased yields. ***However, uninformed and excessive fertiliser use both degrades soil health and causes environmental pollution. Therefore, we guide fertilisation activities based on scientific data.***

Based on soil and leaf analyses conducted in each producer's garden, customized fertilisation programmes are prepared. Parameters such as the type, amount, application time, and method of fertiliser to be used are determined according to these analyses. This approach not only increases productivity but also prevents the waste of natural resources.

With proper fertilisation, we also prevent risks such as water pollution, soil salinisation, and disruption of microbial balance.

Support for Protective Equipment for Safe Agriculture

Chemicals used in agriculture pose serious risks to the health of producers. As Sabırlar Fındık, we take responsibility in this regard and provide **personal protective equipment (PPE)** support to reduce the risks our farmers may be exposed to during agricultural practices.

The PPE sets we distribute free of charge to our producers include gloves, protective coveralls, 3M-filtered masks, goggles, and hats, and are updated annually based on field conditions. This support not only provides physical protection but also enhances producers' awareness of occupational health and safety.



Additionally, ***the free one-on-one agricultural consulting service*** we offer to farmers throughout the year helps them find quick and accurate solutions to the challenges they face during the production process. The consulting process has evolved into a comprehensive support model that includes field inspections, knowledge transfer, guidance, and implementation follow-up. Furthermore, producers who adopt and certify sustainable agricultural practices are eligible for ***a bonus incentive system*** at the end of the period, ensuring that environmental sensitivity is rewarded economically.



Widespread Impact Through Collaboration

Sustainable agriculture is not achievable through individual efforts alone but requires collective collaboration. ***As Sabırlar Findık, we maintain constant communication with public institutions, civil society organisations, professional associations, and other private sector stakeholders.***

The Plant Protection Products Application Training project we are carrying out in collaboration with the Ünye District Directorate of Agriculture and the Chamber of Agriculture is a concrete example of this approach. Through such projects, we are increasing the technical knowledge of our producers, facilitating their compliance with regulations, and encouraging solidarity within the sector.



Additionally, we collaborate with national and international certification programmes that promote sustainable agriculture and support production in line with the criteria of organisations such as the Rainforest Alliance. Such standards not only improve product quality but also strengthen our credibility in international markets.

With the Sveta Programme, We Are Bringing Farming into the Digital Age

At Sabırlar Fındık, we believe in the power of digital transformation in agriculture and are shaping our farmers' sustainability journey with data. The Sveta Programme we have developed is a comprehensive digital monitoring system that records all information collected from the field and provides analysis, comparison, and reporting capabilities.



Through the programme, each producer can:

Land size, yield, harvest quantity,



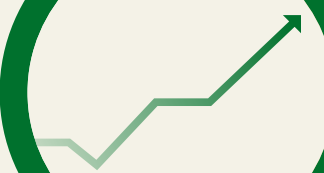
Agricultural and social risk levels,



Labour force utilisation, child labour risk, accommodation status,



Annual scoring, development curves, and suitability graphs,



Education status, whether a contract has been signed,



Level of communication with agricultural engineers, and other multifaceted information are processed and analysed in a digital environment.



Thanks to this data;

- Farmers' **seasonal progress is monitored,**
- **Comparative analyses** can be conducted among farmers in the same region,
- Sensitive areas such as social suitability and child labour risk are monitored **through an early warning system,**
- The impact of agricultural engineers in the field can be assessed,
- **Labour force distribution** is visualised, and vulnerable groups such as unpaid family workers can be identified.

The programme provides a summary of all past seasons by calling up farmer-specific data using a producer code. This means that decision-making processes are **supported by data**, not only for the field team but also for managers and purchasing teams.

Sveta's Concrete Contributions

Performance scores are calculated
for each producer by year

The impact level of field teams and
projects is monitored

Indicators such as training,
contracts, and payment types are
analysed comprehensively



Child labour and social risks are
identified early

Regional development is tracked
using comparative graphs

**A data-driven decision-making
culture** develops across the entire
supply chain

SVETA PROGRAMME – FEATURES AND CONTRIBUTIONS

Feature / Module	Purpose / Function	Benefit / Impact
Producer Data Profile	Personal, agricultural, and social information about the producer is entered	The seasonal development and risk of each producer can be tracked
Agricultural Suitability Tracking	Technical information such as fertilisation, pesticide application, and soil analysis is recorded	Agricultural quality improves, and incorrect practices are identified
Social Compliance Tracking	Data on child labour, lack of contracts, and unpaid family labour are analysed	Social risks become visible, enabling preventive intervention
Scoring and Performance Analysis	Seasonal compliance scores are assigned to each producer	Areas for improvement are identified, and regional comparisons are made
Labour Force Distribution Charts	The number of paid and unpaid workers is presented visually	Inequalities in the labour force structure are easily analysed
Daily Wage and Payment Method Tracking	Wage types and payment methods are entered	Fair wage tracking is conducted to prevent labour exploitation
Agricultural Engineer Communication Evaluation	Engineer-farmer interaction and field interest are monitored	Technical support quality is monitored, and feedback is provided to the team
Training Participation and Project Interest	The producer's participation in projects and training is analysed	Knowledge level improves, awareness increases
Seasonal Graphs and Reporting	All data is graphed by year and compared	Trend analysis is conducted, and data-driven decision-making is supported

Climate Crisis Response

The climate crisis is not only an environmental threat today; it is also a multidimensional crisis that directly affects social stability, economic structures, food security and human health. Global temperature increases, changing rainfall patterns, seasonal shifts and extreme weather events are disrupting the stable cycles of the climate, creating profound changes in the way all sectors operate.

The agriculture and food sector, in particular, is one of the most vulnerable and most affected sectors of the climate crisis. Problems such as damage to agricultural lands due to disasters like drought, floods, and erosion, changes in crop patterns, yield declines, and the spread of plant diseases are making production processes uncertain and fragile.

Restorative agriculture practices are crucial for mitigating the impacts of the climate crisis and making agricultural production more resilient to climate change. At Sabırlar Fındık, we are sharing production methods that enhance soil health and preserve biodiversity with our farmers; we support the process through field support and training to ensure the widespread adoption of these methods.





Working Together with Our Employees: Awareness and Education Programs

Combating the climate crisis is not only possible through technical applications, but also through awareness, collective consciousness, and participation. With this understanding, we implement **environment and climate-focused education programmes** to ensure that all employees within **Sabırlar Fındık** are aware of climate change.

These training sessions, which are conducted for both employees working at our production facilities and farmers in our supply chain, cover fundamental topics such as the causes and effects of climate change, individual responsibilities, energy and water conservation methods, and environmentally friendly practices.

Water Management

Water is not just a natural resource; it is essential for life, production and social well-being. However, with increasing population, industrialisation and the impact of climate change, this resource is becoming increasingly limited and, if not managed properly, could lead to serious crises. The limited availability of freshwater resources and the increasing difficulty in accessing them make responsible water use an absolute necessity.

At Sabırlar Findık, we structure our approach to water conservation both in terms of in-house applications and the supply chain. **The sensor-controlled tap systems** used in our factory allow water to flow only when needed, minimising water waste. With the upgrades we have made to our water treatment infrastructure, **we are improving the quality of clean water usage** while ensuring that **wastewater is disposed of without harming the environment**. As of 2024, our total water consumption has been recorded as **277 m³**, and this value is regularly monitored and evaluated on an annual basis. These data help us assess the environmental impact of our activities and achieve our sustainability goals.

We view water management not merely as an internal matter but as a responsibility that encompasses our entire value chain. In the Black Sea Region, where our suppliers are located, walnut production is primarily reliant on natural rainfall, so irrigation is not required. Despite this advantageous location, we **regularly inform our producers about the indirect effects of water on agricultural production and the associated environmental risks, and** conduct training sessions to raise awareness.

Additionally, **we collect and recycle the packaging of agricultural pesticides** used by our producers. This helps protect not only the soil but also surface and groundwater sources. By preventing each package from entering the environment, we believe that small steps can create significant impacts.



Waste Management

In walnut farming, productivity, human health, and environmental sustainability are only possible through the protection of soil, water, and natural balance. With this understanding, Sabırlar Fındık promotes environmentally friendly practices not only in our own facilities but also among the producers in our supply chain.

To prevent the environmental impact of agricultural pesticides, we have established **a controlled waste collection system** for our farmers. Containers placed in villages with high concentrations of producers **prevent empty pesticide packaging from entering the environment**. These wastes are collected at regular intervals and transported to licensed recycling facilities. This initiative not only ensures the proper disposal of waste but also initiates a significant **shift in environmental awareness** among farmers.

As of 2024, we have observed a significant decrease in the amount of agricultural packaging collected compared to 2023. This indicates that pesticide usage rates in the field have also begun to decline. Reduced pesticide usage is crucial for protecting both the biological structure of the soil and ecosystem health.

At the facility level, we have established **systems that encourage sustainable production and consumption habits. As a "Zero Waste Certificate"** holder, we carefully manage the process from waste generation to disposal. The waste generated at our factory is separated into two main groups: hazardous and non-hazardous.

- **Non-hazardous waste** primarily consists of paper, cardboard, plastic, and packaging materials, which are directly sent to recycling facilities.
- **Hazardous waste**, on the other hand, originates from chemicals used in laboratories and is delivered to licensed disposal companies in a controlled manner.

Waste Type	2023 (kg)	2024 (kg)	Change (%)	Description
Paper-Cardboard	8140	4770	-41.4	A reduction was achieved through the use of digital documents and awareness training.
Plastic Packaging	7630	9,140	19	With the increase in production volume, packaging use increased, and waste was recycled.
Hazardous Packaging Waste	50	120	140	An increase in packaging types was observed, and all waste was disposed of safely.
Laboratory Chemical Waste	210	261	24	The increase is due to the rise in laboratory analysis activities.
Oil Waste	510	24	-	Machine efficiency was improved to reduce oil consumption.

AS OF 2024, 57% OF OUR
ENERGY CONSUMPTION IS
MET BY THE SPP SYSTEM.



Energy Management:

The rapid depletion of energy resources and the growing threat of climate change have made **energy efficiency and the use of renewable sources** in production processes inevitable. As Sabırlar Fındık, we act with a sense of responsibility; we are taking important steps in energy management to both increase operational efficiency and reduce our environmental impact.

All lighting systems used in our facility have been upgraded to **energy-efficient LED fixtures**. This enables lighting with significantly lower energy consumption compared to traditional systems, **resulting in a substantial reduction in electricity usage**.

As part of our sustainability vision, we have implemented a Solar Power Plant (SPP) project. With the solar panels we have installed, we have started to meet a significant portion of our production facility's energy needs from renewable sources. This transition allows us to reduce carbon emissions and meet our energy needs in a sustainable manner without harming nature.

As of 2024, 57% of our energy consumption is met by the SPP system.

Monitoring energy consumption is just as important as managing it. For this reason, **consumption data** for all our main energy sources **is monitored in real-time through digital meter systems**, and improvement areas are identified through periodic reporting.

SOCIAL RESPONSIBILITY

Our Approach to Social Responsibility

As Sabırlar Fındık, we do not limit ourselves to creating economic value in the regions where we operate; we also prioritise creating social impact through projects that support social development and improve the quality of life in local communities. We consider social responsibility to be a corporate priority across our extensive network of stakeholders, which ranges from farmers at the heart of agricultural production to temporary agricultural workers.

The work we carry out in the field aims not only to provide solutions to existing problems but also to support social transformation in line with sustainable development principles. Through our activities in areas such as increasing access to education, protecting human rights, combating child labour, and promoting decent working conditions, we aim to make a difference in the regions where we operate.

We do not view social responsibility as limited to periodic projects; we consider it a corporate responsibility to strengthen social welfare through sustainable, repeatable, and measurable practices. Every initiative developed with this understanding is a reflection of our responsibility to society.



BEST PRACTICES FOR OUR FARMERS IN THE SUPPLY CHAIN

THROUGHOUT 2024, THESE TRAININGS REACHED A TOTAL OF 286 FARMERS, INCLUDING 54 WOMEN AND 232 MEN.

As Sabırlar Findık, we run comprehensive social programmes to improve the social conditions of farmers in our supply chain and raise their awareness of their rights and responsibilities. These programmes are based on combating child labour, promoting decent working conditions and spreading inclusive farming practices.

Our social experts conduct year-round visits to farmers' homes and fields, providing hands-on training in a practical, on-site manner. These trainings focus on key topics such as child labour, youth labour, combating discrimination, seasonal agricultural contracts, occupational health and safety, registered employment, fair wage policies, hiring processes, hygiene, and worker rights. **Throughout 2024, these trainings reached a total of 286 farmers, including 54 women and 232 men.**



Following the training activities, personal protective equipment kits containing work gloves, protective masks, goggles, overalls, hats, and first aid kits were distributed to farmers. Additionally, posters and banners reminding farmers of social issues were hung in their homes and gardens, thereby creating a continuous awareness environment through both verbal and visual means.

During the hazelnut harvest season, unannounced internal audits were conducted among our farmers to assess the compliance of the practices carried out in the field with social and environmental criteria. These audits were designed not only as a control-oriented process but also as an approach to raise awareness, develop capacity, and produce solutions through cooperation.

Any non-conformities identified during the audits were addressed with a focus on improvement and mutual development, rather than punishment, and solution-oriented action plans were developed together with our farmers. Throughout the process, producers were guided and field-based guidance and follow-up activities were carried out to ensure that practices were brought into line with sustainability standards.



We have developed a robust feedback system to establish sustainable communication with the farmers in our supply chain and the workers who work alongside them. We have created an accessible and reliable channel for our stakeholders in the field to directly communicate any social issues they encounter or suggestions they wish to make, thereby establishing a two-way communication network.

This system is active 24/7, allowing our stakeholders to receive support whenever they need it. We have also developed this line not only in terms of accessibility but also in terms of inclusivity. In order to eliminate language barriers, we offer services in Turkish, Kurdish, and Arabic. This way, we have created an environment where everyone can easily access and express themselves.

This application enables not only a one-way flow of information from the field, but also a feedback loop for improvement and development. The feedback we receive plays an important role in updating our programmes and in the early detection and resolution of social risks. In this way, we not only intervene in problems, but also strengthen our local ties by developing a collaborative approach.

BEST PRACTICES FOR OUR WORKERS IN THE SUPPLY CHAIN

As Sabırlar Findık, we implement our social responsibility programmes for agricultural workers, who are key players in the hazelnut production process, with a systematic and inclusive approach. Within this scope, we apply a training model structured in two separate methods to increase the knowledge of both local and seasonal workers on fundamental issues such as social rights, working conditions and occupational health: **Harvest Training and Origin Training**.

Harvest Training:

These trainings, conducted during the August-September period when walnut harvesting intensifies in the Black Sea Region, are targeted at all local and seasonal workers. The trainings are implemented at the end of the workday, tailored to the workers' on-site experiences. These sessions cover social issues such as combating child labour, youth employment, discrimination, working hours and remuneration, occupational health and safety, complaint mechanisms, hygiene, and workers' rights, as well as agricultural issues such as waste management and environmentally friendly production practices. Interactive methods are preferred in the training sessions; question-and-answer sessions, group discussions, and one-on-one interviews are used to ensure the active participation of workers. Thanks to this model, not only is information transferred, but workers' feedback on the work process is also systematically collected.

During the 2024 harvest season, a total of 373 workers, including 212 women and 161 men, were reached within this scope.



Origin Training:

This model, developed for seasonal agricultural workers, is implemented in the workers' home provinces during the pre-harvest period. These trainings, provided before the migration begins, aim to raise awareness among workers about social rights, employer expectations, and working conditions. Additionally, fundamental social issues such as child labour, youth labour, discrimination, worker rights, employment contracts, occupational health and safety, as well as agricultural information including environmental protection and hazelnut harvesting techniques are also covered. ***In February 2024, the origin training in Şanlıurfa was carried out in collaboration with three private sector representatives from hazelnut companies, reaching a total of 2,023 workers; 1,409 female and 614 male workers were provided with information during these training sessions.*** The training was organised through individual home visits and group sessions, and participants were provided with promotional bags containing personal hygiene and safety materials following the sessions.



Both training models aim to raise workers' awareness of social risks, ensure they are employed under safer conditions, and strengthen their relationships with employers. In addition, all these training programmes, which cover both seasonal and local workers, include information for farmers and workers on the "Seasonal Agricultural Work Contract" prepared by İŞKUR for the purpose of recording employment relationships, and encourage the use of written contracts. This tripartite contract model, which also includes agricultural labour brokers, contributes to transparency and trust among the parties and helps establish working conditions within a legal framework.

As of 2024, a total of 2,396 workers have been reached through both models; concrete steps have been taken to provide a more equitable and inclusive working environment for both temporary and permanent agricultural workers through our social education activities.

At Sabırlar Findık, we believe that creating a system where workers in the agricultural sector can have their voices heard, share their problems with confidence, and receive support when needed is part of our social responsibility. In this regard, we have established an accessible complaint and suggestion line so that workers can easily express any issues they encounter regarding their social rights.

Our field experiences have revealed that a significant portion of seasonal agricultural workers use Kurdish and Arabic. Therefore, our complaint line provides services in Kurdish and Arabic in addition to Turkish. This enables workers to express the issues they face in their native language, more comfortably and openly. This language support has not only removed communication barriers but also increased workers' active participation in the process.

The hotline is promoted through one-on-one training sessions, as well as brochures, posters, and verbal guidance. The complaint mechanism operates anonymously, and all submissions are evaluated in accordance with confidentiality principles. Every report submitted to us is analysed in detail, and field teams intervene quickly when necessary. This application is evaluated as a continuous feedback-based tool that not only prevents potential violations but also contributes to the improvement of field applications. Thus, workers' observations regarding their working conditions guide the development of the programme and contribute to the reduction of social risks.

In addition, as part of internal audits conducted during the hazelnut harvest, our field teams conduct direct interviews with workers to assess working conditions on site. Any issues identified through both observation-based analyses and one-on-one interviews with workers are addressed with the utmost care; when necessary, solutions are sought in collaboration with farmers, workers, and agricultural labour brokers. In cases where non-compliance issues are complex, public institutions are also involved in the process to develop a common roadmap. This aims to ensure that all issues encountered in the field are resolved in a multi-stakeholder approach and in a sustainable manner.



Through these practices, a comprehensive system has been established where workers are not merely part of the production process but also have access to social rights, feel secure, and can receive support when needed.

SOCIAL TRANSFORMATION AND IMPACT-FOCUSED PROJECTS

LET CHILDREN GROW UP IN SCHOOLS, NOT IN HAZELNUT ORCHARDS PROJECT

Launched in 2023, our "Children Should Grow Up in Schools, Not in Hazelnut Orchards" project aims to increase access to education for children of nomadic and semi-nomadic families who work as seasonal agricultural workers in hazelnut harvests and to contribute to their development. The project is not just a temporary summer school; it is a comprehensive and sustainable education model aimed at creating long-term impact, spanning the entire season.

Project Area and Preparation Process

An unused village school in the Black Sea region was identified and renovated to become an active educational facility. The goal is to transform the school into a project school that can be used not only during the summer season but throughout the year by all children in the region, and infrastructure investments have been made to this end.

As the project enters its second year in 2024, the preparation process for the school began in July; detailed plans were made with education coordinators, teachers, and our field team. Deficiencies were identified, cleaning, pest control, and infrastructure renovations were carried out, and the necessary permit processes for the education programme approved by the Public Education Centre were completed.

Additionally, student transportation plans, meal service agreements, parent consent forms, and KVK processes have been carefully managed; vehicles and escort personnel have been planned in accordance with the MEB Transportation Education Regulations. Safe transportation to and from school for every student has been ensured.



Participants and Educational Structure

Within the scope of the project, educational activities commenced on 1 August 2024; a total of 77 children were registered under the supervision of 3 classroom teachers, 1 kindergarten teacher and 1 education coordinator.

The educational content has been implemented in accordance with the special module prepared by the Ministry of National Education's Directorate General for Lifelong Learning for nomadic and semi-nomadic children, with a focus on weekly Turkish, Mathematics, and Science lessons.

Workshop Structure and Contents

The summer school project was carried out under four main workshop headings. Each workshop was specially designed to support the social, cognitive, and emotional development of children:

1. Kitchen Workshop

The Cooking Workshop, conducted as part of the summer school, was designed to help children develop their daily living skills and acquire healthy lifestyle habits. During the workshop, children were taught practical skills such as personal hygiene rules, basic nutrition principles, and how to prepare healthy recipes using local and seasonal foods.



Through activities such as hand washing, table setting, and simple food preparation, children have experienced responsibility, self-care, and the ability to work together in a group. In addition, the process of preparing meals together has contributed to children internalising a culture of sharing and developing into socially conscious individuals.

Topics such as food waste, conscious consumption, and respect at the table were also addressed in the workshop, instilling an awareness of sustainable living in children from an early age. Children had the opportunity to discover local flavours, explore the cultural richness of their environment, and connect with traditional culinary values.

The Cooking Workshop has not only imparted technical skills but also provided a holistic learning environment that strengthens children's social bonds, supports their self-confidence, and helps them realise that nutrition is not merely a consumption process but also a value-creating process.

2. Life Skills Workshop

This workshop was designed to enable children to experience the joy of creating by developing their manual skills. Children transformed their imagination into tangible products through practical activities such as cutting, sanding, gluing, and painting with wooden materials.

This workshop aims to improve children's hand-eye coordination, support their fine motor skills, and increase their self-confidence through production. In this workshop, children have produced individual projects such as their own key rings, name tags, and simple decorative objects through activities such as cutting, gluing, and painting with wooden materials.

Throughout the workshop, children's cognitive skills such as problem solving, concentration, and following instructions were supported, while emotional gains such as patience, care, and responsibility were also encouraged. Each child's product became a tangible output reflecting their individual success, allowing them to experience the pride of producing something with their own efforts.



3. Art Workshop

In the art class, participants were taught basic topics such as children's rights, recognising emotions, setting boundaries, and self-care through creative drama, storytelling, and play-based pedagogical methods. The stage area in the classroom's physical infrastructure was actively integrated into theatre and drama activities, giving children the opportunity to express themselves and gain stage experience.

During the activities, children engaged in artistic works such as painting, collage, mask making, and puppet production, where they could freely express their feelings and experiences. Through these creative productions, social-emotional gains such as individual expression skills, group work, empathy development, the concept of freedom, and sensitivity to social values were supported. Care was taken to ensure that each child's unique inner world was made visible through art; the classroom was also structured as a safe space for sharing.

The wall painting area in the workshop allowed children to work together to create large-scale paintings, thus supporting both individual expression skills and teamwork, cooperation, and artistic sharing.

Through these creative processes, children have had the opportunity to develop self-confidence, aesthetic sensitivity, awareness of social values, and self-expression skills in a fun environment.



4. Kindergarten Workshop

Designed specifically for preschoolers, this workshop offers a programme filled with colourful, fun, and educational activities tailored to the age groups of the children. Interactive stories and finger plays told during story time every day have supported children's language development and stimulated their imagination. Basic concept teaching has been reinforced through fun games, and group games have helped children socialise and develop their sharing skills.

Additionally, music and rhythm activities have improved children's attention span and supported their readiness for education. In this workshop, children have learned through play while growing up in a warm learning environment where they feel safe and valued.



Nature and Responsibility-Based Activities

Within the scope of the project, garden activities were carried out with children to raise their awareness of nature. Activities such as filling pots with soil and planting seedlings helped children connect with nature. These practices provided important gains in terms of teaching children responsibility, understanding the cycle of nature, and the concept of hard work.



Social Contribution and Sustainability

One of the most fundamental achievements of the project is that it has created a social transformation not only for children but also for the community. ***The awareness of families who brought their children to school regarding child labour has increased, and they have realised how valuable education is for children.*** At the same time, the school where the project was carried out remained open throughout the year, creating a permanent social benefit and education centre for children in the region. In this sense, the project has become a sustainable social impact model rather than a seasonal solution.



Preventing Child Labour Through the Summer School Project

The "**Let Children Grow in School, Not in Hazelnut Orchards**" summer school project is one of the concrete steps taken by Sabırlar Findık in its fight against child labour. With this project, a multi-faceted approach has been developed to prevent child labour in seasonal agriculture in , creating an effective solution model for both children and their families.

During the hazelnut harvest season, children who come from different provinces with their families to work as seasonal agricultural workers are at high risk of being forced to work in fields or gardens. To prevent this risk, the project ensures that children spend their daytime hours in a safe, educational, and development-supporting environment. The summer school has become a centre where families can leave their children with peace of mind during the harvest season, thereby directly preventing children from being employed in the fields.

This approach also offers a "preventive" model in the fight against child labour. By offering an alternative and attractive solution rather than focusing solely on supervision or intervention, the reason for children's involvement in agriculture has been eliminated. The summer school is not just an educational centre for children, but also a playground, a place to make friends and a safe space. Workshop programmes run by qualified instructors contribute to children's physical, cognitive and emotional development, while also strengthening their connection to education.



Families have also been supported in this process and encouraged to direct their children towards education. Observing that their children are not only protected but also developing and happy through the summer school has led to greater ownership of this structure. Thus, the summer school project has supported not only short-term protection but also long-term mindset transformation.

In conclusion, this project has prevented the exploitation of children in agricultural production and ensured that every child has access to play, education, and safe living spaces, which are their rights. **Supportive social projects that enable access to education**, one of the most effective ways to combat child labour, have been transformed into concrete success with this model.



FROM SOIL TO HEALTH: A SHORT BREAK FOR HAZELNUTS PROJECT

This project is a community-based health education initiative carried out in collaboration with the Health Rights Association and supported by ofi Türkiye, Sabırlar Fındık, and Yavuz Gıda. The project aims to increase seasonal female agricultural workers' health awareness, strengthen their health literacy, and improve their access to basic health services. From 29 January to 2 February 2024, 17 training sessions were conducted in Şanlıurfa with social workers from three companies and three women's health educators from SHD, reaching **1,164 women**.

Project Objectives

- To increase seasonal female agricultural workers' access to basic health information.
- To encourage women's access to health services.
- To ensure women adopt basic hygiene and health practices.
- Raise awareness about cancer screening programmes and prevention methods.
- To make women more aware of their own health.

Implementation and Methods: The project includes group training sessions and interactive workshops in areas with a high concentration of seasonal female agricultural workers. The training is delivered by female nurses living in the region to overcome language barriers, and bilingual materials are used. Topics such as basic health issues, hygiene practices, pregnancy monitoring, sexual health, and cancer screening are covered.

Evaluation and Results: The project has had a positive impact on improving the health literacy of participants. Women have become more aware of cancer screening programmes and are motivated to undergo regular check-ups. The training materials included visual and interactive elements that attracted the attention of participants and facilitated their understanding. The project encouraged the sharing of health-related information among women in the region and strengthened community bonds.

From Soil to Health: A Short Break for Hazelnuts The main objective of the project is to enable seasonal migrant female agricultural workers to develop approaches to protect their own health by improving their health literacy and to encourage women who raise health issues during experience sharing to seek the necessary health services.





The training planned for women was conducted in a group format. In line with the needs of the group, nurses provided information on various topics to the participants. During the training process, participants were given a pre-test and then a test to assess their progress. The topics covered in the training included: Being a Woman Female Internal and External Reproductive Organs Male Internal and External Reproductive Organs Menstrual Cycle and Pregnancy Menstrual Products Methods of Preventing Unwanted Pregnancy Termination of Unwanted Pregnancy Menopause Self-Breast Examination HPV Cervical Cancer Genital Hygiene Discharge Pregnancy Monitoring and Routine Tests CSexual Health and Reproductive Health Rights.

The training was conducted through customised materials and applications and delivered to women by nurses. Following this process, brochures prepared for women were distributed, and question-and-answer sessions were organised. These sessions enabled participants to ask questions about the topics and internalise the training more effectively. As a result, the women's knowledge levels increased after the training, and this process, supported by brochures, was further reinforced by question-and-answer sessions, helping participants understand the topics and integrate them into their daily lives.



The health education sessions focused on the health of seasonal migrant female agricultural workers and encouraged them to adopt new healthy habits by increasing their health literacy. The evaluations conducted in this context reveal the significant achievements and improvement potential of the project. Practical Applicability: The training sessions have been observed to increase the health literacy of seasonal female agricultural workers by enabling them to focus on their own health.

The active participation of women in the training topics, their willingness to ask questions, share experiences, and participate in practical activities, demonstrate that the training serves the purpose of practical applicability in their daily lives. Community Participation and Women's Solidarity The interaction created by the training within the community and the willingness of women to share their experiences with each other show that health issues are perceived not only as an individual responsibility but also as a community responsibility. This solidarity demonstrates that the project has an impact not only on individuals but also on strengthening the community.

This shows that the project does not merely transfer knowledge but also contributes to women's empowerment.

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Overall, the "From Soil to Health: A Short Break for Hazelnuts" project has created a multidimensional social impact that strengthens not only women's health literacy but also community ties, trust relationships, and women's solidarity. This project, which supports women's empowerment, awareness of the health system, and access to health services through rights-based approaches, has become a strong example of social responsibility in the agricultural sector. The findings from the project serve as a guide for similar studies in the future, particularly in terms of simplifying content, ensuring cultural adaptation, and reducing systemic barriers.

HARVESTING THE FUTURE PROJECT

FLA's "Harvesting the Future" Project, launched in August 2019, is an important step towards preventing child labour in the agricultural sector. The main objective of this comprehensive initiative was to make recruitment and employment practices in seasonal migrant and temporary agricultural work in Turkey more equitable through a multi-stakeholder approach.

During the project, we mapped the actors in the supply chain in detail and conducted a systematic risk assessment. Based on these analyses, we shaped our monitoring and improvement strategies, enabling us to identify areas at risk of child labour more effectively.

We identified agricultural labour brokers who came to the region during the harvest season and established special support mechanisms for undocumented workers. We organised training sessions to help these individuals obtain official documents. These training sessions covered critical topics such as the risks of child labour, the importance of appropriate working conditions, and the requirements of seasonal agricultural labour contracts. We prepared the necessary documents for agricultural labourers to obtain official documentation and provided free consultancy services. In this way, we aim to create a sustainable impact in the fight against child labour, starting from the fields.





The project was not limited to field applications; it was also carried out with an approach that focused on sharing knowledge and experience. In this context, we brought together stakeholders working in different product groups within the project and organised experience-sharing sessions. In these sessions, we transparently shared the field information we had gathered on common problems encountered in the supply chain and the solutions we had found.

By comparing practices in different production areas, we highlighted best practices, inspiring and guiding stakeholders. These meetings not only transferred knowledge but also created a powerful collective learning space to promote sustainable and socially responsible production approaches within the sector.

Capacity building efforts played an important role in establishing the project on strong foundations, alongside field applications. In this regard, we actively participated as a team in comprehensive training programmes organised by the FLA. These training sessions were invaluable not only for gaining knowledge, but also for deepening our perspective and guiding our field applications.

These sessions, which focused on critical topics such as combating child labour, strengthening monitoring systems, human rights-based approaches, and effective stakeholder participation, contributed to making our field practices more strategic, ethical, and sustainable.

ETHICAL AND SUSTAINABLE SUPPLY CHAIN

At Sabırlar Findık, we do not view sustainability as limited to our own activities. Extending this understanding to our entire value chain is a strategic priority for us. We encourage all actors in our supply chain to act in a more sensitive and responsible manner in environmental, social and governance (ESG) areas, and we collaborate with them to bring about transformation.

With the goal of creating a more livable world;

- We ensure that our ESG priorities are tracked throughout the chain,
- Implementation in field applications,
- Continuous improvement of processes
- And ultimately ensuring the integration of this approach into the entire chain, we are conducting systematic work.

Through this approach, we aim to create a more holistic and lasting impact not only within our own operations but also in collaboration with our suppliers, intermediaries, and local stakeholders.



Traceability: Toward a Transparent and Reliable Supply Chain

Traceability in agricultural products plays a critical role in ensuring food safety. At Sabırlar Findık, we view this process not merely as a requirement but as one of the cornerstones of our sustainability strategy. Our goal is to ensure that every stage of the product's journey—from the field to storage, transportation, and final sale—is documented and can be traced back seamlessly when necessary.

In this context, we operate with a 100% traceability target.

We source all our products directly from processing plants; we transparently track the process from the producer to the wholesaler, processors, and our facility. Through our Enterprise Resource Planning (ERP) system, we record this process digitally and ensure traceability.

Role and Responsibility Distribution:

Stage	Responsible Unit	Task
Transition from field to retailer/crusher	Agricultural Engineers and field teams	Monitoring of agricultural production and recording of initial data
Factory entry and warehouse process	Warehouse and Shipping Manager	Product acceptance, lot coding, and ensuring internal warehouse tracking
Customer-specific product selection	Production Manager	Segregation and tracking process according to customer specifications
Export process	Export Manager	Product shipment, customs processes, and tracking until delivery to the end user

Thanks to this structure, we have established a transparent, traceable, and reliable framework not only within our internal processes but throughout the entire supply chain. This enables us to fulfil our responsibilities to both our customers and business partners in line with sustainability principles.

Responsible Sourcing and Economic Impact

At Sabırlar Findık, we view our supply chain not merely as an economic process but as a social, environmental, and governance responsibility. Sustainable development, social innovation, and environmental sensitivity have become core elements of our procurement policies.

We aim to establish long-term, inclusive partnerships with all our stakeholders based on mutual trust; we focus on creating shared values with our suppliers not only economically but also socially and environmentally.

We classify our suppliers based on their type of activity, geographical location, and social risk level; we develop tailored monitoring and support strategies for each group. This enables us to maintain closer contact with suppliers in high-risk groups and implement preventive improvement measures.



Our Values and Expectations

We expect our suppliers to adhere to the Sabırlar Code of Conduct and social compliance principles based on ILO standards. These principles include:

- ***Prevention of discrimination,***
- ***Rejection of forced labour,***
- ***Zero tolerance for child labour,***
- ***Freedom of association and expression,***
- ***Occupational health and safety practices***
- ***are among the critical issues addressed.***

Education, Monitoring and Improvement Process

We manage our relationships with our suppliers not as a one-way process, but as a participatory and developmental process. In this context:

- ***Environmental and social sustainability,***
- ***Responsible procurement,***
- ***Good social practices and traceability***
- ***are among the topics we regularly train on.***

Following the training, we conduct on-site audits, share the findings transparently, and hold one-on-one meetings with our suppliers to discuss potential improvements. This way, the process becomes not just about control but also a space for mutual growth.

We aim not only to monitor our suppliers but also to enhance their capabilities. We provide technical training, guidance materials, and consulting sessions to support them in improving their social and environmental performance.



Traceability and Transparency

We embrace transparency as a core principle in our supply chain. We digitally track the entire process from the field to the crusher and then to our facility through our ERP system. We hold one-on-one meetings with our suppliers at least once a month to update data on traceability and process transparency.

Common Goal: Sustainable Value Chain

We aim to create a more efficient and resilient supply chain based on collaboration, even in high-risk areas. We maintain open communication with our suppliers, support knowledge sharing to improve quality, and focus on establishing a fair, ethical, and sustainable structure throughout our value chain.

Transparency and Sustainability in Our Procurement Processes

Building transparent and traceable relationships with our suppliers forms the foundation of our responsible procurement policy. In this context:

- We share our code of conduct with every new supplier before commencing work and obtain written commitments.
- We conduct regular supplier evaluations and provide feedback on areas such as quality, environmental performance, and social compliance.
- We provide training and improvement support to enhance capacity.
- We maintain an active and interactive process through face-to-face meetings, site visits, and monitoring activities.



EMPLOYEE WELL-BEING AND PARTICIPATION

EMPLOYEE HEALTH AND SAFETY: PEOPLE COME FIRST

At Sabırlar Findık, we consider the health and safety of our employees to be the cornerstone of our business. Going beyond legal obligations, we conduct regular and systematic work to provide our employees with a safe, healthy, and dignified working environment.

Key Highlights of Our Practices

- **Occupational Health and Safety Training and Drills:**

All employees receive regular occupational health and safety training. Emergency training and drills are conducted at least once a year.

- **Occupational Health Physician and Health Services:**

All employees undergo a health examination upon hiring and at regular intervals. An outpatient clinic service is provided by the occupational health physician every week. Additionally, hearing tests, chest X-rays, and infectious disease tests are conducted every two years.

- **Periodic Technical Inspections:**

All workplace equipment, from electrical installations to forklifts, ventilation systems to fire safety installations, undergoes periodic inspections by authorised engineers.

- **Occupational Hygiene Measurements:**

Physical risk factors such as noise, lighting, and thermal comfort are measured by authorised laboratories, and preventive measures are taken based on the results.



- **First Aid Preparations:**

In accordance with legal requirements, our factory has 11 first aid certified personnel on duty. This personnel manages the initial response process until the 112 emergency services arrive.

- **Drinking Water Safety:**

The drinking water provided to employees is analysed every three months at a public health laboratory.

- **Occupational Health and Safety Committee Meetings:**

Developments related to occupational health and safety are discussed at OHS Committee meetings held every three months.

- **Risk Assessment and Special Policies:**

Regular analyses are conducted by the risk assessment team, and necessary measures are taken. Employees requiring special policies are assigned appropriate positions; these individuals are not assigned to heavy work or noisy areas.

Respect for Human Rights: A Fair Working Environment for All

At Sabırlar Findık, we consider fundamental human rights to be the basis of all our business processes, and we prioritise providing an equal, fair, safe and dignified working environment for our employees. Our Human Rights Policy is shaped in line with the UN Universal Declaration of Human Rights, ILO Conventions, the UN Convention on the Rights of the Child and the Global Compact.

This approach extends beyond our own employees to include our business partners and suppliers. We encourage them to act in a manner consistent with human rights and support this approach through training.

Key Highlights of Our Practices

- A zero-tolerance policy against discrimination is adopted in hiring, training, promotion, and compensation processes.
- We ensure competitive and fair remuneration based on the principle of "equal pay for equal work."
- The right to organise and the freedom to engage in collective bargaining are recognised.
- We commit to providing all employees with a safe environment free from violence, harassment, and abuse.
- Forced labour and child labour are strictly prohibited.
- Working hours and overtime are regulated in accordance with the law.
- Human rights practices are supported through internal training and communication channels.
- Risk analyses are conducted to prevent potential human rights violations, and the General Manager and Disciplinary Committee take action when necessary.
- The environmental impacts of our activities are also managed from a human rights perspective; the efficient use of natural resources and environmental responsibility are among our core principles.

Employee Training and Development

When preparing our annual training plans, we analyse each employee's job description, area of expertise and development needs, and shape the training topics accordingly. Throughout 2024, we provided a total of **24 hours/person** of training to all our employees. Training topics were not limited to legal requirements but were diversified to include social compliance, gender equality, sustainability, human rights, and professional expertise.

Core Principles of Our Training Approach:

- Providing equal education opportunities for everyone
- Designing training not merely as information dissemination but as a tool for behavioural change
- Placing social responsibility, human rights, and environmental awareness at the core of our training policy
- Supporting individual development through department-specific specialised training
- Ensuring the traceability of all education by recording it



2024 Education Topic Headings

Topic Category

Education Headings

Occupational Health and Safety	Occupational Health and Safety Training, Fire Safety Training and Drills, First Aid, Use of Glass and Cutting Tools
Food Safety and Quality	BRC Food Safety, FSMA, FSSC 22000, Pest Control, Foreign Matter, Allergen Training
Social Compliance and Rights	Gender Equality, Women's Rights, Discrimination and Harassment, Insecure Employment, Forced Labour
Corporate Policies and Ethics	Anti-Bribery and Corruption, Code of Conduct (BSCI/FLA/RA), Disciplinary Rules, Complaint Mechanism

2024 Education Topic Headings

Topic Category	Education Headings
Environment and Sustainability	Sustainability Training, Environmental Pollution and Natural Resource Use
Worker Rights and Organisation	Freedom of Association, Collective Bargaining, Workers' Rights and Responsibilities
Safety and Procedures	Safety Procedures, Counterfeit and Adulteration Information (TACCP)
General Compliance and Company Culture	Employee Rules, Department-Specific Training, Personal Development Training

Employee Satisfaction and Participatory Management Culture

At Sabırlar Findık, we value our employees' opinions, regularly measure their satisfaction, and strengthen the employee-company bond through internal participation mechanisms. In this way, we aim to create not only a workforce but also a team whose opinions are heard and valued.

Employee Satisfaction Survey and Continuous Feedback

The Employee Satisfaction Survey, which we conduct annually, is a powerful tool for measuring employee satisfaction and commitment. In 2024, 74 feedback, suggestions, and complaints were received, and **%81 of these were resolved positively.**

Survey results:

- Shared with management and discussed in regular meetings
- Improvement steps are identified
- Decisions are communicated to employees both in writing and verbally





Employee Representation Mechanism

To increase our employees' participation in the company's decision-making processes, the following positions are elected within our company:

- 1 Chief Representative
- 2 Employee Representatives are responsible for this.

Representatives:

- Participate in occupational health and safety (OHS) processes
- Submit risk reports
- Opens complaint boxes at the end of the month
- Conducts monthly representative meetings with Human Resources
- Communicate results to all employees



Complaint and Suggestion System + Open Door Policy

The Complaint and Suggestion Boxes located within the workplace provide a structure for employees to freely express their opinions.

- There is no requirement to provide a name
- Opened once a month and shared with management
- Solutions are communicated back to employees via announcements

Additionally, all employees can directly access senior management through our Open Door Policy. This fosters a democratic, transparent, and encouraging communication environment.

Supporting and Developing Female Employees

Since the majority of our company's workforce is female, supporting the development of female employees is one of our top priorities.

- In addition to internal training, external training programmes are organised on topics such as financial literacy, gender equality, and the prevention of violence against women.
- Special job descriptions and work environments are provided for pregnant and disabled employees.
- Diversity and inclusion principles are integrated into all human resources processes.

Social Responsibility Goals Are Determined Through Participation

Social responsibility goals are set annually and prepared not only by management but also with the input of employees. With this approach:

- The adoption rate of goals increases
- A culture of participation is strengthened
- Employees become part of the organisational processes

Employee Satisfaction and Participation Practices

Practice / Policy

Description

Satisfaction Survey

Conducted annually, results are shared with management, and action is taken

Employee Representation

Elected, conducts monthly meetings to manage complaint and suggestion processes

Complaint and Suggestion Boxes

Can be used anonymously, results are communicated transparently

Open Door Policy

Direct access to senior management is possible

Women Employee Support Programmes

Women-specific external training, inclusive work environment, diversity policies

Social Responsibility Participation

Employee input is sought in goal setting

Inclusivity and Special Groups

Special tasks and environments are provided for pregnant/disabled employees

RESULTS AND EVALUATION

All social compliance and sustainability activities carried out throughout 2024 reflect Sabırlar Findık's approach of placing people at the centre of production. The projects included in this report are not merely a summary of field applications or internal audit processes; they are also the practical manifestation of the principles of social responsibility, equality and justice that form the foundation of our corporate identity.

Throughout the year, we have carried out a wide range of activities, from programmes developed to prevent child labour to health education for seasonal female agricultural workers, summer school workshops and sustainable agricultural practices, focusing on both individual transformation and social awareness. All activities are designed not as one-off interventions but as long-term, measurable, scalable and locally appropriate structures aimed at achieving sustainable impact.

At every step, the local context has been taken into account, stakeholder participation has been prioritised, and solution-oriented approaches have been adopted. Our internal audit processes are not merely a control mechanism for identifying non-conformities; they have become a continuous learning and improvement process that we carry out together with our farmers.

At Sabırlar Findık, we are moving forward with the goal of creating a fair, inclusive, and sustainable value chain in every area of our production. In the coming years, our priority will be to continue our approach that prioritises the protection of fundamental rights, children, women, and labour in all areas of production, and to build a more inclusive and fair system by improving existing structures.

In the coming years, we plan to take new steps to expand our current work to more regions, respond to the needs we encounter in the field with more comprehensive programmes, and produce longer-term solutions for the life cycle of seasonal agricultural workers in particular. Strengthening preventive mechanisms in the fight against child labour, making social compliance training for farmers more widespread and accessible, and reinforcing women's access to health rights not only through information but also through system support are among our priority objectives.



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