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SABIRLAR Ltd. Şti.

2025 SUSTAINABILITY REPORT

Akoluk Mah. Cumhuriyet Cad. No:24 Ortahisar / Trabzon
Tel: +90 462 272 53 53 / Faks: +90 462 272 55 00
www.sabirhazelnut.com.tr / hsabir@sabirhazelnut.com.tr

2025 SUSTAINABILITY REPORT

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ABOUT THIS REPORT

At Sabırlar Fındık, we are working to build a sustainable future in both agriculture and industry. This Sustainability Report, which we have prepared transparently, sets out our steps, objectives and the results we have achieved in the areas of Environment, Social and Governance.

Our Sustainability Focus Areas:

- Transparent Business Practices and Traceability: We operate a transparent supply chain from the field to the final product, with 100 per cent traceability.
- Nature-Friendly Production: We minimise our environmental impact through our investments in renewable energy (solar power plants) and our circular waste management practices.
- Respect for People and Children's Rights: Whilst ensuring a fair and safe working environment for our employees, we combat child labour within our supply chain and support decent work standards.
- Support for Producers and Stakeholders: We promote local development and sustainable agricultural practices through on-site training programmes designed to enhance our farmers' capabilities.

What's in the Report?

Throughout the report, you will find details of all the activities we carried out during the year – from how we manage energy to our waste management practices; from our efforts to prevent child labour in the field to our systems ensuring 100 per cent traceability in hazelnuts; and from our occupational health and safety measures to our farmer training programmes.
This report covers our activities from 1 January to 31 December 2025 and reflects the alignment and performance achieved through our ESG approach, in line with the United Nations Sustainable Development Goals (SDGs), as well as the Rainforest Alliance (RA), FLA, BSCI, Sedex and international social compliance standards.
Please feel free to share any comments, suggestions or questions regarding our report with us via ecengiz@sabirhazelnut.com.tr.

Report Prepared by
Emine ANKARALI
Sustainability and Social Compliance Officer

Dear Stakeholders,

At Sabırlar Fındık, we do not view sustainability as merely a matter of reports or figures; we regard it as a responsibility that encompasses protecting the land, adopting a people-centred approach and, in particular, providing a better future for children.

We focus on training farmers to promote human rights and good agricultural practices throughout our supply chain. Through these training programmes, we not only enhance our producers' capabilities but also support local development.

For us, one of the most meaningful steps we have taken during this period has been our work in the field of children's rights. Through our summer school project, which is part of our efforts to combat child labour, we ensure that children spend their time in safe, educational environments rather than in hazelnut orchards.

In the coming period, we continue to prioritise increasing the number of farmers we reach, improving conditions for seasonal agricultural workers, and keeping children away from the orchards. Behind every hazelnut we produce, we continue to uphold a sense of responsibility that values people and safeguards children's futures.

I would like to thank all our colleagues, producers and business partners who have contributed to our journey towards sustainability.
Yours sincerely,

Sustainability and Social Compliance Officer



2025 AT A GLANCE

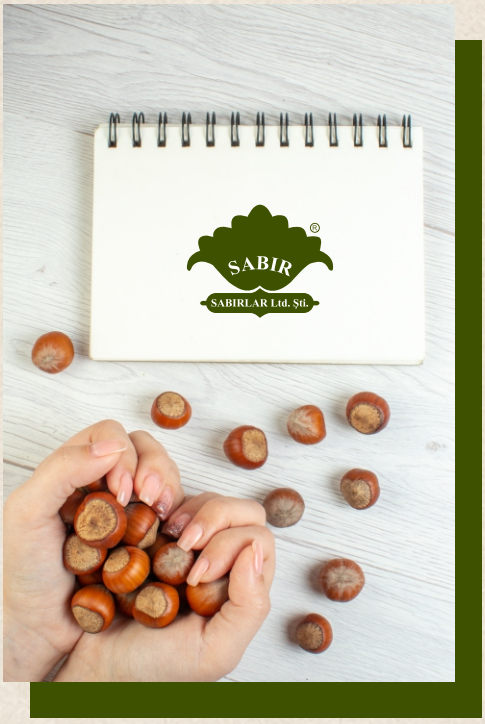
In 2025, by placing people, the land and transparency at the centre of our focus, we remained steadfast in our commitment to adding value at every stage of our sustainable agriculture and production chain. As part of this, ***we actively implemented*** our sustainability and social compliance vision ***in 36 villages across 6 districts in two cities – Ordu and Giresun – thereby expanding the scope of our field operations day by day.***

In our field operations, we prioritised our producers and the workforce, which forms the cornerstone of production. ***Through the technical support programmes we implemented during the period, we provided direct on-farm training to a total of 1,612 producers on topics such as good agricultural practices, soil health, proper fertilisation and pruning techniques, and methods to increase productivity. Furthermore, to raise social awareness of decent work standards, social rights, occupational health and safety measures, and children's rights, we conducted comprehensive social training sessions, reaching 323 farmers.***

To closely monitor compliance with our standards in field operations, we conducted 248 detailed internal field audits throughout the period, ensuring the full implementation of our sustainability principles.

In line with our strategy to combat child labour – which forms the most critical pillar of our social responsibility and people-centred approach – we took preventative measures to minimise risks in the orchards during periods of high agricultural activity. ***Through our Summer School project, we kept 27 children away from the hazelnut orchards and provided them with safe, educational and socialising environments.*** To improve the working and living conditions of seasonal agricultural workers arriving in the region with their families, we continued our direct engagement on the ground, ***reaching a total of [1849] seasonal agricultural workers on a one-to-one basis.***

Whilst providing our staff—both at our central facilities and in our field operations—with a fair, equitable, inclusive and safe working environment of the highest standards, we actively maintained our ***100 per cent traceability*** infrastructure ***across*** our ***entire*** supply chain, from the field to the end consumer. In this way, we have ensured that the entire volume of hazelnuts we process and export is backed by transparent, measurable and fully traceable data management. Furthermore, to ensure these standards are maintained at every stage of the chain, we ***conducted comprehensive internal social compliance audits with 30 of our suppliers.***



OUR GOVERNANCE STRUCTURE AND BUSINESS ETHICS STANDARDS

At Sabırlar Hazelnuts, we embrace sustainability as our management philosophy, guiding our operational decisions. By maintaining a holistic balance between environmental, social, economic and governance dimensions, we place ethical values and transparency at the heart of our management system.

Roles and Responsibilities of the Sustainability Team

The processes involved in planning our sustainability initiatives, implementing them on the ground, monitoring performance indicators and evaluating stakeholder feedback are carried out by our team, comprising the Sustainability and Social Compliance Officer and three agricultural engineers.

The Sustainability and Social Compliance Officer leads the preparation of company policies and procedures, manages social responsibility projects, develops training modules and delivers training in line with requirements, conducts internal and external audit processes, and reports directly to the Managing Director on all activities. Our agricultural engineers, meanwhile, engage directly with producers in the field to deliver agricultural and technical training, monitor the traceability process from orchards to the crusher, and participate in internal audits of farmers.

In addition to this structure, our company comprises an Evaluation and Guidance Committee, a Complaints Committee and a Gender Equality Committee. Comprising representatives from various departments, these committees meet at least once a year to monitor our sustainability targets and their practical implementation in the field.

Supply Chain Standards and Code of Conduct

It is our fundamental principle that our approach to sustainability is not limited to our own facilities but extends throughout our entire supply chain. Through our traceability systems, which enable transparent tracking of our products from the source to the end consumer, we support methods that protect the soil.

Our Code of Conduct, which our suppliers and all our business partners are required to comply with, sets out our fundamental ethical standards in the workplace:

- ***Employment Relations:*** Recruitment and employment processes are conducted in a manner that complies with the law and protects employees' rights.
- ***Prevention of Discrimination:*** Equality is fundamental in all processes, regardless of gender, age, faith or origin.
- ***Harassment and Abuse:*** Psychological, physical, verbal or sexual harassment and abuse are not tolerated.
- ***Forced Labour:*** All employees work of their own free will; forced labour is not permitted.
- ***Combating Child Labour:*** Children's right to education is fundamental; a zero-tolerance policy towards child labour is applied.

- ***Trade Union Rights:*** Employees' rights to organise and engage in collective bargaining are respected.

- ***Health and Safety at Work:*** Preventative measures are taken to avoid workplace accidents, and a healthy and safe working environment is provided.

- ***Working Hours:*** Overtime is voluntary; working hours and rest periods are managed in accordance with legal limits.

- ***Fair Remuneration:*** Wages must not fall below the statutory minimum and are set at a level that supports a decent standard of living.

Ongoing compliance with these standards across our supply chain is monitored through periodic site visits and internal audits.

Our Sustainability Strategy in Line with the Global Goals

At Sabırlar Fındık, we maintain high-quality, ethical hazelnut production that is fully integrated with global sustainability principles. Our company contributes to sustainable development by aligning its operational processes and corporate governance principles with the United Nations Sustainable Development Goals.

Our sustainability strategy is implemented through a holistic approach encompassing environmental protection, social responsibility, fair labour standards and economic efficiency. Social and environmental impact areas are regularly analysed and managed at every stage of our value chain,
from raw material sourcing to the final product.

Within this strategic framework, the key Sustainable Development Goals to which we contribute and our on-the-ground initiatives are as follows:





SDG 1: END POVERTY

The establishment of sustainable prosperity in rural areas and the agricultural sector depends on improving the living conditions of the groups that form the most vulnerable segment of society. At Sabırlar Fındık, we regard enhancing the socio-economic resilience of seasonal agricultural workers – one of the most critical elements of our value chain – as a corporate responsibility. We develop field-focused and sustainable solutions to the challenges faced by workers' families who come to our region during the harvest season.

The key activities we carry out in this regard are:

Human-Centred Living Spaces and Physical Improvements: We seasonally upgrade the infrastructure and physical conditions in the areas where seasonal workers are accommodated, creating safe, secure and clean living spaces.

Improving Health and Hygiene Standards: We conduct on-site information and awareness-raising campaigns to ensure access to clean water, provide basic hygiene facilities, and foster healthy living habits.

Inclusive Field Approach: We take into account the specific needs of women and children across all our field processes, adopting a culturally sensitive, long-term social impact-focused field management approach.

Through these multifaceted field projects, we help reduce the impacts of poverty at the regional level and strengthen social solidarity by facilitating access to fundamental human rights and services for vulnerable groups.



SDG 3: GOOD HEALTH AND WELL-BEING

In rural areas, and particularly during the hazelnut harvest season when seasonal agricultural labour is intensive, adverse weather conditions, arduous working conditions and exposure to pesticides pose serious health and safety risks for both adults and children. At Sabırlar Fındık, we regard the protection of the health and safety of all workers, producers and seasonal agricultural workers within our value chain as one of our fundamental responsibilities. We implement practical solutions that directly address on-site issues to minimise potential occupational risks and raise awareness of personal health in our field operations.

The key initiatives we have implemented in this regard are:

Hygiene Support and Field Awareness Campaigns: During our field visits, we distribute hygiene kits to seasonal agricultural workers and their families and conduct awareness-raising activities on personal hygiene and healthy living habits.

Protection Against Physical and Environmental Risks: We provide training and guidance to raise awareness among growers and workers about field risks, such as extreme heat, falls, injuries, and exposure to chemicals (e.g., pesticides).

Monitoring and Protection of Children's Health: To ensure children are kept away from environmental and physical risks in the fields, we conduct active inspections with our on-site teams to ensure their presence in safe areas.



SDG 4: QUALITY EDUCATION

The United Nations' 4th Sustainable Development Goal aims to ensure equitable, quality and inclusive education and to create opportunities for lifelong learning for all sections of society. At Sabırlar Fındık, we do not view quality education as limited to schools alone; we approach it from a broad perspective that encompasses all stakeholders in our value chain. In line with this, we not only protect children's rights to development but also run training programmes designed to enhance the awareness and skills of everyone from our farmers and suppliers to our seasonal workers and internal staff.

The main initiatives we have implemented in this regard are:

Project to Combat Child Labour and the Summer School Project: Through the Summer School Project, which we have organised in collaboration with public institutions (District Governor's Office, District Directorate of National Education, etc.), we are keeping the children of seasonal agricultural workers away from the fields. By offering children academic support, as well as artistic, cultural, and sporting activities in a safe environment, we ensure they spend the summer productively.

Training for Producers and Farmers: Through our agricultural engineers, we provide producers with technical and practical field training in good agricultural practices, soil health, proper pesticide use, occupational health and safety, and environmental protection.

Awareness Campaigns for Seasonal Agricultural Workers: Before and during the harvest, we organise information and awareness sessions for agricultural workers on their employment rights, personal hygiene, occupational health and safety risks, and the prevention of child labour.

Supplier and Business Partner Briefings: By briefing all stakeholders in our supply chain on our Code of Conduct, social compliance criteria and corporate ethical principles, we are establishing a common, high-quality standard across the supply chain.

From hazelnut orchards to classrooms, and from suppliers to producers in the field, through every training programme we deliver, we support a knowledge-based, informed and sustainable social transformation across our value chain.



SDG 5: GENDER EQUALITY

Women's labour plays a vital role in hazelnut farming and processing. At Sabırlar Hazelnuts, we are committed to ensuring that women have equal rights and safe working conditions, both within our factories and in field operations.

The initiatives we are undertaking in this regard:

Gender Equality Committee: The Gender Equality Committee established within our company holds meetings to assess female employees' requests, monitor the implementation of equality principles, and identify needs in the working environment.

Women's Labour in the Field and at the Factory: The working conditions and occupational health and safety standards of female employees and female producers within our production facilities and supply chain are closely monitored.



SDG 7: AFFORDABLE AND CLEAN ENERGY

At Sabırlar Fındık, we implement energy management strategies across our hazelnut processing facilities to reduce reliance on fossil fuels and lower carbon emissions.

The technical measures we have implemented in this regard are as follows:

Roof-mounted Solar Power Plant: Thanks to the solar power plant investment we have commissioned on the rooftops of our production facilities, we generate a significant proportion of the electricity required for our operations directly from solar energy. In this way, we increase our clean energy usage rate and reduce the amount of electricity drawn from the grid.

On-Site Energy Efficiency: By upgrading the lighting infrastructure in our factory and administrative areas with low-consumption LED systems, we are optimising electricity consumption per unit of production.

Through our clean energy investments and efficiency-focused infrastructure measures, we are ensuring sustainability in production whilst gradually reducing our corporate carbon footprint.



SDG 8: DECENT WORK AND ECONOMIC GROWTH

Sustainable growth in the agricultural sector is only possible by ensuring fair, formalised and safe working conditions for all stakeholders across the value chain. At Sabırlar Fındık, we have made the fight against informal employment, substandard working conditions and child labour a central focus of our supply chain.

Our key initiatives in this regard are:

Field Training and Awareness: Our social compliance specialists provide regular training to farmers, workers, agricultural labour brokers and suppliers on topics including workers' rights, health and safety, fair pay, hygiene and the prevention of child labour.

Registered Employment and Agency Support: By providing consultancy to agricultural labour agencies, we encourage them to obtain an official Labour Agency Licence; by formalising the supply of labour, we safeguard workers' wage rights.

Internal Audits: Through internal audits conducted at the farm and orchard level during the harvest season, we verify on-site compliance with our social compliance criteria and take swift action to address any shortcomings.

Supply Chain Standards: We inform our suppliers about fair labour practices and traceability, and monitor the ongoing adherence to these standards through internal and external audits.

Combating Child Labour and Forced Labour (SDG Target 8.7)

One of the fundamental elements of sustainable development is the complete elimination of all forms of forced labour, human trafficking and child labour. At Sabırlar Fındık, in line with UN Sustainable Development Goal 8.7, we operate under a zero-tolerance policy towards child labour and precarious forms of employment within our hazelnut supply chain.

Guided by the understanding that children belong in safe social and educational environments rather than in orchards, the comprehensive activities we carry out in this focus area are as follows:

Field Inspections and Preventive Monitoring Mechanisms: Throughout the harvest season, our specialist teams carry out unannounced and scheduled field inspections at the farmer and orchard levels. In the event of a risk or detection of child labour in the field, immediate action is taken, and child protection procedures are activated.
Safe Spaces and Access to Education: In collaboration with public institutions, Summer School projects are organised to protect children from risks in the orchards (such as pesticides, harsh working conditions and extreme heat); children's rights to education, nutrition and social development are safeguarded.

Public Partnerships and Institutional Collaboration: To take the fight against child labour beyond individual efforts, we coordinate with District Governors' Offices, District Directorates of National Education and local authorities, contributing to the development of solutions at a regional level.
Ethical Standards in the Supply Chain: Our Code of Conduct forms the basis for all processes carried out with our producers, agricultural intermediaries and suppliers; the prevention of forced labour and the fight against child labour are subject to legal and operational commitments.



SDG 10: REDUCING INEQUALITIES

Inclusive development is only possible through the creation of fair opportunities for everyone, regardless of age, gender, ethnic origin or social status. At Sabırlar Fındık, we reject discrimination in our operations and across our supply chain, and we are implementing measures to reduce social and economic inequalities.

The key areas we focus on in this regard are:

Breaking the Cycle of Poverty: We keep the children of seasonal agricultural workers away from hazelnut orchards by directing them towards Summer School projects. By providing children with safe environments for development and education, we prevent the intergenerational transmission of inequality of opportunity.

Raising Awareness of Rights at Grassroots Level: Through information sessions organised for families of seasonal workers, we are raising awareness on workers' rights, children's rights and the fight against discrimination; we are supporting the social inclusion of disadvantaged groups.

Accessible Complaints and Communication Mechanisms: Channels have been established at the factory and on-site through which all employees and the workforce can impartially raise their requests, suggestions and complaints.



SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

Protecting finite natural resources and mitigating the effects of the climate crisis necessitate circular production models in the food and agriculture sectors. At Sabırlar Fındık, we adopt a responsibility-focused approach that reduces waste at source and minimises our environmental footprint.

The key operational processes we carry out in line with this vision are:

Collection of Agricultural Packaging Waste in Orchards: We install dedicated collection containers in villages to prevent agricultural pesticide containers from contaminating soil and water sources. By sending the collected hazardous packaging waste to licensed recycling facilities, we prevent chemical pollution in agricultural areas.

Zero Waste and Disposal at Factory Level: In line with the Zero Waste Management System we have established at our facility, we separate cardboard, plastic and paper packaging at source and return them to the economy. We hand over our hazardous waste to authorised disposal companies in accordance with the relevant legislation.

Clean Energy: Through the solar power plant investment we have commissioned at our facilities, we generate a significant portion of the electricity used in production from our own renewable energy sources.

Supplier and Farmer Awareness Training: We do not limit our commitment to responsible consumption to within the factory walls; by organising sustainability training sessions, we extend this awareness to our farmers and suppliers, thereby fostering a shared responsibility for the conservation of natural resources.



SDG 13: CLIMATE ACTION

The sudden weather changes, droughts and erratic rainfall brought about by the climate crisis are directly affecting hazelnut farming and soil structure. At Sabırlar Hazelnuts, we are conducting hands-on technical interventions in the field to enhance the resilience of hazelnut orchards and natural resources to climate risks.

In this regard, the climate adaptation initiatives we have implemented in the field include:

Soil Analyses and Proper Fertilisation: We carry out analyses on soil samples taken from the orchards and provide fertilisation prescriptions tailored to the soil's needs, safeguarding soil health and preventing unnecessary chemical use.

Technical Pruning and Preservation of Natural Structures: Through our agricultural engineers, we provide growers with training in proper pruning techniques; we safeguard plant health and crop productivity against climate fluctuations.

Combating Soil Erosion and Protecting Tree Cover: We prioritise protecting forest areas and existing tree cover to reduce the risk of erosion. By maintaining ecosystem balance, we promote natural conservation methods to retain soil on sloping land.



SDG 15: TERRESTRIAL ECOSYSTEMS

The protection of terrestrial ecosystems, forests and water resources is a fundamental prerequisite for sustainable hazelnut production and biodiversity. At Sabırlar Hazelnuts, we place the protection of the natural habitat in the regions where we produce at the heart of our corporate responsibility.

The key environmental protection activities we carry out in this context are:

Protection of Forests and Natural Habitats: We provide guidance to our producers on preventing tree felling and preserving forest structure; we support the conservation of natural vegetation cover to combat erosion.

Buffer Zone Measures: By establishing buffer zones between hazelnut orchards and natural habitats, we prevent agricultural activities and pesticide applications from harming the surrounding ecosystem.

Protection of Watercourses and Drinking Water Sources: We safeguard drinking water sources by implementing buffer zones along watercourses and adhering to safe-use principles to prevent agricultural waste, fertilisers, and chemicals from entering them.

SDG 17: PARTNERSHIPS FOR THE GOALS

Achieving the Sustainable Development Goals and finding lasting solutions to structural issues in hazelnut farming requires a shared responsibility that extends beyond the boundaries of any single organisation. At Sabırlar Fındık, we bring together public bodies, private-sector representatives, and stakeholders from different product groups to create a collective sphere of influence within our value chain.

The key partnerships and engagements we are pursuing in this regard are:

Coordination with Public Institutions: By maintaining close contact with district governor's offices, district directorates of national education and local administrative authorities, we are working in a coordinated manner to improve the working conditions of seasonal agricultural workers, prevent child labour and ensure the effective implementation of Summer School projects on the ground.

Partnerships with the Private Sector and Various Product Groups: We come together in joint meetings not only with stakeholders in the hazelnut sector but also with private sector representatives active in various agricultural and product groups. Through these discussions, we contribute to the adoption of a common approach regarding social compliance, supply chain traceability and sustainability standards.

Engagement with Civil Society and Specialist Organisations: By maintaining dialogue with civil society and local actors on initiatives focused on children's rights, education, human rights, and environmental sustainability, we support our on-the-ground practices from a multidimensional perspective.

Supply Chain Partnerships: Through the ongoing communication channels we have established with our farmers, agricultural intermediaries and commercial suppliers, we ensure that our sustainability principles and ethical standards are adopted throughout the entire value chain.



SUSTAINABILITY AND SOCIAL IMPACT REPORT

At the heart of our sustainability approach lies the holistic management of environmental, social and ethical values as we transform our production journey—which begins with the soil—into the final product. This section outlines our strategic focus, ranging from agricultural transformation and climate action to transparent supply chains, human rights in the fields, and employee wellbeing, as well as the tangible impacts we are making on the ground. The five main areas of focus that guide our activities and complement one another are summarised below:

OUR WORK	FOCUS AREAS AND OBJECTIVES
Agricultural Practices	*Ensuring agricultural productivity and a sustainable future through soil health, regenerative farming techniques and farmer capacity-building training.*
Environmental Performance and Climate Action	*To ensure responsible use of water resources, alongside the management of hazardous, non-hazardous and agricultural waste in line with the principles of renewable energy use, facility efficiency and zero waste.*
Supply Chain and Ethical Management	*To establish 100 per cent product traceability supported by ERP systems from the field to the end consumer, along with responsible sourcing principles, supplier risk analyses and continuous improvement mechanisms.*
Human Rights and Social Impact in Agriculture	*To drive social transformation through on-site regulations for seasonal agricultural workers, a secure working environment and the 'Let Children Grow Up in School, Not in Hazelnut Orchards' preventative summer school model, which aims to prevent child labour.*
Stakeholder Balance and Employee Well-being	*To foster a people-centred organisational culture through on-site Health and Safety (H&S) standards, fair working conditions, equal opportunities, ongoing staff training and participatory management/complaints channels.*

1. AGRICULTURAL PRACTICES

1.1. DIGITAL AGRICULTURE WITH SVETA

By 2025, the Sveta Platform—which has reshaped traditional field management in hazelnut farming through a digital data infrastructure—has ensured that agricultural processes are carried out in a transparent, measurable and traceable manner from the field to the facility.

Data-Driven Producer Profile and Agricultural Risk Management

Producer Data Infrastructure: Orchard sizes, location data, historical hazelnut yields and estimated harvest data have been converted into digital spreadsheets on the Sveta system.

Preventive Agricultural Analysis: Inspections carried out by agricultural engineers in the field have been digitised, enabling early detection of regional disease, pest, and climate risks; tailored intervention schedules have been created for individual farmers.

Social Compliance and Labour Force Mapping
Transparent Labour Force and Payment Monitoring:

Graphs of the seasonal labour force in the orchards during the harvest period, working hours, daily wages and payment balances were digitally recorded.
Social Compliance Verification: Producer-based social risk assessments were carried out; the risks of child labour, fair wage practices, and safe working conditions were monitored using real-time data collected in the field.

1.2.AGRICULTURAL PRACTICES AND GOOD AGRICULTURAL PRACTICES

Throughout 2025, practical and data-driven agricultural methods suited to field conditions were implemented in hazelnut orchards to preserve soil quality and ensure sustainable productivity. The aim was to protect the soil's natural structure through measurements carried out directly in the orchards by our specialist agricultural engineers, one-to-one producer consultancy and the widespread adoption of good agricultural practices.

Soil Analyses

Our agricultural engineers use specialised equipment to analyse the pH levels and structure of soil samples taken from each producer's orchard. Based on the results, fertilisation programmes tailored to the specific needs of each orchard have been drawn up; this has prevented the haphazard, excessive and incorrect use of chemical fertilisers, thereby protecting both soil balance and groundwater resources.



Soil Structure Improvement and Organic Waste Management

Utilisation of Natural Waste: Instead of burning hazelnut suckers and pruning waste, their incorporation into the soil has been encouraged; producers have been instructed on compost preparation and its implementation in their orchards has been ensured. These practices, implemented in the field, have helped the soil retain its moisture and supported its organic structure through natural means.



Controlled Agricultural Pest Management

Rather than conducting random spraying to combat diseases and pests, interventions were implemented only when necessary, based on our engineers' field observations. By preventing the unnecessary use of pesticides, the natural structure of the orchard soil and the environment has been protected.





Proper Pruning and Yield Management

To improve light penetration, air circulation and reduce the risk of disease, we have provided producers with practical guidance on appropriate pruning techniques (thinning, rejuvenation, removal of dead branches). Correct pruning has strengthened plant health and improved product quality.

Our agricultural engineers carry out technical measurements on-site, tailored to each grower's orchard, and use their own calculation methodologies to produce annual yield forecasts; this helps our growers to base their harvest expectations and seasonal planning on data.



Integrated Pest Management

In the fight against diseases and pests, interventions are based on our engineers' on-site observations and economic damage thresholds, rather than on fixed schedules or routine spraying. Only authorised and approved plant protection products are used, thereby safeguarding the biodiversity of the orchards and the surrounding environment.

1.3.FARMER TRAINING, HEALTH AND SAFETY, AND INCENTIVE SCHEME

In 2025, to lay the foundations for agricultural sustainability and quality in the field, comprehensive field activities were carried out to enhance our producers' knowledge and ensure a safe working environment. Through one-to-one advisory services provided under the guidance of our agricultural engineers, in collaboration with local institutions and supported by the provision of protective equipment, our farmers' capacities were developed and field safety was raised to the highest level.

Face-to-Face Farmer Training and Agricultural Consultancy

Throughout the period, our specialist agricultural engineers provided one-to-one agricultural consultancy to 311 farmers in their orchards, delivering training on correct pruning, disease monitoring and fertilisation. Training on pruning, fertilisation, soil analysis, diseases and pests, PPE, erosion control, spraying, composting, the disposal of pesticide containers, waste management and record-keeping is provided to all farmers. In 2025, agricultural engineers delivered training to a total of 1,612 farmers.





In collaboration with the Ünye District Directorate of Agriculture and Forestry and the Chamber of Agriculture, technical training sessions have been organised on the use of agricultural pesticides at the right time, in the correct dosage and under safe conditions.



Health and Safety and Personal Protective Equipment (PPE)

To protect the health of our farmers during pesticide application and garden maintenance, sets of Personal Protective Equipment (PPE) – comprising a hat, mask, overalls, gloves, a first-aid kit and safety goggles – were distributed free of charge to producers.



In addition, the occupational health and safety rules that must be observed during the preparation of pesticides, their application and the disposal of packaging waste have been conveyed to our farmers through practical demonstrations.

Sustainability Incentives and Corporate Partnerships

Sustainability incentive payments have been awarded to producers who implement good agricultural practices, comply with social compliance criteria and contribute to traceability processes.

Thanks to strong communication established with District Agriculture Directorates, Agricultural Chambers and local village councils, regional agricultural policies and training programmes have been effectively implemented on the ground.

2. ENVIRONMENTAL PERFORMANCE AND CLIMATE ACTION

Concrete steps have been taken at our facilities and in our field operations to minimise the environmental impact of our operations and to ensure resource efficiency by 2025. Our environmental performance has been continuously improved through initiatives focused on renewable energy use, waste management and water conservation.

2.1. Renewable Energy and Facility Efficiency

We have implemented initiatives focused on renewable energy and efficiency to optimise energy consumption and increase the use of clean energy across our facilities.

Thanks to the Solar Power Plant (SPP) on the roof of our crushing and processing facilities, 70.4 per cent of the total electricity consumed in 2025 was sourced from renewable energy.
Facility-specific electricity and fuel consumption data have been recorded periodically; equipment on production lines and lighting systems have been managed through regular checks to ensure they operate efficiently.

2.2. Waste Management

Our waste management processes were comprehensively implemented across two main areas: industrial operations within the factory and agricultural activities in the gardens.

Packaging, paper, plastic and hazardous waste generated by our factory operations have been sorted at source into separate categories and sent to licensed recycling and disposal facilities. As a result of this disciplined waste management system, our factory has qualified for the Zero Waste Certificate, and the certificate's requirements have been fully implemented.

To prevent the random disposal of Plant Protection Product (PPP) and fertiliser packaging used in hazelnut production into the environment, soil or water sources, our growers have been encouraged to ensure that packaging waste collected from orchards is sent for safe disposal.



Hazelnut husks and pruning waste – an organic by-product arising in the orchards following the hazelnut threshing and shelling processes – have been directly recycled on-site to improve soil structure and utilised in composting processes, rather than being burnt or discarded.

2.3. Responsible Water Use

Preventive measures were implemented during the 2025 period to control water consumption within the facility and protect the natural water sources surrounding the orchards.

Throughout 2025, unnecessary water use was prevented across the facility through sensor-controlled taps and fittings; regular maintenance and monitoring ensured total annual water consumption remained at 398 m^3.

In the gardens, buffer zones (protection strips) extending up to 25 metres from streams and water's edges were established to prevent pesticide spray drift and chemicals from reaching surface water sources during agricultural spraying. Producers were provided with practical guidance on avoiding these buffer zones during spraying.

3.SUPPLY CHAIN AND ETHICAL MANAGEMENT

Throughout 2025, proactive steps were taken to safeguard transparency, reliability and ethical standards at every stage of our supply chain. The stages from the cracking processes of hazelnuts harvested from the orchard right through to their delivery to the end customer were tracked using a traceability infrastructure; an ethical supply chain structure was maintained through Supplier Codes of Conduct and risk analyses.

3.1. Traceability

Transparent tracking of the product flow has been ensured throughout the hazelnuts' journey from the orchard to the facility and on to the final dispatch point. The acceptance of in-shell hazelnuts from producers' orchards at the cracking facilities, the cracking and processing stages, bagging/packaging, and the loading and dispatch from the factory to the end customer have been recorded step by step via ERP (Enterprise Resource Planning) software.

Traceability is ensured for every batch of product dispatched. This enables the system to clearly verify the origin of the dispatched hazelnuts—including the region and producer from which they were sourced, and the cracking facility where they were processed.

3.2. Responsible Procurement

In procurement processes, not only commercial terms but also social compliance, human rights, and ethical labour standards are applied as fundamental criteria.

In our supply chain processes, we have maintained fair, transparent and trust-based commercial relationships with our producers and suppliers. The "Supplier Code of Conduct" and "Procurement Rules", which encompass social compliance, fair working conditions, legal working hours, occupational health and safety, and the principles of combating child labour, have been signed by all our suppliers as a commitment. Care has been taken to ensure that suppliers of raw materials comply with fundamental legal requirements regarding food safety and the environment.

3.3. Supplier Audits

On-site inspections were conducted to anticipate potential social and operational risks within the supply chain and safeguard an ethical working environment. Our suppliers were subject to periodic risk assessments based on criteria relating to social compliance, the risk of child labour and working conditions.

Our teams visited suppliers on-site to observe social compliance and working conditions first-hand, carried out audits, and provided necessary warnings and information to suppliers when non-compliance was identified. In 2025, internal social compliance audits were carried out at 30 suppliers.



4.HUMAN RIGHTS AND SOCIAL IMPACT

During the 2025 hazelnut harvest season, comprehensive initiatives were implemented to improve the living standards of seasonal agricultural workers and their families – who form the most crucial link in our agricultural supply chain – to safeguard human rights in the fields, and to strengthen preventive measures against child labour.
Through our social compliance regulations, which aim to ensure that seasonal workers are employed under decent working conditions, and our projects designed to keep children away from hazardous environments and steer them towards education, we have implemented a sustainable social impact model.

4.1. Certification of Agricultural Labour Brokers and Contractual Employment

The aim was to register agricultural labour brokers who facilitate the supply of labour within the agricultural supply chain, ensure their compliance with legal regulations, and clarify their powers and responsibilities on the farm.

One-to-one guidance and consultancy services were provided to labour brokers without a certificate to help them obtain an İŞKUR-approved Agricultural Labour Broker Certificate. For brokers whose existing certificates had expired, the renewal processes were actively monitored in the field.

To formalise the working relationships between labour brokers, producers and workers, the widespread use of İŞKUR-approved Seasonal Agricultural Work Contracts has been promoted. This has ensured that wage payments, working hours and responsibilities regarding transport and accommodation are set out in writing.



Special briefings were provided to agricultural labour brokers on the critical role they play in preventing child labour, the legal penalties for employing unregistered workers, transparent management of wage deductions, and the safe transport of workers. This season, 15 agricultural labour brokers received training on the importance of the TIA certificate, its requirements, and contract-based employment.

4.2. Stakeholder Participation and Cooperation Mechanisms

Recognising that social issues in the hazelnut sector cannot be resolved through unilateral interventions, a multi-stakeholder governance model encompassing all actors in the production chain has been adopted.
Regular contact has been maintained with the Ministry of Labour and Social Security, İŞKUR, Provincial and District Directorates of National Education, District Governors' Offices, Chambers of Agriculture, District Agriculture Offices, District Health Offices and local councils, and coordination meetings have been held before and during the harvest.





By acting in concert with other exporting firms and suppliers in the sector, joint inspection and training protocols have been implemented to prevent duplication of efforts in the field and ensure the efficient use of resources.

4.3. Producer Information and Social Awareness

Extensive awareness-raising activities were carried out to enhance hazelnut producers' knowledge not only regarding agricultural productivity but also concerning social responsibilities and legal obligations within the supply chain.





Producers were informed about the minimum daily wage guidelines, overtime rules, and daily working and rest periods announced at the start of the season, and were encouraged to ensure that wage payments were made in full and on time. As part of socially focused training programmes aimed at raising producers' awareness, comprehensive information sessions were conducted, reaching a total of 323 farmers – 59 women and 264 men.

Producers were informed about the legal consequences of employing children under the age of 18 in hazelnut orchards, as well as international labour standards (ILO) and the humanitarian aspects of this issue. The principle that children should be in educational and social settings rather than in the orchard was emphasised to producers.



Guidance has been provided to producers on safety measures to be taken against workplace accidents that may occur on sloping and rugged terrain, the provision of personal protective equipment (PPE), and ensuring that temporary accommodation provided to workers meets basic hygiene standards (clean water, toilets, showers, electricity).

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4.4. Field Activities Targeting Seasonal Migrant Agricultural Workers

A two-stage field management model has been implemented both in the workers' home regions (origin) and in the regions where they will be harvesting hazelnuts (harvest), with the aim of improving the living conditions of seasonal agricultural workers and their families, preventing rights violations and keeping children away from hazardous areas.

4.4.1. Origin Training

The Origin Intervention Model was implemented to inform seasonal agricultural workers about the risks and violations they face during the harvest period whilst they are still in their home regions, before they migrate, to empower them regarding their rights and to raise their awareness. Within this framework, comprehensive Origin Training sessions were conducted by joint field teams from Sabırlar Fındık and Yavuz Gıda in Şanlıurfa and the surrounding districts (Viranşehir, Hilvan, Siverek, Haliliye, Eyyübiye and Ceylanpınar), where the seasonal agricultural workforce is concentrated. A total of 508 men and 986 women, totaling 1494 people took part in the training activities organised for seasonal agricultural workers in the districts of Viranşehir, Hilvan, Siverek, Haliliye, Eyyübiye and Ceylanpınar in the province of Şanlıurfa, including …

Interactive and participatory methods were adopted during fieldwork conducted in village squares, district centres, Multi-purpose Community Centres (ÇATOM), and Family Support Centres (ADEM). The training sessions, supported by face-to-face interviews, focus group discussions and interactive question-and-answer sessions, focused primarily on the following areas:



- Health and Safety at Work: Physical risks in the garden, the use of personal protective equipment (PPE), and safe transport using agricultural machinery.

- Child Labour and Youth Labour: The legal and humanitarian dimensions of child labour, prohibitions on employing those under 18, and special protective provisions in legislation for young workers.

- Contractual Employment: The importance of MGTİ contracts, the legal authority and limitations of labour brokers, daily wage calculations, and deductions for travel and meals.

- Social Rights and Communication Channels: Complaint and support mechanisms, helplines and the principles of combating discrimination.





Women-Focused Special Sessions: It has been observed that female seasonal agricultural workers bear a double burden—comprising not only heavy and long working hours in the fields but also domestic care, meal preparation and childcare—yet they do not receive equal pay for equal work and face concerns regarding privacy and security in their accommodation. Taking these vulnerabilities into account, the field teams organised special, closed-door sessions for women only within the Women's Solidarity Centres. These meetings, which provided a safe space for sharing, directly enabled women workers to comfortably express the problems and concerns they faced, develop an awareness of their rights, and become empowered regarding gender equality.



During field interviews, it was observed that whilst workers were beginning to become aware of their fundamental rights, they hesitated to speak out about the rights violations they had experienced due to fears of 'not being called back for work in the next season' or 'strained relations with the agricultural labour broker'. Furthermore, children being cut off from education due to the migration cycle and inconsistencies in identity and age records emerged as key structural challenges in the fight against child labour. Nevertheless, the intervention being carried out in the workers' own living environments (at source) reinforced trust throughout the process. Following the training, it was observed that the workers moved away from a passive stance and adopted a rights-based, self-assured and solution-oriented approach, asking questions such as 'What are our legal rights?', 'How does the process work when we contact the complaints helpline?' and 'Who can we turn to?'.

4.4.2. Harvest Season Initiatives and Training

With the start of the harvest season, a number of social interventions were implemented in the areas where workers were actually working and staying in the hazelnut-producing regions.

Brochures, posters and guides prepared to ensure that workers and their families are informed about working conditions, occupational health and safety principles and child protection policies were distributed directly on site. An independent complaints and support mechanism, offering services in Turkish, Kurdish and Arabic, was established and rolled out across the field to enable workers to raise any queries, reports or complaints regarding rights violations they encounter in their work and accommodation areas.

The information programmes organised in August and September – when the hazelnut harvest in the Black Sea region reaches its peak – cover all workers in the region, both local and seasonal. Sessions, organised at the end of the working day to avoid disrupting the daily work routine, are conducted with due regard to practical requirements on the ground. These sessions address human rights issues such as the prevention of child labour, the situation of young workers, principles of equality, working hours, health and safety, complaint channels and general hygiene.



Rather than passive listening, an approach based on mutual interaction is adopted; participation is kept lively through question-and-answer sessions, group-focused discussions and individual meetings. In this way, not only is a learning process created, but employees' views and feedback on situations they encounter on-site are also regularly recorded. As a result of these initiatives, a total of 355 workers – 191 women and 164 men – received training during the 2025 season.







Throughout the harvest period, educational, nutritional and social activity support programmes were run to ensure that children were kept away from the hazelnut orchards. Throughout the harvest, our social compliance teams and independent auditors carried out unannounced, spot, and drop-in site inspections of hazelnut orchards and accommodation areas without prior notice. In this context, unannounced inspections were carried out at 50 orchards deemed to be at risk in Giresun and Ordu.





Should child labour be identified in the field or in high-risk areas, our company's structured 'Intervention and Corrective Action Protocol', in line with our Zero Tolerance policy, is immediately activated:

- The Best Interests of the Child and Immediate Removal from the Site: At the moment of detection, priority is given to the child's safety; the child is immediately removed from the workplace and directed to a safe area.

- Discussions with Responsible Parties and Legal/Contractual Warnings: Immediate discussions are held with the farm owner and the agricultural labour broker where the breach occurred, reminding them of their obligations under international labour standards (ILO) and national legislation.

- Family Information and Guidance: Through one-to-one communication with parents, the developmental risks of child labour are explained, and root-cause work is carried out by ensuring the family has free access to existing social and educational opportunities.

- Unannounced Monitoring Inspections: Locations where violations are identified are marked as priority and high-risk on our risk map and are subject to repeated, unannounced inspection visits until the end of the season.

- Remediation Protocol: Our primary aim is not to exclude producers from the system, but to educate and transform them so that they meet decent work standards. In line with this, the initial stages involve warnings, guidance and remediation processes.

4.5. The 'Let Children Grow Up in School, Not in Hazelnut Orchards' Project and the Preventive Model

Seasonal agricultural labour stands out as an extremely wide-ranging field that brings with it multifaceted social risks. Children who participate in forced migration alongside their families face serious risks such as being deprived of their right to education, health issues, social integration problems and child labour . This project, which we carried out under the coordination of the Ünye District Directorate of National Education, is a preventative model aimed at keeping the children of seasonal agricultural workers away from hazelnut orchards and bringing them together in a safe, educational and developmental environment.

The workshop programme we ran at the Ünye Göbü Nature and Arts School between 4 and 29 August 2025 is a sustainable social responsibility project that goes beyond a mere prohibitionist approach to preventing child labour; it offers children an alternative, attractive and rights-based living environment.





The significant drop in the hazelnut harvest during the 2025 season substantially reduced the demand for labour in the region, whilst the removal of temporary accommodation facilities also made the process considerably more challenging from a logistical perspective. Due to the scarcity of produce in the orchards, producers' demand for labour remained limited; this situation has led agricultural contractors to reduce the size of the worker groups they bring to the region or to redirect their routes to other areas. These economic conditions, combined with uncertainties regarding accommodation infrastructure, have significantly weakened the flow of seasonal agricultural worker families migrating to the region and led to a direct decline in the number of children within our target group; however, despite all these temporary constraints, our project adapted swiftly to the prevailing conditions, was implemented seamlessly on the ground, and enabled us to provide the children we were able to reach with a much more in-depth, personalised and flexible form of social support. This year, 27 children were provided with education at the summer school. Although the participation being limited to 27 children may appear to be a quantitative constraint, it has been transformed into a much more in-depth, personalised and high-impact educational model from a qualitative perspective.

Developmental Assessment and Needs Analysis

Qualitative observations and assessments conducted during the first week of the programme revealed that children aged between 4 and 13 (covering the pre-school, primary, and secondary school age groups) had significant support needs across various areas of development.

Observations showed that the children struggled with psychomotor activities requiring fine motor skills, such as cutting, folding, and drawing, and were unfamiliar with children's songs. From a social-emotional perspective, a lack of enthusiasm for activities, a tendency towards bullying peers, difficulties adhering to classroom rules, and irregular use of materials were prominent. In terms of language development, a limited vocabulary, difficulty in understanding the teacher's instructions and the use of coarse language in peer communication were identified. In the cognitive domain, alongside a very low literacy rate, weaknesses were identified in tasks requiring numeracy, conceptual understanding, matching, grouping, and attention focus. In terms of self-care skills, shortcomings such as a lack of attention to personal hygiene and self-care, and an inability to use cleaning products appropriately, were evident.

In line with these findings, activity levels were simplified and structured in stages according to the children's current abilities; thanks to this flexible teaching design, the children's participation and motivation increased rapidly.



The Workshop Programme and Content Implemented

Multidisciplinary workshop sessions were organised to holistically support the children's physical, mental and social needs. The areas in which the children showed the greatest interest and enjoyment were the Gastronomy, Art and Traditional Children's Games workshops.

- Nutrition and Healthy Living: Nutrition Workshop, Gastronomy Workshop, Activities to Develop Personal Care Skills.

- Academic and Artistic Development: Reading Workshop, Art Workshop, Making the Turkish Flag from Craft Paper, Recycling Workshop.

- Science and Mind Games: Science Experiments Workshop, Brain Teasers Workshop, Career Introduction Workshop.

- Music, Movement and Socialisation: Music Workshop, Karaoke Workshop, Film Viewing Workshop, Sports Activities – Garden Games, Traditional Children's Games Workshop.

All meals within the scope of the project (breakfast and lunch) were provided by us; mealtimes were also transformed into learning opportunities to instil in the children regular eating habits, a balanced diet and table manners.








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Comprehensive initiatives were carried out within the school to take children's rights out of the realm of abstract concepts and integrate them into their daily lives, whilst enabling them to imagine their own futures:

In art and craft workshops, the children created a collective 'Tree of Rights' by drawing their rights to play, go to school, eat healthily and rest on pieces of paper they had cut out themselves. Through this activity, the children visualised their rights and gained a concrete understanding of them.

In role-play workshops, the children's ability to freely express their feelings and thoughts, to adopt non-violent language rather than abusive language when communicating with peers, and to say 'no' whilst respecting their personal boundaries was developed through drama.

Career exploration events were organised to broaden the children's imaginations, support their visions for the future, and emphasise their right to protection. As part of the programme, children engaged in direct communication with law enforcement officers (police/gendarmerie) and representatives of various professions who were invited to the school. Through these meetings, the children not only learnt first-hand that law enforcement and security units exist to protect them, but also had the opportunity to reflect on their future goals by getting to know different professions, such as policing and teaching, up close.

Children were taught the skill of engaging in dialogue rather than resorting to physical or verbal violence when disputes arose amongst themselves; they were introduced to 'Peer Peace Zone' role models, enabling them to devise fair solutions amongst themselves.

Through the opportunities offered by the nature school environment, children were taught about their right to live in a clean environment; through recycling and nature conservation activities, they were instilled with an awareness of the need to protect both their own rights and the balance of nature.

To enable them to express the emotional burdens arising from seasonal migration, art, theatre, drama, and music workshops have been transformed into vehicles for emotional expression; a space has been created for children to express themselves freely without feeling under pressure.

In line with Article 31 of the UN Convention on the Rights of the Child, which recognises children's right to participate freely in cultural and artistic life, film screenings, karaoke sessions, craft sessions and music workshops have been organised to support the children's artistic development.



Project Outcomes

At the end of the four-week programme, tangible and positive developments were observed in the children in every respect:

1. Developmental Progress: The children have developed their fine motor skills and have begun to behave in a harmonious, cooperative and sharing manner with their peers. There has been a marked increase in their adherence to classroom rules, their ability to follow instructions, their capacity to establish connections between concepts, and their participation in children's songs and games.

2. A Safe Space for Families: Families have entrusted their children to the school without any concerns, knowing that whilst they are working in the hazelnut orchards, their children are in a safe, caring and educational environment.

3. Awareness of Children's Rights and Holistic Development: We did not limit our fight against child labour to simply keeping children away from the orchards; we taught them about their fundamental rights. We ensured they personally experienced their rights to education, play, rest, free expression of their thoughts, and enjoyment of their childhood. By becoming aware of their own rights, the children not only gained self-respect as individuals but also became the strongest agents of a sustainable, preventative model.







5.EMPLOYEE HEALTH, WELL-BEING AND HUMAN RIGHTS

Safeguarding the physical, mental and social wellbeing of our employees—our internal stakeholders—and establishing a fair, safe and inclusive working environment are at the heart of our corporate responsibility. Our company is committed to ensuring occupational health and safety to the highest standards, full compliance with human rights and fair labour principles, continuous support for our employees' professional and personal development, and fostering a strong culture of internal communication through transparent participation mechanisms. All policies and practices implemented in this regard aim to embed employee wellbeing as part of our corporate culture and to safeguard a sustainable working environment.

5.1. Occupational Health, Safety and Employee Well-being

Our company regards the protection of our employees' lives, as well as their physical and mental health, as one of its fundamental responsibilities across all operations. Occupational Health and Safety (OHS) management goes beyond mere compliance with legal requirements; it is continually improved through regular on-site inspections and a proactive approach to ensure a safe working environment across all our production and work areas.

Regular risk assessment activities are conducted at our factories and work sites to identify potential hazards before they arise. Within this framework:

- ***Periodic Site Inspections:*** Production and storage areas are regularly inspected by health and safety specialists and internal audit teams, ensuring that unsafe conditions and behaviours are rectified immediately.

- ***Personal Protective Equipment (PPE) Standards:*** PPE that complies with international standards and is appropriate to the risk level of each role is provided in full to all our employees, and its use is closely monitored.

- ***Ergonomics and Workplace Environment Improvements:*** To protect employees' physical health, environmental measurements (noise, lighting, dust, ventilation) are carried out periodically, and ergonomic adjustments are implemented in the workplace.

In addition to establishing a healthy working environment, preventive healthcare services are provided to safeguard our employees' general health and prevent potential occupational diseases:



- ***Pre-employment and Periodic Health Screenings:*** Regular health checks, hearing tests, chest X-rays and blood tests are carried out in accordance with our employees' job descriptions and the risks to which they may be exposed.

- ***Occupational Health and Primary Healthcare Services:*** Our in-house doctor provides services via the on-site infirmary to ensure immediate intervention for any health issues that may arise during working hours.

- ***Health Awareness Training:*** We run information sessions for staff on hygiene and chronic conditions.

Comprehensive emergency plans are in place to ensure a swift, effective and organised response in the event of a fire, natural disaster or workplace accident; periodic evacuation drills and exercises (fire, search and rescue, first aid) are carried out.





Furthermore, to instil a culture of health and safety among all our staff, regular health and safety, emergency response, and first-aid training programmes are delivered from the induction phase onwards.

5.2. Fair Working Conditions and Human Rights

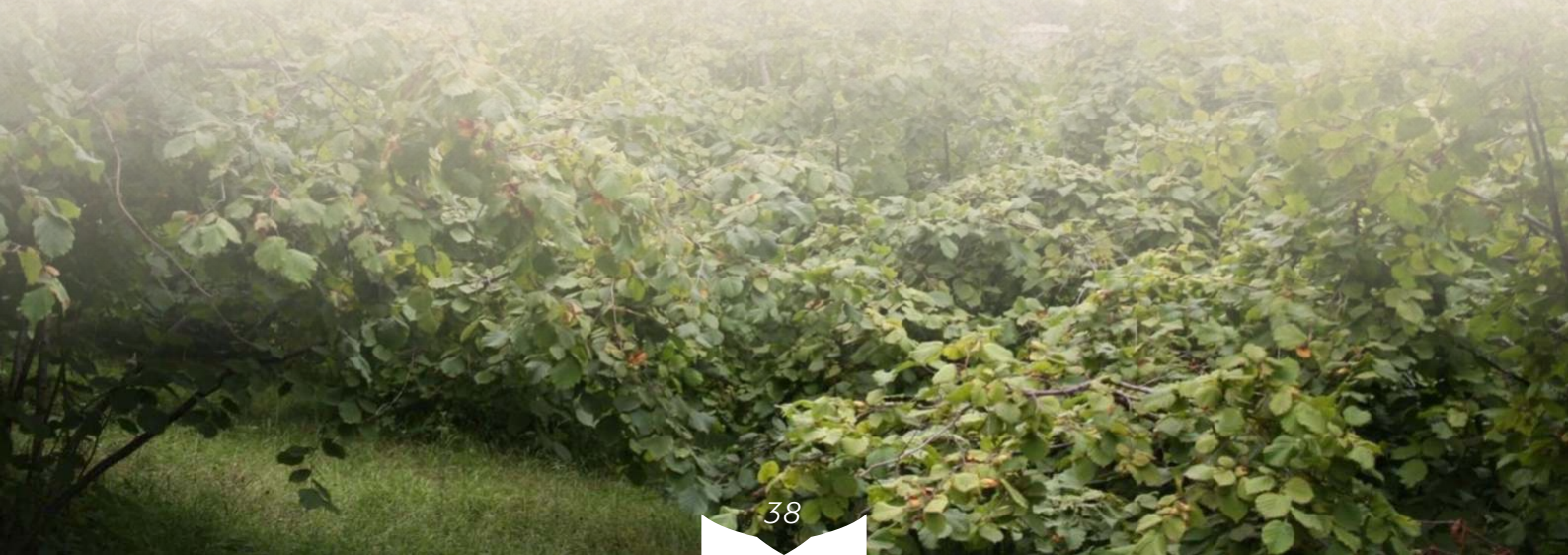
At Sabırlar Fındık, throughout the period, we have implemented initiatives to provide a fair, inclusive, and safe working environment across all our operations, in line with international labour standards and legal regulations. In our human resources and on-site practices, we have prioritised the physical, mental and social well-being of our employees; all processes have been conducted in accordance with the principles of equal opportunities and transparency.

In the context of employee health and safety, regular periodic site inspections were carried out at our facilities and worksites. During these inspections, the physical conditions of the working environment and operational risks were assessed on-site, and improvement measures were proactively implemented to address any identified issues. Recruitment, training, performance appraisal, and employee rights processes were conducted on an equal-opportunity basis. Full compliance with relevant legislation was ensured regarding working hours, rest periods, statutory leave and remuneration practices. Furthermore, internal communication channels through which employees could convey their requests, suggestions and feedback were kept active, ensuring that the working environment remained orderly and harmonious throughout the period.

5.3. Employee Development Programmes and Training

During the reporting period, various training activities were conducted in line with the annual training plan to enhance employees' professional competencies and strengthen organisational awareness. When designing the training programmes, departmental needs, operational requirements and current standards were taken into account, and it was ensured that the training reached all employees.

The training sessions held throughout the period covered a wide range of topics, including legal obligations, social compliance, food safety, environmental awareness, and corporate ethics. The programmes, which were supported by practical exercises and drills in addition to theoretical briefings, were systematically monitored and recorded via attendance registers.





Key Training Areas Covered During the Period

- Health, Safety and Emergency Management: To reinforce safety in field and production areas, basic health and safety briefings were provided, alongside practical training on fire safety, first aid and the use of equipment; emergency drills were also completed.

- Food Safety, Quality and Hygiene Standards: Technical briefings were provided on standards such as BRCGS, FSMA and FSSC 22000, as well as on pest control, allergen management, prevention of counterfeiting and adulteration, and risks associated with foreign objects.

- Social Compliance, Human Rights and Workers' Rights: Information sessions were organised on working principles, gender equality, the prevention of discrimination and harassment in the workplace, freedom of association and the prevention of forced labour.

- Corporate Ethics and Company Policies: Processes relating to business ethics, codes of conduct (compliance with BSCI, FLA and RA standards), anti-bribery and anti-corruption measures, disciplinary procedures and the use of complaint and feedback mechanisms were covered.

- Environment, Sustainability and Departmental Training: Sustainability modules covering the environment, waste management and the reduction of environmental impacts were delivered.

5.4. Employee Participation, Representation and Grievance Channels

Throughout the reporting period, our company has implemented an inclusive model in which employees are involved in decision-making to enhance workplace harmony, mutual trust, and a sense of belonging to the organisation. Employee representatives, elected through democratic processes within the workplace, have taken on an active role as the primary channel of dialogue between staff and management. During the period, regular meetings with representatives were held, during which field observations, requests regarding working conditions and reports focusing on health and safety at work were addressed and brought directly to the attention of Human Resources and senior management.

Internal reporting systems, based on the principle of confidentiality, were operated continuously to ensure that employees could freely voice any requests, complaints and suggestions for improvement. All matters collected from suggestion and complaint boxes within the premises, as well as those communicated via channels providing direct access to management, were carefully assessed, and prompt corrective measures were taken where deemed necessary. Furthermore, employee satisfaction and expectations were measured through surveys conducted during the period, and actions to improve the working environment were implemented in line with the resulting analyses.

Furthermore, given the high proportion of female employees in our company, priority has been given to ensuring inclusive working conditions and addressing specific needs. The roles and physical working conditions of pregnant staff or those with special circumstances have been organised in accordance with health standards; information sessions have been conducted to support female employees' professional and personal awareness. A culture of shared participation has been maintained by consulting staff at every stage, from setting social responsibility targets to evaluating on-site practices.



CONCLUSION AND EVALUATION

All social responsibility and sustainability activities implemented throughout the period are a concrete demonstration of Sabırlar Fındık's management philosophy, which places people, labour and nature at the centre of every stage of the hazelnut supply chain. The field studies, internal audit data, and social projects shared in this report are not merely a record of periodic activities but proof that our corporate responsibility principles are being implemented on the ground, from the orchard to the factory.

We have adopted a holistic approach across a wide range of areas, from our field operations to support mechanisms for seasonal agricultural workers; from social programmes and summer school initiatives aimed at preventing child labour to awareness-raising campaigns designed to improve women's health and living conditions. The training sessions conducted with our farmers and our internal audit processes have evolved beyond mere control mechanisms; they have become a collaborative effort aimed at mutual learning, raising awareness, and establishing sustainable standards in agricultural production. Similarly, through periodic on-site inspections at our facilities and work areas, fair, safe, and transparent working conditions have been consistently upheld.

2024 – 2025 Performance Comparison Table

Activity / Indicator AREA	2024 DATA	2025 DATA	PROGRESS / STATUS
Number Of Farmers Provided With Agricultural Training	1,510 Farmers	**1,612 Farmers**	*The number of producers receiving one-on-one technical guidance and proper fertilization training increased.*
Number of Farmers Provided with Social Training	286 Farmers	**323 Farmers**	*The number of farmers reached through training on social rights and children's rights increased.*
Number of Field Internal Audits Conducted	221 Audits	**248 Audits**	*Social, agricultural, and environmental compliance audits were intensified.*
Number of Children Directed to Summer School	77 Children	**27 Children**	*The number of seasonal workers and children coming to the region decreased directly due to the low hazelnut yield in 2025.*
Seasonal Agricultural Workers Trained	2,396 Workers	**1,849 Workers**	*Rights, OHS, and health trainings. The origin region training project, conducted jointly with 3 companies in 2024, was carried out with 2 partner companies in 2025.*
Number of Suppliers Trained and Audited	25 Suppliers	**30 Suppliers**	*Social compliance audits were completed for 30 cracking facilities.*
Supply Chain Traceability Rate	100%	**100%**	*Full traceability infrastructure was maintained.*
Renewable Electricity Share (Rooftop SPP)	57%	**70.4%**	*A major portion of the facility's electricity requirement was supplied from solar energy.*

At Sabırlar Fındık, our aim is to establish a permanent, inclusive and traceable value chain that safeguards the rights of children, women, the workforce and local communities in every region where hazelnut production takes place. In the coming periods, our key priorities will continue to be: expanding measures to improve the living conditions of farmers and seasonal agricultural workers; strengthening preventive field mechanisms in the fight against child labour; raising social and environmental awareness within our network of farmers; and steadfastly upholding fair labour principles throughout our entire supply chain.

OUR APPROACH TO THE FUTURE

As Sabırlar Fındık, we monitor our sustainability performance with concrete indicators and set measurable targets for the upcoming period:

▪**Renewable Energy:** To maintain the electricity consumption rate supplied from the Solar Power Plant (SPP) at our facility at a minimum level of 70%, and to increase efficiency to 75% through annual panel maintenance.

▪**Water Conservation:** To expand water-saving measures in production and social usage areas; and to ensure traceability by performing water efficiency and meter tracking controls throughout the facility all year round.

▪ **Zero Waste:** To maintain the rate of waste generated in our factory being sent to licensed disposal/recycling facilities at 100%.

▪ **Traceability:** To maintain the product traceability rate carried out via the ERP system at 100%, from cracking facilities to the final product.

▪ **Supplier Audits:** To continue subjecting suppliers—consisting of cracking facilities and business partners—to inclusive internal social compliance audits every year.

▪ **Soil Analyses:** To aim to increase soil quality through the accurate and balanced use of fertilizers by conducting regular soil analyses in 90% of our model/monitored hazelnut orchards by 2027.

▪ **IPM (Integrated Pest Management):** In line with Integrated Pest Management principles, to gradually reduce unnecessary and incorrect pesticide use in orchards and promote residue-free production by informing our growers about spraying at the right time and correct dosage.

▪ **Worker Trainings:** To increase the total annual number of workers reached through training provided to seasonal agricultural workers in origin regions and harvest fields to a minimum of 2.000 workers.

▪ **Women's Participation:** To maintain the participation rate of female workers in organized agricultural and social compliance trainings at a minimum level of 60%, and to increase the number of female farmers participating in agricultural trainings.

▪ **Child Labor Remediation:** To subject 100% of hazelnut orchards classified as "high risk" in risk assessments conducted during the harvest period to unannounced social compliance audits, and to fully implement the remediation protocol in identified cases.

▪ **Grievance Hotline Resolution Rate:** To evaluate notifications submitted to the grievance and support hotline within a maximum of 7 business days and reach a 100% resolution rate.

Sabırlar Fındık adopts its sustainability approach as an integral part of its corporate strategy and operational processes. The data obtained during the reporting period and the targets set for the upcoming period demonstrate our commitment to enhancing environmental performance, maintaining transparency across the supply chain, and fully implementing social responsibility standards. Our company is committed to creating long-term value for its stakeholders through an ethical, transparent, and traceable management approach across the entire value chain, and to pursuing activities focused on sustainable growth.



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SABIRLAR Ltd. Şti.

Akoluk Mah. Cumhuriyet Cad. No:24 Ortahisar / Trabzon
Tel: +90 462 272 53 53 / Faks: +90 462 272 55 00
www.sabirhazelnut.com.tr / hsabir@sabirhazelnut.com.tr