

Sustainable Future
**WITH THE POWER OF
NATURE**

We are pioneers in agriculture with advanced methods and environmentally friendly solutions. While increasing efficiency with sustainable practices, we act with the awareness of protecting natural resources.



2023

Sustainability Report



This report includes the sustainability activities and targets carried out by Sunel Ticaret Türk A.Ş. in 2023 and was prepared by Enexion Group (Enexion Energy and Risk Consultancy Inc.). All information and opinions presented in the report are provided by Sunel and do not claim to be complete. Other data and information other than the energy, emission and water data presented in the report have not been subject to independent verification and are prepared for informational purposes only and do not constitute a recommendation for investment decisions.

Sunel Ticaret Türk A.Ş., its board members, employees and reporting consultants are not responsible for any loss or damage that legal or real persons may suffer directly or indirectly due to any data or information expressed in this report, any comments made within the framework of this data or any evaluations made based on these comments. All information and related documents presented as of the date of preparation of this report are declared in good faith and are based on reliable sources.

All written and visual content in the report cannot be used, copied, reproduced, published, distributed or sold, partially or completely, without attribution.

Enexion Group A.Ş.

ABOUT THE REPORT

As Sunel Ticaret Türk A.Ş., in our Sustainability Report, we address our business model, sustainability strategy and goals in terms of environmental, social and corporate governance for 2023 and explain our performance in this context.

The information in the report and the consolidated financial statements cover Sunel's headquarters and production activities in Izmir for the 12-month activity period between January 1, 2023 and December 31, 2023.

Through this report, we share our contributions to the 2030 Agenda and Sustainable Development Goals approved by the United Nations in 2015, in accordance with the GRI Sustainability Reporting Standards.

In order to review our sustainability strategy and plan our necessary new actions; we determined our material issues with a materiality analysis that included our stakeholders. We categorized the relevant issues under environmental, social and governance headings and provided detailed explanations about these issues.

Under the leadership of the Sustainability Committee, we will continue to take sustainability-focused steps in all actions we will take.

CONTENTS

About the Company

About the Company
Overview of 2023
Products
Memberships and Partnerships

Corporate Governance

Vision, Mission and Our Values
Governance Structure
Sustainability Approach
Sustainability Governance and Activities
Materiality Analysis
Materiality Matrix
Sustainability Targets
Corporate Risk Management
Business Ethics
Stakeholder Engagement

Environmental Sustainability

Environmental Management Approach
Emission Management
Climate and Energy Management
Waste Management
Water and Wastewater Management
Biodiversity

Sustainable Product Management

Sustainable Product Management Approach
Organic and Innovative Production
Life Cycle Assessment
Sustainable Supply Chain
Customer Relations

Social Sustainability

Our Social Sustainability Approach
Occupational Health and Safety
Human Rights Approach
NO to Child Labor!
Our Human Resources Practices
Employee Rights

Performance Indicators

Performance Indicators

GRI Index

GRI Content Index



About the Company

We shed light on the future with our innovative technology and environmentally friendly vision.

ABOUT THE COMPANY

Our History: From 1939 to the Present

Founded in 1939, Sunel Ticaret Türk A.Ş. is one of the oldest companies in the tobacco sector with its deep-rooted traditions. However, the real foundations of our company and the beginning of our current venture date back even further. In an interesting twist of fate, the history of the company offers a story intertwined with the history of the Republic of Türkiye.

As is known, after the collapse of the Ottoman Empire, in the early 1930s, the nations of the world were struggling to overcome the great economic crisis and were seeking mutual solutions to economic problems. At that time, the Ottoman Empire's huge debt burden to England forced the Republic of Türkiye to take over these debts. The Republic of Türkiye began to seek alternative methods to pay the Ottoman Empire's debts to England. As a result of the negotiations held between the British Foreign Office, the Board of Trade and the Turkish Government, it was decided to establish a company with the special instructions of the Turkish Foreign Office. This company is Sunel Ticaret Türk A.Ş.

It has been mutually agreed by the parties that Türkiye's debts will be paid through tobacco exports and that the value of the exported tobacco will be deducted from the debt. Thus, the establishment and development of the company has been seen as an important economic turning point in the history of the Republic of Türkiye.

Over its 85-year history, Sunel Ticaret Türk A.Ş. has become one of Türkiye's largest private tobacco companies with its 100,000 square meter indoor operation area, advanced technology-equipped processing and storage facilities, modern laboratories and superior product quality.

The company is owned by the Gürel family and is one of Türkiye's oldest leaf tobacco suppliers.

40/50 Period





80's Period



Our Potential

As Sunel Ticaret Türk A.Ş., we have a purchasing capacity of 15,000 tons of unprocessed tobacco by cooperating with approximately 10,000 farmers. With our innovative approach, as Sunel Ticaret Türk A.Ş., we attach great importance to traceability through the online systems we use within our own organization. Thanks to this traceability process, we can closely follow the entire process from tobacco planted in the field to the packaging stage.

Our warehouses have a storage capacity of 10,000 tons of green tobacco (unprocessed), and we also have an additional storage area of 10,000 tons. Our facility in Armutlu, Izmir is 35 kilometers away from our main storage area.



240 ton



Daily Green Tobacco Processing Capacity

As Sunel Ticaret Türk A.Ş., we are the leader of the local tobacco industry with our integrated facility size, technical competence, state-of-the-art processing machines, modern laboratories and comprehensive quality control systems under one roof. Offering pioneering innovations in the fields of processing and improvement, the company has a daily processing capacity of 240 tons of green tobacco thanks to these innovations. In our facility, which offers the opportunity to process two different grades at the same time, we perform 100% NTRM screening to prevent non-tobacco material (NTRM) content.

We pack the tobacco we process in C48 boxes and store it in both our central warehouses and Armutlu warehouses, which have a total capacity of 32,000 tons. As Sunel Ticaret Türk A.Ş., we expanded our operations from Türkiye to Albania in order to increase our tobacco diversity. In addition, we assumed a pioneering and leading role in the cultivation of Organic İzmir tobacco. As a company with 100% Turkish capital, we establish closer and more social relations with our farmers.

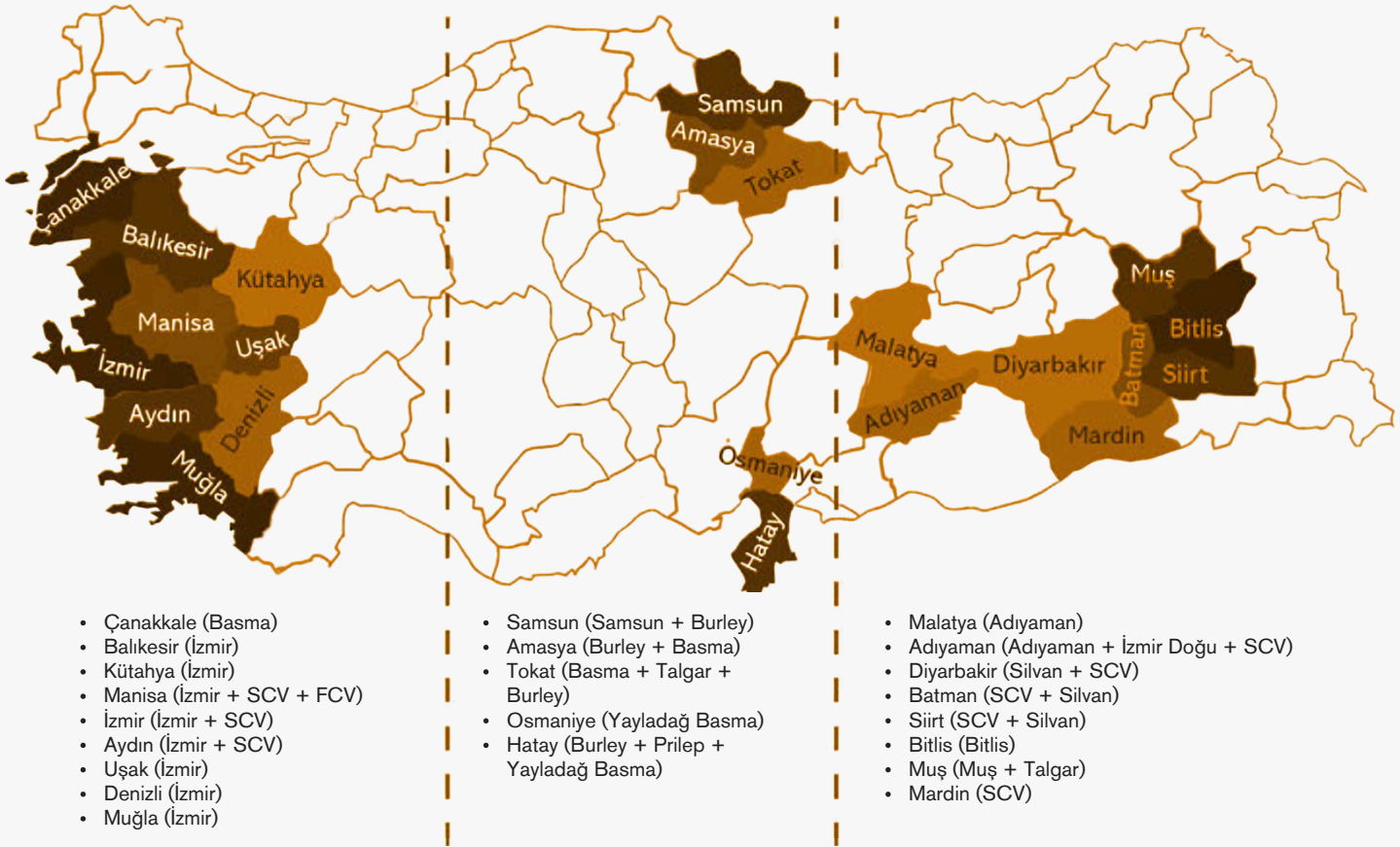
32,000



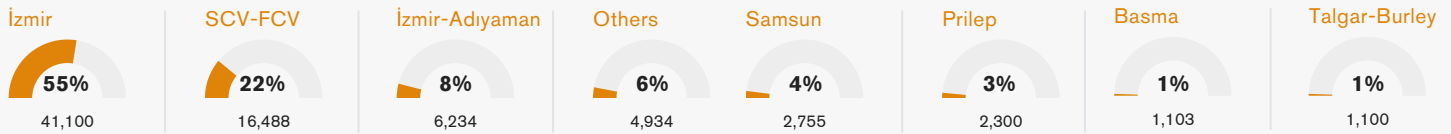
32,000 tons of tobacco storage capacity

The size of the operations of Gürel Group of Companies has allowed the company to develop close relations with every level of government. We have a strong position in the Chamber of Commerce, Industry and Tobacco Exporters' Association and the Turkish Exporters' Assembly. Our operations are carried out by professional managers, and this approach provides great confidence to the company. This has allowed Sunel to be supported by leading tobacco companies with premium supplier status.

Türkiye Tobacco Map



2023 Product Distribution (tons)



TİM TÜRKİYE
İHRACATÇILAR
MECLİSİ

TÜRKİYE'NİN İLK
1000
İHRACATÇISI

2023


★ ★ ★ Awards

TİM Türkiye's Top 1000 Exporters award

OVERVIEW OF 2023

Overall Volume (Ton) 2020-2023 Türkiye Tobacco Crop

Tobacco Types	2020	2021	2022	2023
İzmir	40,916	33,000	37,400	41,100
Samsun	3,341	4,100	3,565	2,755
Basma	4,285	2,800	1,625	1,103
İzmir Adiyaman	11,192	10,800	6,520	6,234
SCV-FCV	4,188	5,100	5,950	16,488
Prilep	800	710	510	2,300
Talgar-Burley	20	230	550	1,100
Other*	664	1,495	2,725	4,934
Total	65,406	58,235	58,845	76,014

 *Other: Local varieties, Yayladağ, Muş, Bitlis, Adiyaman, Silvan, Hasankeyf



Overall Volume (Ton) 2020-2023 Balkans Tobacco Crop

Country	Tobacco Types	2020	2021	2022	2023
Bulgaria	Krumovgrad	4,000	4,000	3,500	3,000
	Katerini	500	500	300	100
Greece	Basma	9,000	7,000	5,000	3,500
	Katerini	4,800	4,000	3,000	1,000
Macedonia	Prilep	24,000	21,500	20,800	20,000
	Yaka	500	250	-	-
Albania	İzmir	90	130	140	100
	Katerini	230	325	550	600

PRODUCTS



Izmir

This variety is a species that grows in the Aegean Region in sandy, volcanic rural lands called kirtaban and attracts attention with its agricultural characteristics specific to the region.

It is small in size, has a strong texture and flexible leaf form and has a color with yellow and greenish and reddish tones of yellow. Izmir tobaccos have a healing quality in blends with their burning ability, aromatic structure. It is preferred for its slow and sweet smoke feature.

Nicotine: 0,90%

Sugar: 15-16%

Chlorine: 0,50%



Basma

It grows in rugged open valleys in the inner parts of the Black Sea, in moderately strong, reddish brown or light brown clay and lime soils.

It is small in size, has a thin leaf texture, high hygroscopicity and is colored in shades of yellow and orange. It has a good burning ability, a unique light aroma, a sweet and full taste. It is preferred for improving blends.

Nicotine: 1,2%

Sugar: 10,2%

Chlorine: 1%



Samsun

This variety grows in rugged lands far from the coast in the Black Sea Region, mostly in brown soils with forest characteristics.

Small in size, the leaves have a thin, wavy, velvety texture, are hygroscopic and flexible, and display a bright color in red and its shades.

It has a high burning ability, is remarkable in terms of aroma and smell, and has a slow and unique aroma, full smoke.

Nicotine: 1,2%

Sugar: 6-9%

Chlorine: 0,60%



Virginia

Virginia origin tobaccos, grown mainly in the Southeastern Anatolia Region in our country, are weak and medium strength, neutral or slightly acidic, light colored, sandy-characterized, light textured, deep-profile, and grown in irrigable soils.

They constitute approximately 75% of the world's tobacco production. They are medium and large-sized. In Türkiye, they are mostly dried in greenhouses or under direct sunlight using the sun drying (SCV) method. Their colors vary from orange to quince yellow. The leaf shape is wide-bellied and pointed. The leaf has a flexible structure, and its texture and main vein are thick.

It has good burning and filling ability. They are used to add flavor to blends and to give them a fringe. They can also be smoked alone.

Nicotine: 1,5-2,0%

Sugar: 10-12%

Chlorine: 1,3%

Annual
Production
Capacity

28,641,600 kg

Processed Leaf Tobacco (Izmir, Samsun, Basma, Virginia, Burley, Prilep, Katerini etc.)

MEMBERSHIPS AND PARTNERSHIPS

Strong Collaborations and Active Memberships

Sunel Ticaret Türk A.Ş. embraces a sustainability approach that extends beyond its own operations, strengthening it through robust collaborations and active memberships. In this context, our company is a member of many prestigious institutions that are among the important actors of our sector and regional economy. We actively participate in organizations such as İzmir Chamber of Commerce (IZTO), Aegean Region Chamber of Industry (EBSO), Aegean Exporters' Associations (EİB), and Turkish Exporters' Assembly (TİM) and contribute to studies that support sectoral development.



These memberships provide us with access to the best practices in our sector, while enabling us to foster value-creating collaborations in the areas of innovation, sustainability, and economic growth. Furthermore, our involvement in these platforms allows us to share our sustainable development goals with a broader audience and promote our initiatives effectively.

By actively participating in these institutions, our company strengthens sectoral solidarity and demonstrates its commitment to advancing sustainable development at both local and national levels.





Corporate Governance

Corporate Governance, At The Core Of
Sustainability: Leadership And Responsibility.

Executive Committee Chairman

Dear Stakeholders,

For Sunel Ticaret Türk A.Ş., 2023 was a pivotal year in our sustainability journey, marked by significant progress and impactful contributions to the sector. Global challenges such as climate change, the depletion of natural resources, and social inequality have heightened the responsibilities of companies like ours.

Drawing on 84 years of experience, we prioritize delivering both environmental and social value by developing forward-looking solutions. With this approach, we have embedded sustainability into the core of our business model, addressing not only the needs of today but also those of future generations.

The Farmer Advantage Card project, which we carried out under the roof of Aegean Tobacco Exporters, which had a very important share in our work in 2023, became an important support mechanism for our stakeholders in the agricultural sector. This innovative initiative allowed our farmers to make their production processes more efficient while alleviating their financial burdens. The opportunities we offered to our farmers through the advantage card not only increased their welfare, but also contributed to the sustainability of the agricultural sector. At Sunel Ticaret Türk A.Ş., we regard supporting the economic and social development of our farmers as a fundamental pillar of sustainable growth.

The year 2023 marked a significant turning point for our Strategic Sustainability Initiatives. Through our materiality assessment, we took concrete steps to enhance our environmental, social, and governance (ESG) performance. We implemented numerous projects aimed at reducing our carbon footprint, transitioning to green energy sources, and making our supply chain more sustainable. Throughout this process, we achieved a holistic transformation by actively engaging our employees, customers, and other stakeholders.

The Sustainable Development Goals (SDGs) have served as a vital guide in shaping our activities. We have developed strategic plans to achieve our targets, with a particular focus on climate action, responsible production and consumption, and reducing social inequalities. The projects we have implemented under the framework of Supply Chain Due Diligence (SCDD) have not only amplified our sectoral impact but also fostered positive change across society..

The global sustainability landscape is evolving rapidly with innovative approaches and transformation-oriented initiatives. At Sunel Ticaret Türk A.Ş., we closely monitor global trends and develop solutions tailored to local needs. By embracing circular economy principles, we implement projects aimed at optimizing resource efficiency and minimizing waste. Furthermore, we uphold our environmental and social responsibilities by adhering to international standards in all our operations.

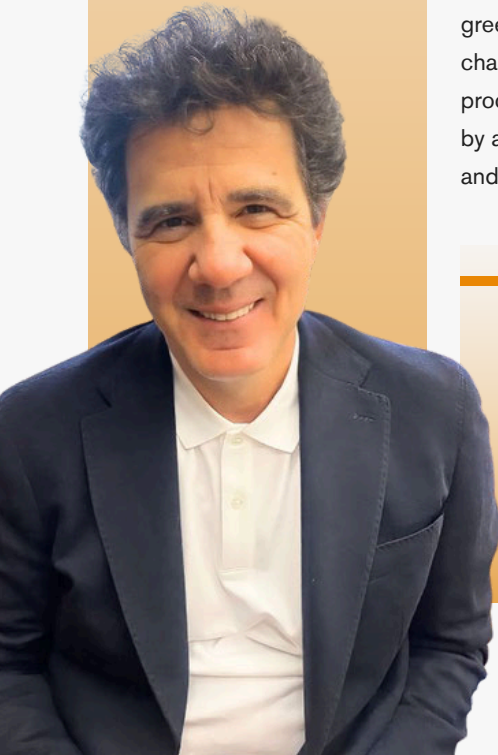
Our sustainability vision extends beyond managing environmental impacts; it encompasses making a meaningful difference in society through strong collaborations. In the projects we undertake with our stakeholders, we are driven by the shared motivation to build a sustainable future together. These collaborations both reinforce our sectoral leadership and increase our contributions to society.

“

I would like to emphasize that we remain steadfast in our commitment to sustainability in 2024 and beyond. Guided by our vision, 'A sustainable future with the power of nature,' we aspire to achieve not only sectoral success but also contribute to a better world for society and the environment. I extend my heartfelt thanks to all our stakeholders who have supported us on this journey and reaffirm our dedication to working together for a sustainable future.

Best regards

Serdar Büyüksaraç



VISION, MISSION AND OUR VALUES

At Sunel Ticaret Türk A.Ş., our vision, mission, and values, shaped by a strong focus on sustainability, underpin all our activities. Our aspiration to become a leading company in the tobacco sector is driven by our commitment to a people- and environment-centered approach.

Vision

To become a leading company shaping the tobacco sector through sustainable production goals.

Mission

To expand exports through sustainable production centered on people and the environment, while fostering continuously evolving commercial partnerships with national and international stakeholders.

Our Values



Social Responsibility



Agility



Honesty



Excellence



Health and Safety



Innovation



Leadership



Transparency



Our Corporate Governance Approach

Sunel Ticaret Türk A.Ş. strengthens its corporate governance approach by integrating sustainability and ethical values into every stage of its business processes. We believe that the success of our company is directly related to a strong corporate governance structure and establishing trust-based relationships with our stakeholders. Therefore, we carry out all our activities in line with transparency, accountability and ethical principles.

Our understanding of corporate governance encompasses not only our internal processes but also our collaborations in our supply chain. In our relations with our suppliers, we prioritize ethical and environmental responsibilities by taking steps to achieve our sustainability goals. In addition, we guide our employees in line with our corporate values through continuous training and awareness-raising activities within the company and ensure that these values are adopted at all levels.

On the other hand, complying with national and international standards, fulfilling our responsibilities in critical areas such as labor and human rights, and providing transparency to our stakeholders are the cornerstones of our corporate governance approach.

GOVERNANCE STRUCTURE

Sunel Ticaret Türk A.Ş.'s governance structure establishes an effective and efficient management framework to ensure the company's sustainability and long-term success. With a robust audit and leadership system, our management bodies uphold transparency, accountability, and ethical principles in every strategic decision. The board of directors and senior management are comprised of leaders who direct all operational processes in line with the company's vision, analyze risks, and are committed to taking the necessary steps to achieve sustainability goals.

Board of Directors

Our Board of Directors consists of an experienced team of 7 members. While determining the strategic goals of our company and directing its operational processes, our board members, each with in-depth knowledge and experience in different areas, work together to ensure the sustainable growth of our company. The Board of Directors makes decisions based on the principles of transparency, ethical values, and accountability in order to ensure the long-term success of the company.

While our Chairman of the Board of Directors strategically directs the company with over 50 years of sectoral experience, other board members oversee and support the company's activities in various areas such as finance, technology, IT, and coordination. Each member makes significant contributions to the sustainability and success of the company in their own areas of expertise.

Chairman of the Board of Directors
İlhan F. Gürel

Vice Chairman of the Board of Directors
Kazım İlder Gürel

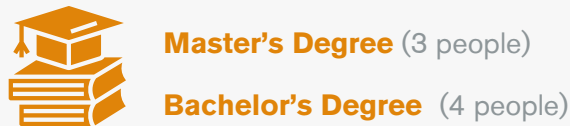
Board Members

Halil İstemi Gürel
İlgi Fehmi Gürel
Mehmet Gürel Kapanı
Mahru Gürel Ağdanlı
İstemi Kazım Gürel

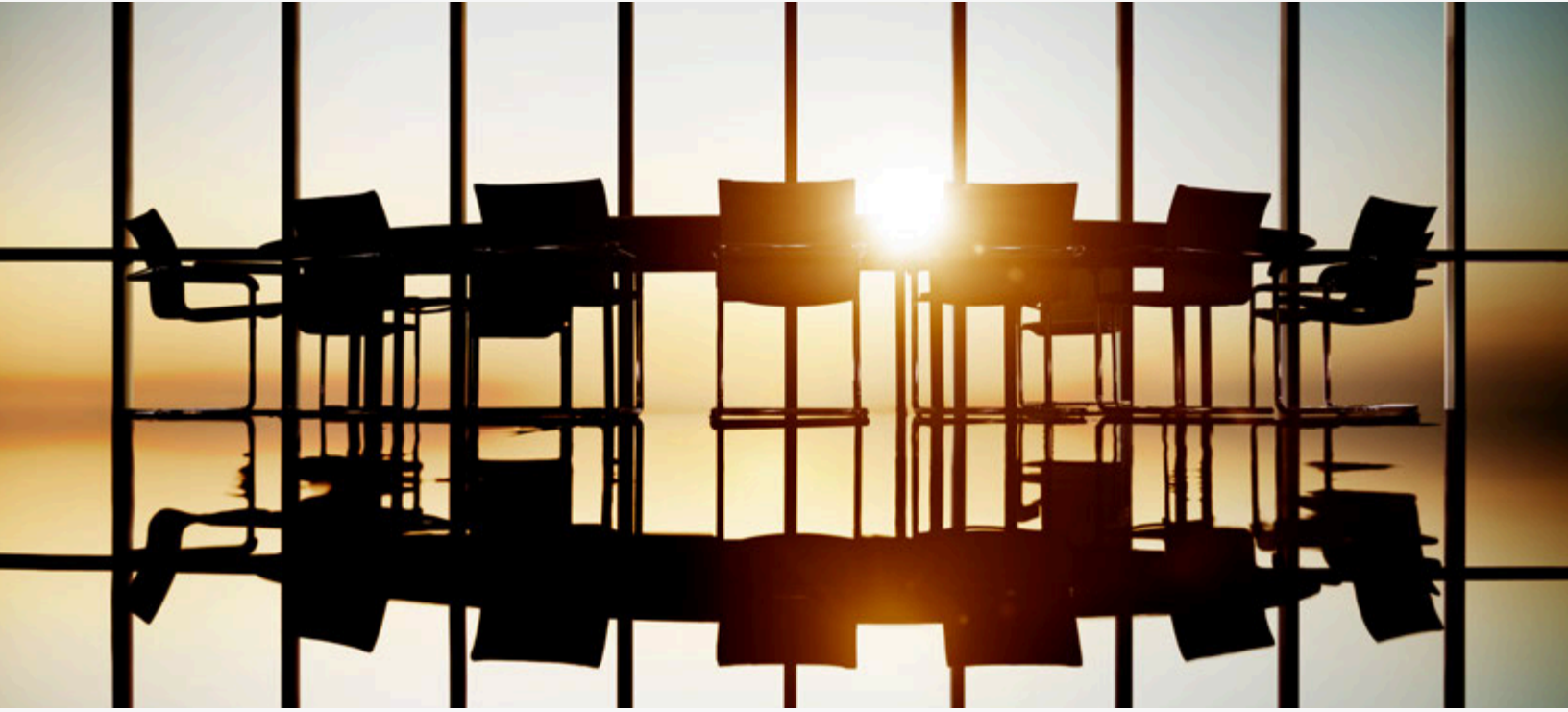
Work Experience



Educational Status



Board Member	Position	Education	Sectoral Experience
İlhan Feyzi Gürel	Chairman of the Board	Bachelor's Degree	50 years
Halil İstemi Gürel	Board Member	Bachelor's Degree	60 years
İlgi Fehmi Gürel	Board Member Responsible for Technical Affairs	Bachelor's Degree	36 years
Kazım İlder Gürel	Vice Chairman of the Board	Bachelor's Degree	35 years
Mehmet Gürel Kapanı	Board Member Responsible for Financial and Legal Affairs	Master's Degree	29 years
Mahru Gürel Ağdanlı	Board Member Responsible for Coordination	Master's Degree	14 years
İstemi Kazım Gürel	Board Member Responsible for Information Systems	Master's Degree	13 years



Executive Management

Sunel Ticaret Türk A.Ş.'s top management has a strong leadership structure to determine the company's strategic direction and ensure sustainable growth. The CEO oversees the overall management of the company, while the Deputy General Manager directs and supervises daily operations. Within this structure, department managers ensure that operational processes are carried out efficiently and effectively.

Each unit manager contributes to the company's achievement of its goals with expertise in their field. This structure enables the company to adapt to market changes in an agile and flexible manner and to increase operational efficiency.

Executive Board Presidency

Chief Executive Officer
Serdar Büyüksaraç

Deputy General Manager

Deputy General Manager Tobacco
Mehmet Balkır

Deputy General Manager Financial and Administrative Affairs
Ozkan Karabayır

Managers

IT Manager

Purchasing Manager

Quality and R&D
Manager (ISO
Manager)

Import-Export
Manager

Sales and Marketing Manager

Technical Manager

Agronomy Manager

Leaf Manager

Warehouse and Logistics Manager

Accounting Manager

Finance Manager

Human Resources Manager

SUSTAINABILITY APPROACH

As Sunel Ticaret Türk A.Ş., we adopt a holistic approach that brings together environmental, social and economic factors to achieve our sustainability goals. This approach is based on a strong strategy covering every stage of our business processes and prioritizes transparency, ethical values and responsible business conduct in order to ensure the long-term sustainability of our company.



We increase efficiency by reducing our environmental impact with practices such as using certified seeds and mechanization in agriculture. At the same time, we implement sustainable practices in our supply chain by aiming to minimize non-tobacco contamination. In these processes, we fulfill our responsibilities by recording all our operations with transparent traceability systems.

Our supply chain management enables us to work in compliance with international standards on labor and human rights. In this context, we act together with our suppliers to achieve our sustainability goals by establishing fair and ethical relationships. In addition, we encourage the adoption of more efficient and environmentally friendly production methods by providing training to our farmers on good agricultural practices.



By effectively using our digital platforms, we present our sustainability policies and practices to our stakeholders in a transparent manner. In this way, we aim to increase our social impact by sharing our company's sustainability approach with a wider audience.

As Sunel Ticaret Türk A.Ş., we have integrated the sustainability approach into our business processes and fulfill our responsibilities for the future. Within the framework of the Sustainable Tobacco Program (STP) Policy, we act in accordance with the following principles:

Compliance with National and Local Regulations: Our business processes are fully compliant with national and local regulations, and we adopt an honest and responsible business approach.

Respect for Human Rights: We respect human rights and strictly prevent child labor and forced labor. We always prioritize the rights of our employees.

Equal Opportunities and Standing Against Discrimination: We promote equal opportunities in our work environment and stand against all forms of discrimination. We support diversity and inclusiveness.

Education and Social Responsibility: We support children's access to uninterrupted education and carry out educational projects for farmer families. With these projects, we contribute to the sustainable development of society.

Ethics and Social Responsibility in the Supply Chain: We prioritize ethical and social responsibility principles in our supply chain and develop sustainable supply processes.

Employee Education and Awareness: We inform our employees in accordance with our ethical policies and raise awareness through regular training.

Healthy and Safe Work Environment: We take proactive measures to provide a safe and healthy work environment and implement a transparent reporting system.

SUSTAINABILITY GOVERNANCE AND ACTIVITIES

Sunel Ticaret Türk A.Ş. has established a strong governance structure in order to integrate the sustainability approach into the company's general business strategies and to continuously improve its performance in this area. This structure consists of the Sustainability Committee, which consists of senior management, and the working groups affiliated to the committee.

The Sustainability Committee guides strategic decision-making processes and works in coordination and cooperation at all levels to achieve the company's sustainability goals. The working groups focus on implementing the committee's strategic goals by conducting in-depth analysis on specific sustainability issues and developing projects for implementation. These groups operate under the committee and communicate progress to senior management through regular reporting.

The committee members combine their expertise in different areas to carry out work to increase the company's sustainability performance. The committee is positioned as a superior board that directs, monitors and evaluates the activities of the working groups.



Working Groups

To ensure the effective management of sustainability activities, the structure comprises three main working groups. Each group is dedicated to specific areas of sustainability, striving to address the company's environmental, social, and corporate responsibilities to the highest standard.

The projects and initiatives developed by the working groups are submitted to the committee and refined based on its decisions. This process ensures alignment between strategic goals and field practices, enabling their effective implementation. Additionally, the working groups provide performance indicators and progress reports to the committee, ensuring that sustainability strategies are monitored and measured systematically.



Environmental Sustainability Working Group

Develops and implements strategies to reduce the company's environmental impact. Contributes to the company's adoption of environmentally friendly practices by conducting studies on issues such as energy efficiency, waste management, water consumption, and carbon footprint reduction.

Corporate Governance Working Group

Strengthens the company's corporate governance principles such as business ethics, management processes, transparency, and accountability, and ensures that sustainability goals are integrated into the company's culture. It also works in harmony with internal audit and risk management activities.



Social Sustainability Working Group

Aims to increase social impact and fulfill the company's social responsibilities. Develops and implements projects in areas such as employee rights, diversity and inclusion, community relations, and local development.

MATERIALITY ANALYSIS

As Sunel Ticaret Türk A.Ş., we conducted a comprehensive materiality analysis by taking into account the expectations of all our stakeholders, sectoral developments and global trends while creating our sustainability strategies. This study allowed us to better understand our environmental, social and governance impacts, strengthen our strategic decisions and take concrete steps towards our sustainability goals.



The materiality analysis was conducted with a transparent and methodological approach with the participation of our internal and external stakeholders:



Participants

As part of the analysis, 41 of our employees and 52 of our external stakeholders participated in the survey prepared to assess sustainability priorities.



Survey Content

Our survey, which addressed issues such as energy management, product design and lifecycle management, occupational health and safety, diversity and inclusion, allowed us to evaluate our sustainability approach in a holistic manner.



Data Analysis

We conducted a comprehensive analysis by comparing the survey results with global trends such as Refinitiv and the World Economic Forum (WEF) and sectoral standards such as SASB and S&P Global.

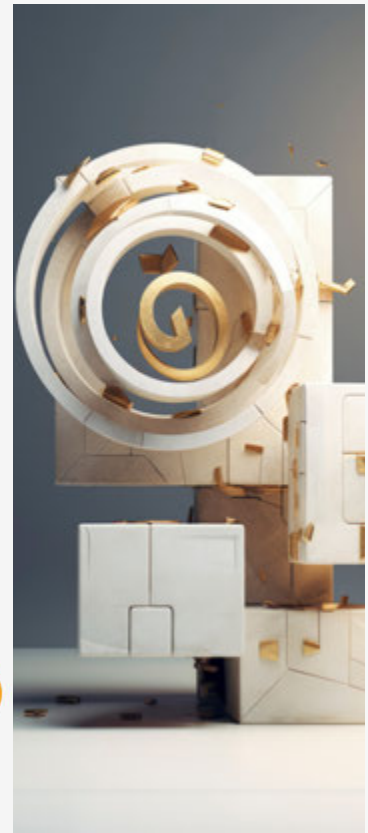
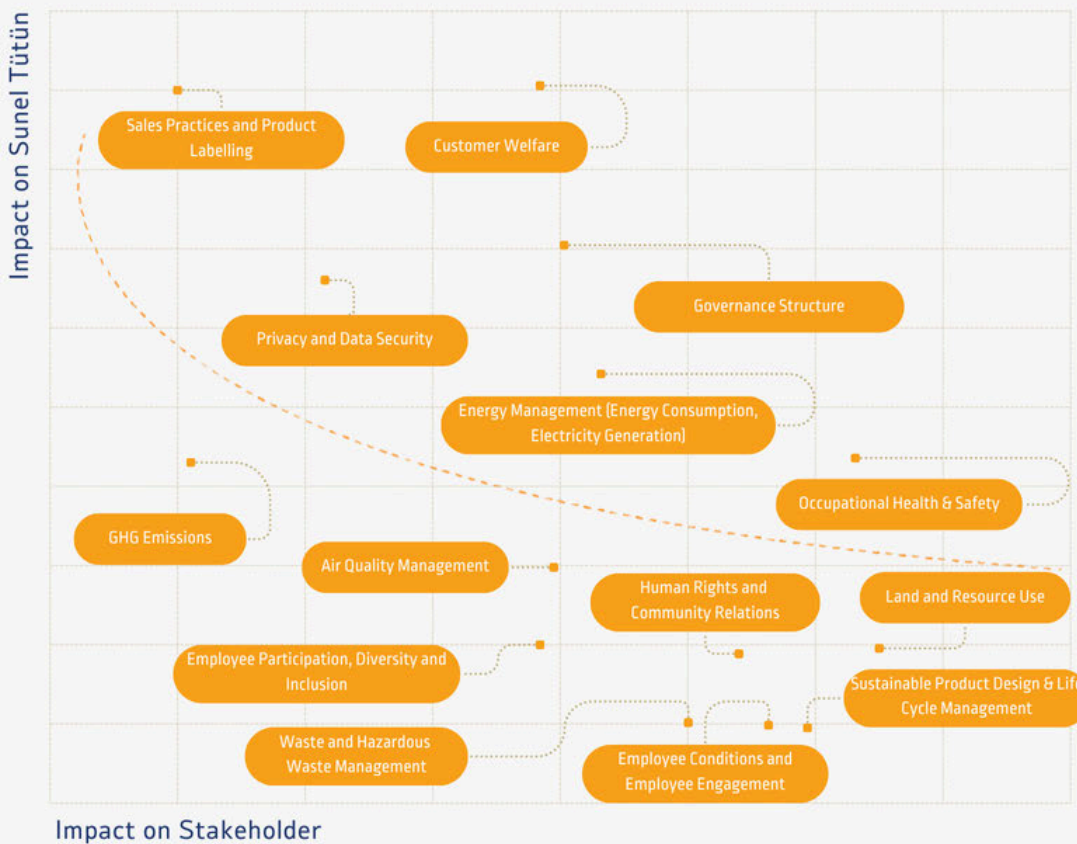
As a result of the materiality analysis, we determined our high material and material issues that shape our sustainability strategy.

The analysis was an important guide for us in determining our long-term sustainability goals. The material issues we determined in line with the feedback of our stakeholders were integrated into our strategic decision-making processes and enabled us to develop concrete, measurable and traceable goals aimed at optimizing our environmental and social impacts.

The materiality analysis was an important step in our sustainability journey. With this process, we aim to both increase our environmental responsibility and strengthen our social contributions. Thanks to the open dialogue we have established with our stakeholders, we are committed to taking our future steps more firmly and continuously improving our sustainability strategy.

MATERIALITY MATRIX


Based on our extensive stakeholder assessments and interactions, we developed a materiality matrix. This matrix categorizes issues as very high and high material. The X-axis of the materiality matrix reflects the impact of these material issues on stakeholders, while the Y-axis represents their impact on the company. The findings from this materiality analysis play a critical role in determining our sustainability goals and shaping our overall sustainability strategy.



Material Topics

High Material Topics	Material Topics
Customer Welfare	Greenhouse Gas Emissions
Sales Practices and Product Labelling	Air Quality Management
Governance Structure	Land and Resource Use
Privacy and Data Security	Human Rights and Community Relations
Occupational Health and Safety	Employee Participation, Diversity and Inclusion
Energy Management (Energy Consumption, Electricity Generation)	Sustainable Product Design & Life Cycle Management
	Employee Conditions and Employee Engagement
	Waste and Hazardous Waste Management

SUSTAINABILITY TARGETS

Environmental Targets							
Topics	Related SDG	Target Topic	Metric	Target	Base Year	Target Year	2023 Activities
GHG and Energy Management	 	Increasing the global share of renewable energy	MWh%	50%	2023	2025	A total of 22,000 m2 Rooftop GES project was planned as Pınarbaşı Campus Manufacturing Building (10,000 m2), Warehouse 1 (7,500 M2) and Warehouse 2 (4,500 M2).
			MWh%	100%	2023	2030	It was planned to evaluate the weather conditions of the region that can be evaluated for RES Investment until recent years.
	  	Energy intensity improvement	No measurable data	Conducting an energy study	2023	2025	During the pneumatic transport operations of the threshing line, a jet filter was used instead of a fan. A total efficiency of 100.00 kWh was achieved.
				Obtaining ISO 50001 Energy Management Certificate	2023	2026	A sensor model was used instead of the manual model time relay used in environmental lighting and 10% energy saving was achieved.
	 	Scope 1-2 emissions reduction	t-CO2e %	42%	2023	2030	Steam savings were achieved by changing the steam delivery method used in the redryer ordering section.
							SPP investments were planned.
							ISO trainings were planned.
							Memorial Forest works were carried out.
		Carbon reduction target	No measurable data	Setting SBT-aligned targets	2023	2026	Consultancy support was planned.
							
LCA (Life Cycle Assessment) study was conducted.							
	Carbon intensity trend improvement	tCO2e/ Ton product%	10%	2023	2025	Carbon Roadmap study was planned.	
						Annual carbon footprint was calculated.	
GHG Risk Management		Climate change-related risk assessment	No measurable data	Conducting an analysis study in accordance with TSRS S2 standard.	2023	2025	It was planned to conduct a scenario analysis on climate change.

SUSTAINABILITY TARGETS


Environmental Targets							
Topics	Related SDG	Target Topic	Metric	Target	Base Year	Target Year	2023 Activities
Water Use and Risk Management		Conducting water risk analysis studies	No measurable data	Conducting analysis studies in accordance with the TSRS S2 standard	2023	2025	Consultancy support was planned.
		Water recovery rate	ton removal%	20%	2023	2025	Water saving projects were planned at 10 different points in the production regions.
		Improving water intensity trend	ton/total production%	20%	2023	2025	Steam condenser investment was made.
Green Logistics Programs		Sending all our European sample shipments within the scope of the "Go Green Neutral" application	sample%	100%	2023	2025	DHL's Go Green Neutral application has started to be used in our sample shipments going to Europe.
		Reduction of logistics-related emissions	tCO2e reduction	10%	2023	2025	It is planned that starting from January 2025, loadings will start with biofuel-using ship lines starting from European ports. Ship lines with the least transfers were selected for transfer loadings. The use of transfer lines was restricted in destinations with direct service.
Green Purchasing Policy		Green Purchasing	No measurable data	Publication of Green Purchasing Policy	2023	2025	Annual photocopy numbers were reduced by 7.87%.
Supplier Environmental Program	 	Suppliers having ISO14001 certificate	Externally certified supplier%	50%	2023	2030	The up-to-dateness of the EMS documents of the companies worked with in the supplier class was monitored in annual periods.
Non-Greenhouse Gas Air Emission Programs		Exceeding air pollutant parameters in flue gas content	No measurable data	0%	2023	2025	Air emission sources were determined by the environmental consultant and a measurement program was prepared. Emission sources were measured at 23 emission sources in the facility and the report was approved.
Waste Management		Increasing the amount of recycled waste	Recycled Waste Rate%	95%	2023	2025	Employees were given training on Waste and Environmental Awareness to separate waste at the source. Zero Waste Project was prepared.

SUSTAINABILITY TARGETS

Environmental Targets

Topics	Related SDG	Target Topic	Metric	Target	Base Year	Target Year	2023 Activities
Waste Management		Increasing the amount of recycled waste	Recycled Waste Rate%	95%	2023	2025	Delivery notes and invoices of waste sent to licensed companies were followed up.
							The recycling rate of waste was calculated and performance indicators were followed up.
							With the cardboard box repair project, our total cardboard waste amount was reduced by 3.92% in a 1-year period and 4,985 boxes were reused.
							Tobacco dust was sent to a licensed company for compost.
		Increasing the amount of collected pesticide waste	kg waste amount%	10%	2023	2025	With the joint project carried out within the Aegean Tobacco Exporters, a total of 23 waste collection centers were established in 2023 and 1.4 tons of agricultural pesticide waste was collected and disposed of.
Environmental Management		Increasing the use of nature-friendly organic pesticides	Distributed organic pesticides%	30%	2023	2025	At the beginning of the season, discussions were held with pesticide companies on organic products.
		Certified Seed distribution	Farmers provided with seeds%	90%	2023	2025	Certified seed distribution was carried out to more than 80% of our producers.







Social Targets

Topics	Related SDG	Target Topic	Metric	Target	Base Year	Target Year	2023 Activities						
Employee Health & Safety		Increasing the number of white-collar employees with private health insurance	Employee%	100%	2023	2025	Private health insurance was planned for all white-collars.						
								Reducing the number of lost-time accidents	Lost-time accidents%	50%	2023	2030	Lost-time accident rates were monitored on a departmental basis in monthly OHS Board meetings.
													It was planned to spread Near-Miss Communication Boxes.
													It was planned to ensure that Near-Miss notifications were requested more quickly with QR codes by giving importance to Near-Miss training in OHS trainings.
	Development of projects that support stress and psychological health in the workplace	Percentage of employees benefiting from the project	25%	2023	2025	It was planned to request support from OSGB company to add psychological examinations to periodic examinations It was planned to prepare an action plan by determining the departments with the most stress by requesting support from the workplace physician							


SUSTAINABILITY TARGETS

Social Targets							
Topics	Related SDG	Target Topic	Metric	Target	Base Year	Target Year	2023 Activities
Employee Health & Safety		Distribution of reflectors to manufacturers within the scope of OHS	The rate of producers to whom reflectors were distributed	10%	2023	2025	Reflector distribution was planned.
Supplier Health & Safety	  	Suppliers having SA8000 certificate	Since it is not a countable target, no metric can be given.	50%	2023	2030	Training was provided to suppliers within the legal limit.
Subcontractor Health & Safety	 	Increasing the OHS training period provided to employees and subcontractors on an hourly basis	Training period given to subcontractors	10%	2023	2025	Training was provided to suppliers within the legal limit.
Employee Training Support		Increasing the total number of training hours given to employees	Total training hours given to employees%	10%	2023	2025	Training organization was planned to be increased by 10% compared to the previous period.
	 	Providing awareness training to employees on social sustainability issues	Total awareness training hours provided to employees	10%	2023	2025	It was planned to continue providing first aid and OHS training to employees within the scope of awareness training.
Employee Health Support		Increasing the number of people participating in cancer screening and training among female producers holding Farmer Advantage Cards in Ketem	Number of people participating in cancer screening and training	20%	2023	2025	It was planned to implement the project within EİB under the leadership of Sunel Ticaret Türk A.Ş.
		Increasing the number of hospitals providing check-up services for female producers holding Farmer Advantage Cards	Number of hospitals providing check-up services	20%	2023	2025	It was planned to implement the project within EİB under the leadership of Sunel Ticaret Türk A.Ş.
	 	Increasing the number of women participating in breast cancer awareness training for female producers holding Farmer Advantage Cards	Number of women participating in awareness training	20%	2023	2025	It was planned to implement the project within EİB under the leadership of Sunel Ticaret Türk A.Ş.
Employee Turnover		Decrease in employee turnover rate %	Number of employees leaving the job%	10%	2023	2025	It was planned to prepare a termination interview form, collect information and follow up as a summary table.
Intra-institutional violence	 	Taking measures to prevent mobbing	No measurable data	Establishing an independent ethics line	2023	2025	It is planned to spread the Wish-Suggestion-Complaint boxes.

SUSTAINABILITY TARGETS

Social Targets							
Topics	Related SDG	Target Topic	Metric	Target	Base Year	Target Year	2023 Activities
Intra-institutional violence		Taking measures to prevent mobbing	No measurable data	Establishing an independent ethics line	2023	2025	It was planned to prepare a procedure regarding harassment and mobbing and provide training to personnel.
							It was planned to provide training to worker representatives to increase the participation of worker representatives in the process.
							It was planned to provide personnel training on the active use of Request-Suggestion-Complaint Boxes on a departmental basis.
Social Responsibility Projects		Increasing the number of social responsibility projects	Number of social responsibility projects	Min. 3	2023	2025	Brochures containing ALP observation criteria were prepared and distributed to Eksper and Önder villagers.
		Increasing the number of farmers participating in the Farmer Advantage Card project (a sectoral project proposed by Sunel within the EIB)	Number of producers participating in the project	47000	2023	2025	It was planned to make a format change in the Farmer Advantage Card (ÇAK) for the system to work more effectively.
Employee Satisfaction		Increasing employee satisfaction	Share of satisfied employee	90%	2023	2025	It was planned to prepare a budget for revising the rest areas and organizing motivational activities.
		Increasing participation in employee satisfaction surveys	Number of employees participating in satisfaction surveys	100%	2023	2025	It was planned to conduct a study to ensure the participation of all personnel by organizing an employee satisfaction survey.
		Creating a feedback mechanism within the company in line with employee opinions.	No measurable data	Regular sharing on communication boards	2023	2025	It was planned to prepare communication boards and publish the responses to the requests, complaints and suggestions coming out of the request complaint boxes.
Diversity Program		Ensuring diversity in terms of religion, language and race within the company	No measurable data	Ensuring diversity	2023	2025	A diversity program was followed up with one of our customers via the supplier.io program and our supplier percentages were shared according to characteristics such as religion, language, race and gender. Membership to the WEPS Women's Empowerment Principles was planned.
Employment of Women in Senior Management		Increasing the number of female managers and senior managers	Number of female managers and senior managers	5%	2023	2025	It was planned to announce to all personnel again by hanging the Sunel STP Policy, Sunel Human Rights Policy and Sunel handbook articles on gender equality on communication boards It was planned to announce our WEP's membership to all personnel via communication boards
Occupational Health and Safety		Increasing the rate of distributed PPE	%PPE	100%	2023	2025	It was aimed for all our employees to use personal protective equipment.
		Distributed first aid kit rate	First aid kit%	10%	2023	2025	

SUSTAINABILITY TARGETS

Governance Targets							
Topics	Related SDG	Target Topic	Metric	Target	Base Year	Target Year	2023 Activities
Sustainability Governance		Sustainability Reporting	No measurable data	Preparing an annual sustainability report in accordance with GRI standards	2023	2025	Establishing a Sustainability Committee and sub-working groups with the participation of the Senior Management.
Stakeholder Participation		Establishing collaborations with civil society organizations on sustainability	Number of collaborations	6	2023	2025	Forest establishment with the Aegean Forest Foundation, and the project on the place of child labor in family farming (within the EİB) were planned with the NGO EYKA
							A donation of 100 Gum Trees was planned in the Çeşme / İzmir region by acting with the LIMITED LIABILITY ÇEŞMEKÖY AGRICULTURAL DEVELOPMENT COOPERATIVE.
							AKHİSAR - A donation of 2000 was planned for stone pine / red pine / cypress trees planted in 2023 in the ÇAMÖNÜ Region.
							After the earthquake in the Hatay region of Türkiye in 2023, a donation was made to the earthquake area through AFAD.
Ethics		Establishment of an independent ethics line	No measurable data	Establishment of an independent ethics line	2023	2025	It was planned to ensure rapid response to wishes, complaints and suggestions by expanding the wish complaint boxes and hanging the Ethics QR code throughout the facility.
							
Digitalization		Paper savings resulting from tobacco purchasing and export operations carried out through our Oneleaf system	Paper savings%	30%	2023	2025	Using the Oneleaf Export program, export documents were sent to the relevant places via email without printing.

SUSTAINABILITY TARGETS

Sürdürülebilir Ekonomi							
Topics	Related SDG	Target Topic	Metric	Target	Base Year	Target Year	2023 Activities
Green Supply		Ensuring compliance with sustainability criteria in supplier chain processes	The rate of suppliers complying with sustainability criteria %	50%	2023	2030	ESG sustainability issues were discussed with our suppliers and approval forms were obtained from them.
Green Investment and Green Financing		Increasing green investment rates	Green investment rate %	25%	2023	2030	Steam consumption reduction project was implemented.
							Improvements were planned in the environmental lighting system.
							Threshing line fan application was put into operation.
Customer Satisfaction		Number of customer satisfaction surveys	Customer %	100%	2023	2025	Customer Satisfaction surveys were sent to our customers in April-May.
		Customer satisfaction rate	Satisfaction %	100%	2023	2030	Feedback from our customers was recorded, followed and feedback was evaluated.



CORPORATE RISK MANAGEMENT

Sunel Ticaret Türk A.Ş. adopts a comprehensive risk management approach in order to effectively manage the potential risks encountered while achieving its sustainability goals. This approach aims to secure the company's operational processes by considering economic, environmental, social and legal factors. Corporate risk management covers a wide range from market dynamics to changing legal regulations. Factors such as the contraction in the tobacco sector, environmental impacts and adaptation to technological innovations play a decisive role in the company's strategic decisions. In addition, the company aims to create a sustainable and ethical business model by prioritizing social factors such as employee rights and occupational safety. Sunel Ticaret Türk A.Ş. constantly monitors and evaluates these risks and aims to ensure long-term success both locally and globally by taking the necessary measures for the sustainability of the company.

BUSINESS ETHICS

As Sunel Ticaret Türk A.Ş., we prioritize our ethical values in all our business processes and relationships and combine this understanding with a sustainable business model. Acting with the principles of reliability, honesty and responsibility, we offer a working environment based on ethical standards for both our employees and all our stakeholders. Our ethical rules are both the basis of our way of doing business and an indicator of our responsibility to society and the environment. The core values of our company are adopted by all our employees and guide every stage of our way of doing business.



Integrity and Honesty

We adhere to the principle of honesty and integrity in all our activities. Our company name is the symbol of these values, and we expect all our employees to act with the same understanding.



Prevention of Bribery and Corruption

We implement a zero tolerance policy against bribery and corruption, and fully comply with ethical and legal standards in all our business relationships.



Compliance with Laws and Regulations

We fully comply with national and international laws and regulations. We effectively use our internal audit mechanisms to monitor legal compliance.



Prevention of Conflict of Interest

We expect our employees to avoid any behavior that would put their personal interests ahead of the company's interests. Company resources and positions are used only for the benefit of the company.



Confidentiality and Information Security

We protect all the information we obtain inside and outside the company by securing our trade secrets, and we observe the rights of our stakeholders. We attach great importance to information security.



Customer and Supplier Relations

We exhibit a fair, impartial and objective approach to our customers and suppliers. We value ethical rules, benefit/cost criteria and long-term relationships in cooperation processes.



Continuous Development of Ethical Standards

We aim to continuously improve our ethical standards, regularly inform our employees and support them with our awareness activities. As the Sunel family, we strive to ensure that all our employees adopt our understanding of business ethics.

STAKEHOLDER ENGAGEMENT

The success of sustainability strategies relies on building strong and effective partnerships with our stakeholders. At Sunel Ticaret Türk A.Ş., we prioritize fostering regular and transparent dialogue with our stakeholders to better understand and manage the social, environmental, and economic impacts of our activities.

In this context, we identify our stakeholders as individuals, groups, and organizations that are directly or indirectly impacted by our company's activities or that influence them. In our interactions with stakeholders, we strive to address their expectations and needs by fostering relationships built on transparency, mutual understanding, and continuous communication.



Stakeholder Groups	Stakeholder Group Selection Process	Relationship with Stakeholders	Important Issues and Our Responsibilities
Employees	Employees are the most important stakeholders in ensuring the sustainable success of our company. White-collar and blue-collar employees are selected in line with the importance we give to job security, professional development opportunities and work/life balance. In addition, candidates who are competent enough to fulfill the requirements of their positions and who can adapt to the company's culture are preferred.	Our relationship with our employees aims to create a mutually respectful, safe and supportive work environment. While we offer professional development opportunities for our white-collar employees, job security, training and protection of union rights are prioritized for our blue-collar employees. The satisfaction and motivation of our employees are factors that directly affect the company's productivity and success.	Among our most important responsibilities towards our employees are providing professional development opportunities, on-time payment, job security and a healthy work environment. In addition, we follow a fair wage policy according to performance indicators by taking into account demands such as wage increases and job security. Organizing training to prevent work accidents for our blue-collar workers, respecting union rights and maintaining the work/rest balance are also among our responsibilities.
Customers	Customers are a stakeholder group that is sensitive to criteria such as high quality, competitive price and on-time delivery, which are among the main goals of our company's activities. Our customers cooperate with us to meet their needs, trusting in the quality of our products and the harmony we provide in processing. In addition, our aim to make our quality and pricing policies more attractive with our advanced laboratory facilities and innovative product trials is also effective in our customers' preferences.	We base our relationship with our customers on the principles of transparency, reliability and rapid response. We continuously improve the quality of our products and offer our customers on-time delivery guarantee. In addition, thanks to our high-quality standard product processing processes and advanced laboratory facilities, we strive to maximize customer satisfaction. With our ability to respond quickly and produce flexible solutions, we respond quickly to our customers' expectations.	Our most important responsibility to our customers is high quality, on-time delivery, competitive prices and rapid response. In addition, it is our responsibility to take the necessary measures to minimize possible disruptions in exports to the USA due to country policies. Optimizing the quality and price balance through trials in new product areas and developing long-term partnerships are among our priorities.

Stakeholder Groups	Stakeholder Group Selection Process	Relationship with Stakeholders	Important Issues and Our Responsibilities
<p>Suppliers</p>	<p>Supplier selection is meticulously carried out by evaluating the appropriate price as well as quality compliance, quality documents and delivery criteria.</p>	<p>We give importance to mutual development by providing feedback in line with the performance evaluations carried out with our suppliers online or face-to-face.</p>	<p>We prioritize transparency, justice and ethical values in our business processes. While adopting a business partner approach with our suppliers, we base ourselves on the principles of environmental, social and economic sustainability. It is our responsibility to create shared value for all our stakeholders by establishing sustainable cooperation in our supply chain.</p>
<p>Media</p>	<p>The media is an important stakeholder group in order to be able to announce our company's activities to a wide audience. This stakeholder group will inform the public about our company's financial structure, global competitiveness, investment plans, employment rates, environmental impacts and social responsibility projects and increase our company's recognition. The media is also selected as a professional source that follows developments in the sector and conveys this information accurately.</p>	<p>Our relationship with the media is based on transparency and accurate information sharing. We are in constant communication with the media by regularly publishing bulletins and press releases about our company's activities and strategies. This relationship is of great importance in terms of increasing the prestige of our company and ensuring that our customers and producers follow developments.</p>	<p>In our relationship with the media, it is our fundamental responsibility to transparently share important issues such as our company's financial situation, environmental impacts, social responsibility projects and workforce. At the same time, ensuring that the information provided through the media is accurate, up-to-date and reliable is seen as a primary responsibility in order to inform the society correctly.</p>
<p>Private Sector</p>	<p>Our private sector stakeholders are determined as strategic partners who will contribute to our company's sustainable growth and business development goals. In line with our search for reliability, quality and competitiveness in business processes, they are selected according to their product and service provision capacity. In addition, companies that are open to innovative projects and have high environmental and social responsibility awareness are primarily preferred.</p>	<p>We maintain our relationship with our private sector stakeholders by establishing long-term collaborations based on mutual benefit. In these relationships, elements such as transparency, fair trade, on-time payment, product and service quality are important. In addition, we cooperate to create sustainable business models and contribute to environmentally sensitive production processes.</p>	<p>Our primary responsibilities for our private sector stakeholders include the supply of quality products, on-time delivery, competitive prices and minimizing environmental impacts. In addition, ensuring full compliance with contracts and legal conditions, creating safe working conditions and continuously offering innovative solutions are also of great importance for the healthy conduct of these relationships.</p>
<p>Certification Bodies</p>	<p>They contribute to the correct, transparent, reliable and legal execution of processes. They also play a critical role in increasing reliability and effectively managing risks.</p>	<p>They contribute to monitoring the correctness, transparency and reliability of the process through audits. Close monitoring of regulations supports the implementation of continuous development-oriented improvements by identifying emerging risks and opportunities.</p>	<p>To fully meet the expectations of our customers and certification bodies by working in accordance with relevant standards.</p>

Stakeholder Groups	Stakeholder Group Selection Process	Relationship with Stakeholders	Important Issues and Our Responsibilities
<p>Government and Public Institutions</p>	<p>Legal regulations, permits, economic, environmental and social development strategies are among the basic elements that increase the effectiveness of the company. In this context, cooperation with government and public institutions is of critical importance for the success and sustainability of our company.</p>	<p>We closely follow the necessary regulations to comply with changing laws and regulations by taking into account the demands of public institutions.</p>	<p>To ensure full compliance with all laws, laws and regulations; to keep administrative, managerial and financial records meticulously and meticulously.</p>
<p>Industry and Association Groups</p>	<p>Our company cooperates with industry and association groups and the aim of these cooperations is to share their experiences and expertise on issues such as climate change, product management, sustainable supply chain and environmental dimensions. With this collective cooperation, we share experiences and refresh our experiences.</p>	<p>We closely follow the developments with face-to-face and online meetings and periodic sectoral meetings and webinars organized by industry and association groups.</p>	<p>Continuously developing our perspective on this issue by following sectoral trends, regularly participating in seminars organized by association groups and industry groups and instilling our corporate culture in the participants there.</p>
<p>Non-Governmental Organizations</p>	<p>As Sunel, we hope to work with as many civil society organizations as possible and see it as our mission to instill our corporate culture and sustainability vision in them.</p>	<p>We organize face-to-face and online meetings and sessions where we will receive feedback on the farmer advantage card.</p>	<p>Sunel Ticaret Türk A.Ş. aims to increase social benefit and raise awareness on important issues related to the sector by cooperating with civil society organizations. In this context, it attaches importance to creating value on a local and national scale by contributing to social responsibility projects. In addition, it pays attention to the compliance of the organizations it cooperates with with ethical and sustainability principles.</p>
<p>Local Communities</p>	<p>In line with the determination of local needs and social development requirements, communities affected by the company's activities are selected in the regions where they live.</p>	<p>Discounts were provided to tobacco producers to reduce agricultural and living expenses. Special health screening packages were offered to women producers in cooperation with Denizli Surgery Hospital. In Süller Village of Sındırgı, the old pool area was converted into a playground to keep children away from the fields. In addition, computer support was provided to Balkıca Primary School in Tavas and a certificate of appreciation was received from the school administration. First aid and health training were organized for producers in Selendi and Denizli by partner hospitals.</p>	<p>In order to increase the social and economic well-being of local communities, programs are implemented to increase the income of tobacco producers, health screenings are provided for female producers to facilitate access to health services and to raise awareness about women's health, playgrounds and education support are provided for children to prevent child labor, and children's access to education and play opportunities is supported, and comprehensive solutions are produced by focusing on the needs of local communities in the field of health and education.</p>
<p>Academies and Universities</p>	<p>Institutions that offer sectoral expertise are selected to increase knowledge sharing in the tobacco industry and support academic research.</p>	<p>A thesis study prepared within the scope of Aydın Adnan Menderes University Science Institute doctoral study on drying tobacco produced in production areas with different drying methods, determining the quality index, and performing chemical and physical analyses is supported.</p>	<p>To increase knowledge accumulation in the sector by contributing to academic studies and to bring this knowledge to the sector, to contribute to the dissemination of sustainable agriculture and production methods by increasing knowledge exchange and cooperation between the academy and the sector.</p>

Environmental Sustainability

Developing in Harmony with Nature: Our Journey to Environmental Sustainability

ENVIRONMENTAL MANAGEMENT APPROACH

Within the scope of our Environmental Policy, we meticulously implement the principles of quality, environmental and energy management systems. We aim to reinforce our leadership in the sector in line with sustainable development goals. We shape our activities by adopting the principles of the United Nations Sustainable Development Goals “6-Clean Water and Sanitation”, “7-Affordable and Clean Energy”, “12-Responsible Consumption and Production”, “13-Climate Action”, “14-Life Below Water” and “15-Life on Land”.



Our Environmental Commitments

At Sunel Ticaret Türk A.Ş., we embrace an environmentally conscious approach at every stage as we fulfill our environmental responsibilities. In line with this commitment, we prioritize environmentally friendly technologies in all our investments and actively support our producers in adopting methods that safeguard the environment and living beings during tobacco production. We strive to minimize the consumption of natural resources and are committed to protecting the environment by preventing all forms of pollution, reducing waste, and promoting waste recycling.



In addition, we continuously review and update our procedures, risk assessment reports, emergency response plans, and training programs to prevent environmental incidents. We ensure full compliance with all current legal environmental obligations and actively take steps to enhance them. Furthermore, we conduct initiatives to educate and raise environmental awareness among our employees, as well as the individuals, institutions, and organizations we collaborate with.

As part of our sustainable tobacco production program, we encourage the producers we work with to adopt organic fertilization and organic pesticide methods, providing them with the necessary support to implement these practices. Guided by our sense of social responsibility, we protect natural ecosystems, promote occupational health and safety, prevent child labor, and create employment opportunities by fostering environmentally friendly work environments.

We consistently prioritize customer satisfaction, building long-term trust-based relationships and nurturing them sustainably. By strategically managing our operational costs, we strike a balance between economic and environmental sustainability while maintaining our competitive edge. Through systematic analysis of risks and opportunities within our processes, we make strategic decisions to ensure the long-term success of our company.

By involving all our employees and business partners in the development and implementation of our environmental policies, we integrate their opinions and suggestions into our decision-making processes. This approach enables us to reduce water consumption, protect and efficiently utilize water resources, and minimize our water footprint, thereby lessening our overall environmental impact.



EMISSION MANAGEMENT

At Sunel Ticaret Türk A.Ş., we strive to identify the environmental impact of greenhouse gas emissions, highlight their critical role in climate change, and proactively address our contributions in this area. By monitoring and controlling greenhouse gas emission sources at the company level, we aim to reduce our environmental footprint both locally and globally. In line with this goal, we prioritize environmentally friendly and low-carbon emission options in the vehicles and equipment we use.

Additionally, we work to minimize our carbon footprint by developing energy efficiency projects and prioritizing renewable energy sources. We conduct all our activities in full compliance with national and international greenhouse gas management regulations, fulfilling our commitments while addressing stakeholder expectations. Throughout this process, we remain dedicated to protecting the environment, ensuring resource efficiency, and leveraging technology to produce sustainable and environmentally friendly solutions.

In order to evaluate and reduce our carbon intensity, we focus on reducing Scope 1 and 2 emissions while effectively managing Scope 3 emissions. To ensure transparency in our efforts, we calculate our greenhouse gas emissions in accordance with the ISO 14064-1 standard and subject them to independent auditing and verification for assurance.

In line with our emission reduction targets, we are developing a comprehensive Carbon Roadmap. Within this framework, we aim to reduce our carbon emissions by implementing our solar power plant (SPP) investment plan.

In line with our commitment to sustainable energy solutions, we organized trainings on the benefits of solar energy for our growers together with our solution partner in the energy sector with whom we cooperate.

In addition, we plan to establish the Sunel Memorial Forest to balance our carbon emissions and support biodiversity. We organize ISO 14064 training to harmonize our employees with international standards in measuring and reporting greenhouse gas emissions.

Non-Greenhouse Gas Emissions

We regularly measure CO, NO_x, SO₂ and dust emissions in our facility chimneys and evaluate these measurement results in accordance with the Industrial Air Pollution Regulation (SKHKKY). We aim to minimize our impacts on the environment by keeping VOC emissions and other pollutant sources within legal limits.



We are carrying out studies to create forest areas in order to increase our contributions to nature. In this context, we planned to donate 100 Mastic Trees in cooperation with the Limited Liability Çeşmeköy Agricultural Development Cooperative in the Çeşme/İzmir region. In addition, we planned to donate 2,000 saplings consisting of stone pine, Turkish pine and cypress species in the Akhisar - Çamönü region in 2023. With such projects, we support the protection of natural life and the increase of biodiversity, as well as balancing our carbon emissions.

CLIMATE AND ENERGY MANAGEMENT


As Sunel Ticaret Türk A.Ş., one of the key elements of our sustainability strategy is to increase energy efficiency and combat climate change. In this context, we are implementing comprehensive projects and applications to minimize our environmental impacts, reduce our carbon footprint and use renewable energy sources more effectively.

We continue our preparations for new Solar Power Plant projects on the roofs of Pınarbaşı Campus. The rooftop SPP, planned to be built on a total area of 22,000 m², is expected to produce 3,000,000 kWh of energy annually, covering 80% of our annual electricity consumption.

 **3,000,000 kWh**

annual energy production



 **80%**
80% of our annual electricity consumption

We have implemented a number of innovative applications in order to optimize energy consumption and create a sustainable business structure:

We saved 48,600 kWh of energy by using more efficient transportation systems.

- 1 • We achieved 54% steam savings by changing the method of steam delivery in the redryer section.
- 2 • With sensor-enabled ambient lighting system models, we prevented approximately 30 minutes of lost energy every morning and evening and saved 3,650 kWh per year.
- 3 • We achieved 54% steam savings by changing the method of steam delivery in the redryer section.



We planned to attend the Green Transformation Mentorship Training organized by the Izmir Chamber of Commerce and aimed to gain competence in better understanding and managing climate change risks with this training. In addition, we clearly determined our policies regarding climate change and conducted various scenario studies in this area.

We analyzed the environmental impacts of our products with Life Cycle Assessment (LCA) analyses and developed strategies to reduce these impacts. We calculated our carbon footprint and water footprint to better measure and manage our environmental impacts.

 **3,392,917 KWH**

2023 electricity consumption

 **700,684 M3**

2023 natural gas consumption

WASTE MANAGEMENT

As Sunel Ticaret Türk A.Ş., we see waste management as one of the cornerstones of our environmental responsibility in line with our sustainability goals. We apply systematic and innovative methods to reduce, reuse and recycle waste generated by our activities. We fully comply with national and international legislation in our waste management processes, and at the same time, we aim to minimize our impact on the environment by adopting the best practices in the sector. In this context, we separate organic and inorganic waste generated during our operations, dispose of them appropriately and utilize modern facilities and technologies to increase our recycling rates.

Our waste management approach goes beyond legal requirements and supports circular economy principles. We integrate our waste reduction targets into our entire value chain and establish strong collaborations with our suppliers and business partners. We raise awareness of our employees and society on this issue with our training programs and awareness campaigns, and continue to develop creative solutions for the reuse of waste. In addition, we transparently share our waste management performance with the sustainability reports we will publish regularly and demonstrate our determination to adopt a responsible business model.

As Sunel Türk Ticaret A.Ş., waste management and waste disposal constitute an important part of our environmental sustainability vision. At this point, our company works in cooperation with local governments in Izmir, where it is located, to reduce waste. Our work is carried out in accordance with our waste management procedure and within the framework of local and national waste regulations.

In terms of waste disposal, our team first classifies waste and separates it into three categories: hazardous, non-hazardous and recyclable. According to this classification, waste disposal is carried out in a way that will base itself on the principles of circular economy and recycling, and these processes are carried out in a way that allows for the highest possible recovery and recycling.

The wastes from our factory are sent to licensed waste areas and undergo the necessary procedures there, which are monitored through the MOTAT system run by our ministry.

Our company has received the zero waste certificate issued by the Ministry of Environment, Urbanization and Climate Change of the Republic of Türkiye and is progressing on the path to Zero Waste with circular solutions.



Waste Management - Figures and Targets

1

With the cardboard box repair project launched on December 22, 2022, our total cardboard waste amount (127,777 units) was reduced by 3.92% (repair of 4,985 boxes) in a 1-year period and their reuse was ensured.

2

A total of 23 waste collection centers were established in 2023 with the joint project carried out by the Aegean Tobacco Exporters and 1.4 tons of agricultural pesticide packaging waste was collected and disposed of.

3

We prefer organic pesticides in tobacco farming to combat pests.



CPA Waste Management




As Sunel Ticaret Türk A.Ş., we are expanding our vision by carrying out projects in the field of environmental sustainability and aim to serve the people of the region we are located in. In this context, within the scope of our joint project organized under the roof of the Aegean Tobacco Exporters' Association, we laid the foundation of the project where we manage the waste of plant and leaf protection materials and recycle them in accordance with the principles of circular economy.

We tried to prevent the dispersion of waste into the environment by building collection points for waste drug packaging. With the joint project carried out within the Aegean Tobacco Exporters' Association, we established a total of 23 waste collection centers in 2023 and collected and disposed of 1.4 tons of agricultural drug waste.



WATER AND WASTEWATER MANAGEMENT

As Sunel Ticaret Türk A.Ş., we aim to increase water efficiency and protect natural resources in our operational activities by addressing our water and wastewater management in line with our environmental sustainability approach. We take care to consume the water we use in our processes at a minimum level with effective planning, and we benefit from modern technologies that support water saving. We regularly monitor and optimize our water consumption, and evaluate recovery and reuse opportunities. As of this year, we calculate and report our water footprint values in accordance with the ISO 14046 standard and present them with verification assurance by submitting them to independent external audits.

	Result	2023	
	Source	Unit	Total
	Blue Water Footprint	m3	18,274.0
	Grey Water Footprint	m3	7,299.2
	Green Water Footprint	m3	-

In our production processes, we aim to minimize the environmental impacts of our activities by choosing equipment that provides high water efficiency. With the investments we made to reduce steam consumption, we saved 54% in natural gas consumption compared to 2022. Technically, 1 ton of steam is obtained with 72 m³ of natural gas. Saving 265,257 m³ of natural gas corresponds to saving approximately 3,685 tons of water.



As Sunel, we attach importance to controlling water pollution. In this context, we regularly take samples from the water we use and check whether important parameters (pH, COD, BOD, TSS, Oil-Grease) comply with the output values according to Water Pollution Control Regulation (SKKY), and in case of possible negligence, we aim to discharge in accordance with the regulations with additional solutions. Process wastewater generated in cooling towers during tobacco manufacturing is treated in precautionary facilities before being discharged into the channel, thus minimizing environmental impacts.

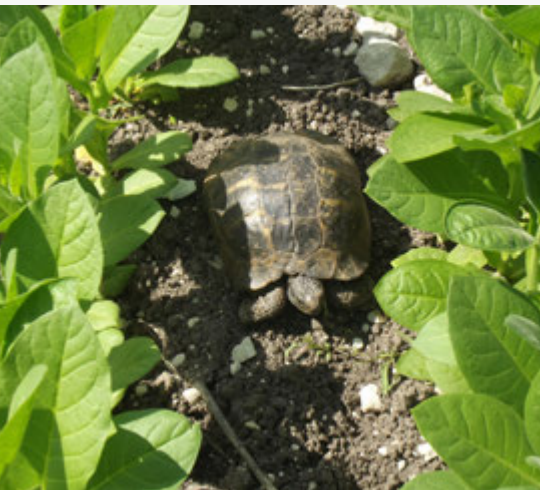
As part of our efforts to protect natural resources, we have built natural pools to collect rainwater and use it for irrigation. This system provides a clean and natural irrigation method and does not create any negative impact on rivers and natural habitats.

Our water management strategy aims to create long-term resistance against water stress and to encourage the sustainable use of water resources. With this approach, we strengthen our sensitivity to the environment and our commitment to a sustainable production model.

BIODIVERSITY

As a company, we implement a comprehensive Biodiversity Protection Program to reduce the impacts of tobacco farming on biodiversity and develop production processes that are compatible with nature. This program aims to protect, develop and improve natural habitats while also increasing the awareness of our farmers on this issue.

We distribute brochures and organize comprehensive training programs to inform our farmers about tobacco production without harming forests and using natural resources sustainably. In our trainings, we focus on methods that ensure the continuity of natural life around agricultural areas, protect native tree species and encourage afforestation.



Observation, Reporting and Proactive Intervention

In our tobacco production areas, elements that constitute biodiversity such as plants, animals and water resources are regularly monitored. As a result of the observations made by our farmers and experts, any changes in the natural balance are reported to the relevant public institutions. For example, changes in forest assets are shared with institutions such as the **Aegean Forest Foundation** and necessary precautions are taken. In light of this data, we map areas that are important for biodiversity, such as ponds, waterways, and maquis areas.

Protection of Natural Balance and Agricultural Practices

In our agricultural areas, we prioritize sustainable production methods that do not harm nature. We minimize economic, environmental, and health risks with our Integrated Pest Management Program. In this context, practices such as protecting natural predators and avoiding excessive fertilization and chemical pesticide use are prominent. Natural predators such as flower flies, ladybugs, and black corsairs are supported in pest control. In addition, the use of organic pesticides is recommended instead of chemical pesticides against pests.

In our biodiversity management, we attach great importance to the protection of sensitive areas and the improvement of habitats of endangered species. We work to prevent agriculture from being carried out in national parks, protected areas, and sensitive areas. We conduct checks and observations to ensure that tobacco fields where spraying and fertilizing are carried out are not close to protected areas and sensitive areas.

In our production processes, elements such as seed selection, fertilization methods, and spraying activities are recorded in detail. This data guides the education of our farmers and also enables the development of better agricultural practices. Applications ranging from soil analyses to predator use are carried out to protect the balance of ecosystems and increase sustainability in agriculture for a healthier future.

Protecting biodiversity is not only an indicator of environmental sensitivity, but also an important responsibility towards future generations. We work resolutely to support natural life around our agricultural areas, ensure the protection of endangered species, and improve sensitive ecosystems. We are committed to creating a production model in harmony with nature with our sustainable agricultural practices and to continuously develop this model.



Sustainable Product Management

Our commitment to sustainable product management drives our vision for a greener future.

SUSTAINABLE PRODUCT MANAGEMENT APPROACH



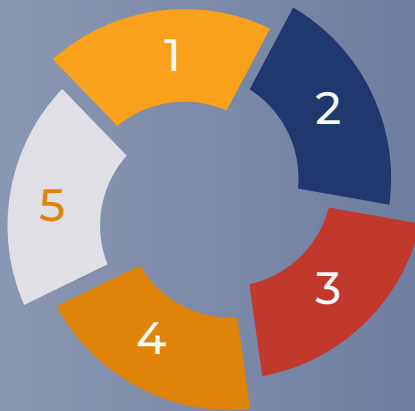
As Sunel Ticaret Türk A.Ş., we are committed to fulfilling our environmental, social and economic responsibilities by basing all our processes on sustainability principles. We are constantly developing our business model by adopting a sustainable approach in all our processes from production to distribution and usage stages. Thanks to our Supply Chain Due Diligence system, we address, prioritize, take action, measure and report the results in a cycle. Thanks to this approach, we both minimize the environmental impacts of our processes and increase our operational efficiency.

We support our sustainability product management approach with international standards. The ISO 9001 Quality Management System Certificate we hold is an indicator of our commitment to maintaining and developing quality standards in all our processes.

While sustainable agricultural practices that aim to minimize environmental impacts in our tobacco production processes are implemented, we ensure that our producers develop their knowledge and skills with training and support programs. We strengthen our product management approach with our company's Sustainable Tobacco Policy. We see this policy as a guide that supports our goal of minimizing environmental and social impacts in tobacco production. In this context, by placing our business model on a cyclical structure, we add value to society and the environment, and offer our customers quality and sustainable products.

Sustainable Tobacco Program (STP)

Thanks to the Sustainable Tobacco Program that we follow together with our customers, we manage all agricultural activities, important social and human rights areas and report them through the STP system.



- | | |
|--------------|-----------|
| 1 Report | 4 Action |
| 2 Define | 5 Measure |
| 3 Prioritize | |



ORGANIC AND INNOVATIVE PRODUCTION

As Sunel Ticaret Türk A.Ş., while minimizing environmental impacts in agriculture with organic production and technological innovations, we pioneer the protection of natural resources and the spread of more efficient production methods in cooperation with our producers. In this context, we have implemented many innovative and environmentally friendly applications from organic Izmir tobacco production to drone-supported pesticide applications. We reflect our mission to contribute to the construction of a sustainable future with these applications that both protect natural resources and increase production quality.



Use of Natural Pools

Natural pools are used to collect rainwater and these water resources are used in irrigation processes to save water.



Use of Pesticides with Minimum and Environmentally Friendly Methods

Pesticide applications are kept at a minimum level, their impacts on the environment are reduced and the natural balance is preserved.



Analysis of Soil and Water Resources

We have soil analyses for balanced fertilization applications and water analyses for irrigation suitable for agriculture.



Distribution of Certified Seeds

Environmental sustainability is encouraged in agricultural processes and efficient production is targeted by distributing certified seeds to producers.



Pesticide Application Trials with Drones

Under the roof of the Aegean Tobacco Exporters' Association, pesticide application trials are carried out via drones, thus developing more sensitive and effective methods and reducing the environmental risks of producers.



Awareness-Raising and Education Studies

Producers are provided with training on protecting biodiversity, efficient use of soil and water resources, and information-enhancing brochures are also distributed.

LIFE CYCLE ASSESSMENT

In line with our commitment to reducing the environmental impact of our products, we carry out comprehensive studies to measure and manage the carbon footprint of our tobacco leaf production processes. Life Cycle Assessment (LCA) studies of tobacco leaves for the 2019 and 2022 production years were carried out covering all stages from production to processing and transportation. These analyses allowed us to more accurately assess the environmental performance of our products and identify areas for improvement.

LCA studies focused on analyzing emissions from processes such as energy use, fertilization and transportation. According to 2022 data, the carbon footprint of tobacco leaf production in Türkiye is 73% lower than the average among all suppliers.

These studies not only enable us to take strategic steps to reduce our carbon footprint, but also enable us to collaborate with our international customers in line with our sustainability goals.

Leaf Emission Intensity (tCO₂e/t leaf)

1.29

Sunel

13.56

Customer supplier average



SUSTAINABLE SUPPLY CHAIN

We see sustainability principles as one of the fundamental elements of our way of doing business. In this context, we carry out our supply chain by taking environmental, social and economic criteria into consideration. Our cooperation with our suppliers is not limited to providing only quality products and services, but also includes creating long-term sustainable values. This approach has been shaped in accordance with our "Sustainable Supply Chain Policy".



Our supplier evaluation processes are carried out within the framework of our Supplier and Subcontractor practices. During this process, suppliers are subject to a detailed examination in line with various criteria such as quality, on-time delivery, price and the certificates they hold. While new supplier candidates are expected to meet certain quality standards and have the necessary certificates, the performances of our existing suppliers are measured at regular intervals and the continuity of high standards is ensured. Performance evaluations are carried out based on parameters such as quality compliance, service quality and delivery processes.

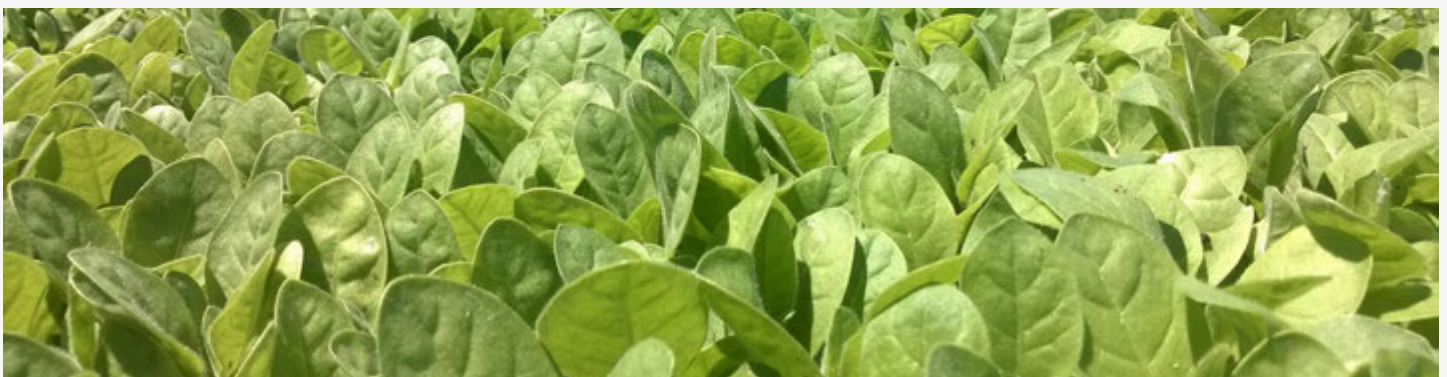
In accordance with our Procedure for Control of Purchased Products and Services, we meticulously evaluate criteria such as compliance with technical specifications, quality standards, timely delivery, and pricing of supplied products and services



The request and order stages are managed through the ERP system, ensuring seamless traceability and accuracy throughout the processes.

Aligned with our Sustainable Supply Chain Policy, we undertake initiatives to promote the efficient use of energy and water resources, reduce carbon emissions, and minimize environmental impacts. We actively collaborate with our suppliers to ensure they also fulfill their environmental responsibilities. Practices such as Good Agricultural Practices (GAP) and Integrated Pest Management (IPM) are key tools we leverage to enhance the environmental performance of our supply chain.

Furthermore, we provide various training programs and support mechanisms to improve the economic well-being of farmers and encourage adherence to social responsibility standards.



CUSTOMER RELATIONS

We view our relationship with customers not merely as a commercial connection but as a long-term partnership founded on mutual trust and cooperation. Ensuring customer satisfaction and fostering a sustainable customer relationship network form a core pillar of our business strategy.

To enhance customer satisfaction, we conduct regular customer satisfaction surveys. Feedback from the surveys conducted in April-May 2023 was carefully evaluated, and necessary improvements were implemented accordingly. We systematically record, track, and address all customer feedback, ensuring an efficient resolution process. Our complaint management procedures are designed to prioritize resolving customer complaints in the quickest and most effective manner possible.



C-TPAT Audits

To enhance customer satisfaction and service quality in the United States, we consistently achieve 100% security approval in the regular C-TPAT (Customs Trade Partnership Against Terrorism) audits.

This achievement boosts the efficiency of our international logistics operations, enabling us to deliver faster and more reliable services to our customers.

Certificate of Customs Approved Operator Status (OKSB)

At Sunel Ticaret Türk A.Ş., we expedite the customs clearance of our containers more efficiently through the OKSB (Certificate of Customs Approved Operator Status) we hold. This certification allows our containers to pass blue line control, completing customs procedures without the need for document or physical inspections. This streamlined process enhances the speed and reliability of our logistics operations, contributing significantly to customer satisfaction.



Social Sustainability

Strengthening Communities, Enriching Lives: Our Sustainable Social Responsibility Commitment drives positive change.



OUR SOCIAL SUSTAINABILITY APPROACH

Our social sustainability approach is guided by policies designed to enhance the well-being of our employees and stakeholders. We place particular emphasis on improving the rights and working conditions of our seasonal employees. By providing workplaces that adhere to occupational health and safety (OHS) standards, we prioritize the safety and well-being of our workforce. Key areas of focus include regulating working hours, ensuring adequate rest periods, and offering fair wages. Additionally, we aim to elevate the awareness and skill levels of our employees through regular training and awareness initiatives.

Building strong partnerships with our producer farmers is a priority for us, and we implement various programs to enhance their economic and social well-being. We contribute to improving product quality by offering training and technical support on sustainable agricultural practices. Additionally, by adhering to fair trade principles, we ensure that farmers are fairly compensated for their labor. Through long-term contracts, we provide economic stability for our producers while also fostering the development of local communities.

At the core of our values lies a commitment to social sustainability, which extends beyond our employees and producers to include society as a whole. We dedicate resources to social responsibility projects aimed at improving the quality of life in local communities through initiatives in education, health, and environmental protection. Through these efforts, we contribute to creating a sustainable ecosystem both within our value chain and across society at large.



OCCUPATIONAL HEALTH AND SAFETY

We adopt occupational health and safety principles in our business processes and procedures and we promise our employees a safe and comfortable work environment. While working towards our goal of a healthy working environment with our OHS practices covering our employees, farmers, subcontractors and suppliers, we also comply with local and national regulations and OHS rules.



Through the policies, guidelines, and procedures we establish, we educate our employees and producers about our institution's OHS culture and approach, encouraging their active contribution to these principles. The Sunel Handbook, provided to every employee at the end of their orientation process during their first week of employment and distributed to our suppliers, farmers, and contractor companies, outlines our OHS guidelines and the rules applicable to our facilities and processes. Employees receive regular training on the guidelines in the handbook, and they are expected to adhere to these standards in their daily activities.

Our general OHS instructions and policies are actively implemented across all our operations and are communicated to employees at the start of their employment. We expect our employees to internalize these instructions, incorporate them into their own workflows, and consistently adhere to these rules in their daily tasks.



OHS Risks and Opportunities

OHS risks, along with the opportunities they present, are a critical component of our OHS vision. We evaluate these risks using a matrix based on root cause analyses, as well as the impact and probability of each risk. Precautions are then taken for high and intolerable risks to reduce them to a low or medium risk level.

Our risk assessment team thoroughly evaluates these risks through comprehensive studies. These include analyzing the potential present and future impacts of each risk, ensuring compliance with regulations and legislation, conducting root-cause and accident analyses, and collecting relevant data and information.

Potential root-cause accident analyses consider various scenarios, with risks evaluated based on these situations.

- Dangerous Movements
- Dangerous Situations
- Personal Factors
- Job Factors

Emergency Management

Due to our geographical location and our business processes, the possibility of encountering emergencies is always possible and taking precautions against these situations and being prepared for these situations is an important part of our sustainability strategy. With the studies and trainings we conduct, we prepare our employees and producers for emergencies and implement the necessary procedures to ensure business continuity in these situations.

Our Occupational Health and Safety board determines the emergencies and takes the necessary precautions for these emergencies and takes the necessary action plans under control according to the frequency and severity of the emergency. In this regard, in parallel with our company vision, we implement regular drills for these situations and keep our employees ready for situations.

Earthquake, one of the most important agenda items of our country, is also of critical importance for the region we are located in. Our Pınarbaşı facilities are located in a 1st Degree earthquake zone. For this reason, we regularly conduct earthquake and fire drills. With these drills, we prepare our employees and producers for earthquakes and fires and aim to raise awareness in them on this issue.

Our Emergency Action Plan is not limited to earthquakes only. It specifies first aid and precautions against the dimensions determined by our company as emergencies and determines the job descriptions of everyone from the board of directors to the employees in the event of a possible emergency.

Emergency Topics

- Fire
- Electrical Leakage
- Earthquake
- Natural Disasters
- Explosion
- Sabotage
- Epidemic Disease
- Chemical Spillage - Leakage
- Working in Closed Space
- Poisoning
- Working at Height



OHS Trainings

Training is undoubtedly one of the most crucial aspects of our OHS and sustainability vision. Our expert team delivers periodic OHS training to our employees, ensuring they are consistently prepared and informed. Similarly, our manufacturers and suppliers receive regular OHS training, and we expect them to adhere to OHS guidelines as well as local and national regulations in their work processes.

In this context, our employees, manufacturers and interns who are new to our company are provided with basic OHS training during orientation. This training is a requirement of the Labor Law No. 6331 and is a training that all employees within the company must receive. At the end of the training, a certificate is given according to the performance during the training and a form is signed stating that this training will be provided regularly. In this way, we keep our employees constantly ready and informed about OHS and expect full compliance with these rules during our work processes.



Compliance with the laws and Occupational Health and Safety rules reflects our company's vision of social sustainability.

OHS Practices and Personal Protective Equipment

We take care to use modern equipment and personal protective equipment in our production processes and processes. We also mention the importance of this issue in the handbooks and trainings we provide to our employees and allocate the necessary equipment to our employees. Our company takes the necessary steps towards the goal of zero work accidents and expects the same sensitivity from our employees and manufacturers.

Training on the use of PPE is also provided in the manufacturer trainings given every year. As a company, we carry out our project by using appropriate personal protective equipment in this and all our other projects.



HUMAN RIGHTS APPROACH

Our Human Rights approach is guided by the United Nations Global Compact (UNGC) and the core standards of the International Labor Organization (ILO). We uphold full respect for human rights and the protection of universal rights as fundamental principles in all our activities.

In line with this commitment, we implement policies aligned with ILO standards, focusing on combating discrimination, preventing forced labor, and eradicating child labor. We are dedicated to providing fair, safe, and dignified working environments for our employees and stakeholders. This approach fully aligns with the first four principles of the UNGC related to human rights.

We adopt a proactive approach to preventing potential violations by assessing human rights risks within our supply chain and operations. Regular inspections are conducted to ensure that working conditions comply with ILO standards on 'Occupational Health and Safety.' In alignment with the UNGC's human rights principles, we respect our employees' freedom of expression, collective bargaining rights, and freedom of association, and we actively promote the effective implementation of these rights. Our relationships with all third parties are grounded in respect for human rights, and we expect our business partners to uphold the same standards.

Our human rights commitments are communicated to employees and stakeholders through targeted training and awareness initiatives. In this context, we organize training programs based on ILO labor standards and strive for continuous improvement of our human rights policies. With the vision of developing a sustainable business model rooted in the principles of the UNGC, we regard human rights as an integral part of our business processes. This understanding serves as the cornerstone of our corporate strategy.

The Human Rights Policy that we have prepared by combining this understanding and vision also covers the cornerstones of ILO and UNGC and provides great assurance to our employees in this regard. Our policy covers universal Human Rights Dimensions and makes commitments in parallel with the necessary laws.



Child Labor



Employment Relations



Fair Wage / Compensation



Forced Labor



Freedom of Association



Health and Safety



Migrant Workers



Harassment



Discrimination



Working Conditions



Rights of Local Peoples



Human Rights Duty of Care



NO TO CHILD LABOR!

Guided by our human rights approach, we have undertaken various projects to address critical issues. In 2023, as the Aegean Tobacco Exporters' Association, we initiated a joint project focused on combating child labor. The sole purpose of this project is to emphasize to our stakeholders, employees, and society that we stand firmly against child labor and do not tolerate it under any circumstances.

As part of this initiative,

- We issued a joint declaration on June 12, World Day Against Child Labor, uniting as one voice to declare our opposition to child labor.
- Throughout the year, we also organized stakeholder meetings to raise awareness and draw attention to this pressing issue.
- Additionally, in collaboration with our risk team, we conducted a specialized risk analysis on child labor to identify the potential risks and challenges facing both our sector and the global community in the future.

As a company, we have never tolerated child labor and remain steadfast in our commitment to eliminating it. We will continue to build on the progressive steps of this project, which we initiated, in the years to come. As a member of the Aegean Tobacco Exporters' Association, we consistently address social issues and advocate for meaningful change. Moving forward, we will intensify our efforts within the framework of the Human Rights Declaration and our policies, strengthening our impact year by year.

OUR HUMAN RESOURCES PRACTICES

We integrate social sustainability into every aspect of our business processes and take significant steps guided by the vision we have established. Through the dedicated efforts of our HR department and board of directors, we are committed to providing our employees and producers with a supportive, enjoyable, and stress-free work environment. One of our key objectives is to maintain high employee loyalty while minimizing turnover rates.

At Sunel, we consider everyone—from our board of directors to our producers—part of a family. Guided by this family-oriented approach, we implement practices that support and nurture our employees.

Our HR department operates with a proactive and continuous feedback mechanism, maintaining close communication with employees, listening to their ideas about Sunel, and offering swift solutions through an active feedback system. Our policy on requests, complaints, and suggestions encompasses all employees and stakeholders, ensuring inclusivity and responsiveness. This approach has contributed to the growth of our Sunel family, which continues to expand year after year

Training at Sunel

At Sunel, supporting the personal and professional development of our employees is one of our top priorities. Our training and development programs are designed to enhance individual competencies while advancing our company's sustainable success goals.

We actively encourage the continuous growth of our employees and fully support them on their career journeys. The foundation of our social sustainability approach lies in our commitment to building a team of individuals who discover their talents and strive for continuous self-improvement. At Sunel, we remain dedicated to creating opportunities that unlock the potential of every employee and enable them to utilize it to the fullest.



In accordance with the training system procedure outlined in our handbook, our training programs are categorized into two main groups: 'Compulsory' and 'Personnel Development.' Compulsory trainings, primarily focusing on OHS and emergency response, are monitored by our OHS and HR departments. Personnel development trainings, on the other hand, are fully overseen by the HR department, which collaborates with the board of directors and relevant departments to create annual training plans. These plans are updated each year, and the records are maintained at the end of the year.

Beyond these structured programs, we at Sunel take pride in supporting our employees' development across all areas. Employees who wish to pursue additional training on their own initiative can do so by coordinating with the HR department, provided it aligns with the established procedures.



First Step to Sunel

As a company, we conduct our recruitment processes transparently and ensure there is no discrimination based on religion, language, or race. All candidates are evaluated as potential talent during the application process. Following a series of interviews and talent assessments, we select candidates for hire. This decision is made with careful consideration of our corporate culture and the specific expectations of the positions in question.

Once the recruitment process is finalized, the candidate submits the required documents to the relevant units and begins their role. During their first week, new employees undergo an orientation process, during which they receive detailed information about the corporate culture from unit managers and complete the initial level OHS training in compliance with legal requirements. Employees are also responsible for retaining the documents provided to them during this process.

At Sunel, one of the most significant aspects of our recruitment process is the hiring of employees with disabilities. Our company complies with the legally mandated 3% employment rate for disabled individuals. These recruitment processes are conducted in collaboration with İşkur and are fully aligned with legal requirements. We actively support the employment of individuals with disabilities and aim to leverage their unique talents within our organization.

Power of Women in Sunel

We view women's employment and gender equality as essential components of enhancing workforce diversity and fostering a sustainable business environment. To encourage women's participation in the workforce and support equality, we develop and implement various policies and practices. We are committed to providing equal opportunities for women, supporting their advancement into leadership roles, and enforcing a zero-tolerance policy against gender-based discrimination. Additionally, we collaborate with external stakeholders and carry out in-house projects to empower women in the workplace.

Our commitment to gender equality is a fundamental aspect of our sustainability strategy. To raise awareness among our employees, we offer regular training on gender equality. We also provide comprehensive career development programs and mentoring services to address the challenges women face in the workplace and support their professional growth. Through these efforts, we aim to increase the representation of women in our workforce and achieve greater equality. We utilize effective monitoring and reporting processes to continuously improve our performance in this area.



As of 2023, 73% of our employees are women.



We strongly believe in the value of employing women and their active involvement in business processes. In line with this belief, we launched our Women's Forklift Project in 2023, enabling 15 women to become licensed forklift operators through specialized training. Following this initiative, women have started to play an active role in Sunel's warehouse operations.

At Sunel, we are committed to advocating for gender equality. As part of this commitment, we aim to further support this cause by pursuing membership in international and global initiatives dedicated to promoting equality.

WOMEN'S EMPOWERMENT PRINCIPLES

We have initiated the process of obtaining membership in the Women's Empowerment Principles (WEPs).

EMPLOYEE RIGHTS

At Sunel, we ensure that our employees are granted their legal rights in accordance with labor law and international standards. Through these practices, we aim to enhance employee satisfaction, which is a fundamental priority for us. We are committed to providing the best possible working conditions to foster employee well-being and maximize their contributions to the company.





Farmer Advantage Card (ÇAK)



At Sunel, we strive to support and add value not only to our employees but also to our producers. In line with this goal, we launched the Sunel Farmers' Club in 2019 to advance our social sustainability vision and improve the welfare of our farmers. Following a sector-wide Supply Chain Risk Assessment conducted in 2021, the project was endorsed by the sectoral working groups under the Aegean Exporters' Associations and expanded to include the entire sector.

By 2023, our project reached all contracted tobacco producers in Türkiye through the Farmer Advantage Card (ÇAK) initiative. At the Coresta 2023 Congress in Cancun, Mexico, we had the opportunity to share insights about the evolution of our project, from the Sunel Farmers' Club to the Farmer Advantage Card, at the invitation of one of our customers.

While our project provides significant advantages to our farmers and producers, it also aims to improve their lives beyond work by fostering social interaction and creating a sense of community. In alignment with the United Nations Sustainable Development Goals (SDGs), our efforts contribute to SDGs 1, 3, 4, 7, 8, and 12.

The primary goal of our project is to enhance the well-being of our farmers and motivate them in their professional processes. To achieve this, we hold annual meetings with farmers and producers who use the Farmer Advantage Card (ÇAK). During these gatherings, we conduct satisfaction surveys and expand the card's benefits and scope based on the feedback received. Our website provides information on exclusive discounts and partnerships with contracted institutions for farmers, enabling them to stay updated on opportunities in real time. These resources are also supported by our customer service team, available from 8 a.m. to 5 p.m. Additionally, we promote the project through brochures, posters, and short films, ensuring that farmers are connected and united under this initiative.

Farmers' Club Summary Information

47000 Members
100% Card Delivery
5% Farmer Interaction
Periodic Satisfaction Surveys

ÇAK Advantages

Special Discounts
Privileged Service in Contracted Institutions
Discount in Private Health Services
Field Visits
Online Meetings
Special Check-Up Packages for Female Producers
Breast Cancer Awareness Events

2024 Goals

Satisfaction Survey and Implementation of Incoming Feedback
Increase in Contracted Institutions
Improvement in Reporting
Increase in Field Activities

Performance Indicators

Measuring Progress, Driving Excellence: Our Key Performance Indicators reflect our commitment to sustainability.

PERFORMANCE INDICATORS

Environmental Indicators

EMISSIONS				
	2020	2021	2022	2023
Scope-1 GHG Emissions (tCO ₂ e)	1,173.2	1,331.8	1,442.3	1,780.2
Scope-2 GHG Emissions (tCO ₂ e)	1,384.5	1,430.0	1,455.5	1,489.5
Scope-3 GHG Emissions (tCO ₂ e)	8,066.0	40,715.0	6,587.9	14,856.7
<i>Total greenhouse gas emission intensity (scope 1+2) (tCO₂e/ton product)</i>	0.18	0.23	0.26	0.24
GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4				

ENERGY				
	2020	2021	2022	2023
Energy Consumption in the Organization (GJ)				
Non-Renewable Resources	Natural Gas		20,467.08	24,215.64
	Diesel		2,054.94	2,247.01
	Gasoline		-	1,457
	2020	2021	2022	2023
Electricity Consumption (GJ)	-	-	1,241.98	12,214.50
Energy Intensity (GJ/ton product)			2.99	2.97
GRI 302-1, GRI 302-3				

WATER AND WASTEWATER				
	2020	2021	2022	2023
Amount of water withdrawn by sources (m ³)				
Groundwater				31,766.00
<i>Total amount of water withdrawn</i>				31,766.00
Amount of water discharged by discharge points (m ³)				
Groundwater				7020.00
<i>Total amount of discharge</i>				7,020.00

MATERIALS				
	2020	2021	2022	2023
Recycled packaging materials (kg)				
Plastic	10,598	8,200	6,580	10,560
Cardboard	96,518	261,660	181,640	202,907
Wood		10,100		
GRI 301-3				

AIR POLLUTANT EMISSIONS (KG/HR)				
	2020	2021	2022	2023
Dust emission amounts				
	1.27	0.43	0.15	0.61
NOx	0.85	1.51	1.78	1.10
Particulate Matter (PM10) (mg/Nm ³)	0.66	0.78	0.84	-
<i>Total</i>	2.78	2.72	2.78	1.72
GRI 305-7				

HAZARDOUS WASTE AMOUNTS (TONS)				
	2020	2021	2022	2023
Other* (storage) (Medical Waste)				
	15.00	7.00	-	-
Other* (recycling)				
	1,645.00	2,280.00	860.00	2,100.00
<i>Total (kg)</i>	1,660.00	2,287.00	860.00	2,100.00

NON-HAZARDOUS WASTE AMOUNTS (TONS)				
	2020	2021	2022	2023
Other* (recycled)				
	475,616	881,260	688,180	776,567
<i>Total</i>	475,616	881,260	688,180	776,567
GRI 306-3, GRI 306-4, GRI 306-5				

PERFORMANCE INDICATORS

Social Indicators

NUMBER OF EMPLOYEES BY WORK CATEGORY

	2020	2021	2022	2023
Percentage of employees on the board of directors and executive management by gender (%)				
Female	11%	11%	11%	11%
Male	89%	89%	89%	89%
Percentage of employees on the board of directors and executive management by age distribution (%)				
< 30 years	0%	0%	0%	0%
30 - 50 years	30%	30%	20%	20%
> 50 years	70%	70%	80%	80%
Percentage of employees in the employee category by gender (%)				
Female	78%	41%	68%	27%
Male	22%	59%	32%	73%

NUMBER OF EMPLOYEES BY EMPLOYMENT TYPE

	2020	2021	2022	2023
Full-time	21%	66%	49%	
Part-time	79%	34%	51%	

NUMBER OF CONTRACTOR (SUBCONTRACTOR) EMPLOYEES

		2020	2021	2022	2023
Those within the scope of occupational health and safety	Personnel	550	520	530	530
	Subcontractor	55	55	55	55
Those within the scope of occupational health and safety that have undergone internal audit	Personnel	550	520	530	530
	Subcontractor	55	55	55	55
Those under occupational health and safety audited or certified by a third party	Personnel	-	-	-	-
	Subcontractor	55	55	55	55

EMPLOYEE TRAINING (HOURS)

	2020	2021	2022	2023
Average (personnel/hour)	0.11	0.10	0.48	0.33
Total (hours)	854.00	4,045.50	699.00	1,230.00

NUMBER OF MANAGERS BY GENDER AND YEARS

	2020	2021	2022	2023
Percentage of those on the board of directors and senior management by gender (%)				
Female	10%	10%	10%	10%
Male	90%	90%	90%	90%

OCCUPATIONAL HEALTH AND SAFETY PERFORMANCE

	2020	2021	2022	2023
Number of deaths due to work-related injuries				
Personnel	0	0	0	0
Subcontractor	0	0	0	0

NUMBER OF SERIOUS WORK-RELATED INJURIES

	2020	2021	2022	2023
Personnel	7	4	11	0
Subcontractor	0	0	0	0
Total number and rate of recordable work-related cases (%) (TRC=Total number of recordable work-related accidents + Total number of recordable occupational diseases)				
Personnel	34	41	26	41
Subcontractor	0	0	0	0

MAIN TYPES OF WORK-RELATED INJURIES

- 1- Hitting a fixed object or person
- 2- Being trapped between two objects
- 3- Being cut by an object

PERFORMANCE INDICATORS

Social Indicators

	2020	2021	2022	2023
Number of deaths due to work-related diseases				
Personnel	0	0	0	0
Number of recordable work-related disease cases				
Personnel	5	4	8	6
Subcontractor	0	0	0	0

OCCUPATIONAL HEALTH AND SAFETY PERFORMANCE (CONTRACTOR WORKERS)

	2020	2021	2022	2023
Number of accidents	34	41	26	41
Number of fatal cases	0	0	0	0
Absence (number of lost days)	9725	9845	9520	9635
Lost days due to work related injures (LTI)	156	265	63	118
Accident Frequency Ratio (LTIF)	29.15	35.15	22.29	35.15
Accident severity rate (ASR)	0.13	0.22	0.05	0.1
Occupational disease rate (ODR)	0	0	0	0
Lost day rate (LDR)	0.13	0.22	0.05	0.1
Absence rate (AR)	5.9	5.97	5.77	5.84

GRI 403-9, GRI 403-10



GRI Index

Transparency in Action: Our GRI Index demonstrates our commitment to sustainability reporting.

GRI CONTENT INDEX

Sunel has reported in accordance with the GRI Standards for the period January-December 2023.

GRI STANDARD	DISCLOSURE	PAGE NUMBER, REFERENCE AND/OR DIRECT ANSWERS
GRI 1: FOUNDATION 2021		
GENERAL DISCLOSURES		
	2-1 Organizational details	About the Company p. 6
	2-2 Entities included in the organization's sustainability reporting	About the Report p. 3
	2-3 Reporting period, frequency and contact point	About the Report p. 3
	2-4 Restatements of information	There is no restated statement.
	2-5 External assurance	For the reporting period, external assurance has not been conducted.
	2-6 Activities, value chain and other business relationships	Products p. 10
	2-7 Employees	Our Human Resources Practices p.52, 53 Employee Rights p.54
	2-8 Workers who are not employees	Our Human Resources Practices p.52, 53 Employee Rights p.54
	2-9 Governance structure and composition	Governance Structure p. 15, 16
	2-10 Nomination and selection of the highest governance body	Governance Structure p. 15, 16
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	Yönetişim Yapısı p. 15, 16
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance Structure p. 15, 16 Sustainability Governance and Activities p. 18
	2-13 Delegation of responsibility for managing impacts	Governance Structure p. 15, 16 Sustainability Governance and Activities p. 18
	2-14 Role of the highest governance body in sustainability reporting	Governance Structure p. 15, 16 Sustainability Governance and Activities p. 18
	2-15 Conflicts of interest	Business Ethics p.28
	2-16 Communication of critical concerns	Our Corporate Governance Approach p. 14
	2-17 Collective knowledge of the highest governance body	Governance Structure p. 15, 16
	2-18 Evaluation of the performance of the highest governance body	Governance Structure p. 15, 16
	2-19 Remuneration policies	Human Rights Approach p.50, 51 Our Social Sustainability Approach p.47
	2-20 Process to determine remuneration	Human Rights Approach p.50, 51 Our Social Sustainability Approach p.47
	2-21 Annual total compensation ratio	Confidentially Constraints: Not Public Information
	2-22 Statement on sustainable development strategy	Environmental Management Approach p. 33

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	PAGE NUMBER, REFERENCE AND/OR DIRECT ANSWERS
GRI 2: General Disclosures 2021	2-23 Policy commitments	Our Environmental Commitments p. 33
	2-24 Embedding policy commitments	Our Environmental Commitments p. 33
	2-25 Processes to remediate negative impacts	Biodiversity p. 39 Life Cycle Assessment p. 43 Our Social Sustainability Approach p. 47
	2-26 Mechanisms for seeking advice and raising concerns	Sustainability Approach p. 17 Business Ethics p.28
	2-27 Compliance with laws and regulations	There were no developments that were not in compliance with the law during the reporting period, and no administrative penalties were imposed for non-compliance with laws and regulations.
	2-28 Membership associations	Memberships and Partnerships p. 11
	2-29 Approach to stakeholder engagement	Stakeholder Engagement p. 29-31
	2-30 Collective bargaining agreements	Human Rights Approach p.50, 51
MATERIAL TOPICS		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Analysis p. 19
	3-2 List of material topics	Materiality Matrix p. 30
CUSTOMER WELFARE		
GRI 3: Material Topics 2021	3-3 Management of material topics	Customer Relations p.45
GRI 416: Customer Health and Safety 2016	416-1 Assessment of health and safety impacts of product and service categories	Customer Relations p.45 C-TPAT Audits p.45
	416-2 Incidents of non-compliance related to health and safety impacts of products and services	No non-compliance incidents occurred during the reporting period.
SALES PRACTICES AND PRODUCT LABELING		
GRI 3: Material Topics 2021	3-3 Management of material topics	Stakeholder Engagement p. 29-31
	417-1 Requirements for product and service information and labeling	Sustainable Product Management Approach p. 41
GRI 417: Marketing and Labeling 2016	417-2 Incidents of non-compliance with product and service information and labeling	No non-compliance incidents occurred during the reporting period.
	417-3 Incidents of non-compliance with marketing communications	No non-compliance incidents occurred during the reporting period.
GOVERNANCE STRUCTURE		
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Corporate Governance Approach p. 14 Governance Structure p. 15-16
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of management bodies and employees	Power of Women in Sunel p. 53
	405-2 Ratio of basic salary and wages of women to men	There is no gender-based salary difference at Sunel. The principle of equal pay for equal work is applied.
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	There were no cases of discrimination during the reporting period.

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	PAGE NUMBER, REFERENCE AND/OR DIRECT ANSWERS
PRIVACY AND DATA SECURITY		
GRI 3: Material Topics 2021	3-3 Management of material topics	Business Ethics p.28
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints regarding breach of customer privacy and loss of customer data	No non-compliance incidents occurred during the reporting period.
OCCUPATIONAL HEALTH AND SAFETY		
GRI 3: Material Topics 2021	3-3 Management of material topics	Occupational Health and Safety p.48
	403-1 Occupational health and safety management system	Occupational Health and Safety p.48
	403-2 Hazard identification, risk assessment and incident investigation	OHS Risks and Opportunities p.48 Emergency Management p.49
	403-3 Occupational health services	OHS Practices and Personal Protective Equipment p.50
	403-4 Worker participation, consultation and communication on occupational health and safety	OHS Practices and Personal Protective Equipment p.50
GRI 403: Occupational Health and Safety 2018	403-5 Training of workers in occupational health and safety	OHS Trainings p.49
	403-6 Promotion of occupational health	OHS Practices and Personal Protective Equipment p.50
	403-7 Prevention and reduction of occupational health and safety effects directly related to work relations	OHS Risks and Opportunities p.48
	403-8 Workers covered by occupational health and safety management system	OHS Practices and Personal Protective Equipment p.50
	403-9 Work-related injuries	Performance Indicators p. 56, 57
	403-10 Work-related diseases	Performance Indicators p. 56, 57
ENERGY MANAGEMENT (ENERGY CONSUMPTION, ELECTRICITY GENERATION)		
GRI 3: Material Topics 2021	3-3 Management of material topics	Climate and Energy Management p.35
	302-1 Energy consumption within the organization	Climate and Energy Management p.35 Performance Indicators p.55
	302-3 Energy intensity	Performance Indicators p.55
GRI 302: Energy 2016	302-4 Reduction of energy consumption	Climate and Energy Management p.35
	302-5 Reductions in energy requirements of products and services	Climate and Energy Management p.35
GREENHOUSE GAS EMISSIONS		
GRI 3: Material Topics 2021	3-3 Management of material topics	Emission Management p. 34
	305-1 Direct (Scope 1) GHG emissions	Emission Management p. 34 Performance Indicators p.55
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	Emission Management p. 34 Performance Indicators p.55

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	PAGE NUMBER, REFERENCE AND/OR DIRECT ANSWERS
GRI 305: Emissions 2016	305-3 Other indirect (Scope 3) GHG emissions	Emission Management p. 34 Performance Indicators p.55
	305-4 GHG emission intensity	Emission Management p. 34 Performance Indicators p.55
	305-5 GHG emissions reduction	Emission Management p. 34
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	Emission Management p. 34
AIR QUALITY MANAGEMENT		
GRI 3: Material Topics 2021	3-3 Management of material topics	Emission Management p. 34
LAND AND RESOURCE USE		
GRI 3: Material Topics 2021	3-3 Management of material topics	Organic and Innovative Production p. 42
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Overview of 2023 p. 8, 9
	301-3 Recovered products and packaging materials	Performance Indicators p.55
HUMAN RIGHTS AND COMMUNITY RELATIONS		
GRI 3: Material Topics 2021	3-3 Management of material topics	Human Rights Approach p.50, 51 NO to Child Labor! p.51
GRI 413: Local Communities 2016	413-1 Operations involving local community participation, impact assessments, and development programs	NO to Child Labor! p.51 Our Social Sustainability Approach p.47
EMPLOYEE PARTICIPATION, DIVERSITY AND INCLUSION		
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Corporate Governance Approach p. 14 Governance Structure p. 15-16
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of management bodies and employees	Power of Women in Sunel p. 53
	405-2 Ratio of basic salary and wages of women to men	There is no gender-based salary difference at Sunel. The principle of equal pay for equal work is applied.
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	There were no cases of discrimination during the reporting period.
SUSTAINABLE PRODUCT DESIGN & LIFE CYCLE MANAGEMENT		
GRI 3: Material Topics 2021	3-3 Management of material topics	Sustainability Governance and Activities p. 18 Life Cycle Assessment p. 43
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Overview of 2023 p. 8, 9
	301-3 Recovered products and packaging materials	Performance Indicators p.55
EMPLOYEE CONDITIONS AND EMPLOYEE ENGAGEMENT		
GRI 3: Material Topics 2021	3-3 Management of material topics	Our Human Resources Practices p.52 Training at Sunel p.52 First Step to Sunel p.53 Power of Women in Sunel p.53 Employee Rights p.54

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURE	PAGE NUMBER, REFERENCE AND/OR DIRECT ANSWERS
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Farmer Advantage Card (ÇAK) p. 54
WASTE AND HAZARDOUS WASTE MANAGEMENT		
GRI 3: Material Topics 2021	3-3 Management of material topics	Atık Yönetimi p. 36
	306-1 Waste generation and significant impacts from waste	Waste Management p. 36 CPA Waste Management p. 37
	306-2 Management of significant impacts from waste	Waste Management - Figures and Targets p. 36 CPA Waste Management p. 37
GRI 306: Waste 2020	306-3 Waste generation	Performance Indicators p.55
	306-4 Waste removed from disposal	Performance Indicators p.55
	306-5 Waste disposed of	Performance Indicators p.55

ANNEX 1: ISO 14046:2014 DECLARATION



Water Footprint Verification Statement

Su Ayakizi Doğrulama Beyanı

SUNEL TİCARET TÜRK A.Ş.

Organizational Boundaries / Organizasyonel Sınırlar

Kemalpaşa Mahallesi Pınar Caddesi. No: 89, 35060 Bornova/İzmir

The Water Footprint report has been verified to meet the standard requirements specified below according to ISO 17029:2019 / Su Ayakizi Raporunun, ISO 17029:2019'a göre aşağıda belirtilen standart gerekliliklerini karşıladığı doğrulanmıştır.

ISO 14046:2014

Blue Water Footprint / Mavi Su Ayakizi	18.274,0 m3
Gray Water Footprint / Gri Su Ayakizi	7.299,2 m3
Green Water Footprint / Yeşil Su Ayakizi	- m3

Level of Assurance / Güven Seviyesi	: Reasonable / Makul	Verification Report Date / Doğrulama Rapor Tarihi	: 02.09.2024
Reporting Period / Raporlama Dönemi	: 01.01.2023 - 31.12.2023	Statement No / Beyan No	: WP-GNL-297 / 2023

Onaylayan
Okay Kayhanlı – Genel Müdür

QSI Belgelendirme, Muayene ve Test Hizmetleri Ltd. Şti.
Beytepe Mah. 5397 Sokak, Mira Ofis B1 Blok D:2, Çankaya - Ankara
Tel : +90 312 472 60 67 Faks : +90 312 472 60 68
E-mail: info@qsi.com.tr Web: www.qsi.com.tr

ANNEX 2: ISO 14064-1:2018 DECLARATION



Greenhouse Gas Verification Statement

Sera Gazı Doğrulama Beyanı

SUNEL TİCARET TÜRK A.Ş.

Organizational Boundaries / Organizasyonel Sınırlar

Kemalpaşa Mahallesi Pınar Caddesi. No: 89, 35060 Bornova/İzmir

The Greenhouse Gas emissions inventory has been verified to meet the standard requirements specified below according to ISO 14064-3:2019 / Sera Gazı emisyonları envanterinin, ISO 14064-3:2019'a göre aşağıda belirtilen standart gerekliliklerini karşıladığı doğrulanmıştır.

ISO 14064-1:2018

Category 1- Direct Emissions / Doğrudan emisyonlar	1.780,2	t CO2 eq
Category 2- Emissions from imported energy (Location Based) / İthal edilen enerji kaynaklı emisyonlar (Lokasyon Bazlı)	1.489,5	t CO2 eq
Category 2- Emissions from imported energy (Market Based) / İthal edilen enerji kaynaklı emisyonlar (Market Bazlı)	1.489,5	t CO2 eq
Category 3- Emissions from transportation / Ulaşım kaynaklı emisyonlar	2.123,8	t CO2 eq
Category 4- Emissions from products, service used / Kullanılan ürün - hizmet kaynaklı	12.187,6	t CO2 eq
Category 5- Emissions from associated with the use of the product / Ürün kullanımı	409,6	t CO2 eq
Category 6- Other Emissions / Diğer emisyonlar	135,7	t CO2 eq
Total Emissions (Location Based) / (Lokasyon Bazlı)	18.126,3	t CO2 eq
Total Emissions (Market Based) / (Market Bazlı)	18.126,3	t CO2 eq

I-REC Reference Number/ I-REC Referans No:

Level of Assurance : Reasonable / Makul
Güven Seviyesi : 01.01.2023 - 31.12.2023
Reporting Period
Raporlama Dönemi

Verification Report Date : 10.09.2024
Doğrulama Rapor Tarihi
Statement No : SG-GNL-297/2023
Beyan No

Onaylayan

Okay Kayhanlı – Genel Müdür



QSI Belgelendirme, Muayene ve Test Hizmetleri Ltd. Şti.
Baytepe Mah. 5397 Sokak, Mira Ofis B1 Blok D:2, Çankaya - Ankara
Tel : +90 312 472 60 67 Faks : +90 312 472 60 68
E-mail: info@qsi.com.tr Web: www.qsi.com.tr

SUNEL T.T.A.Ş.

SUNEL TİCARET TÜRK A.Ş.

Address: Kemalpaşa Mahallesi, Pinar Caddesi.
No: 89, 35060 Pınarbasi, İzmir / Türkiye

Phone: +90 (232) 479 04 04

Fax: +90 (232) 479 14 04

E-Mail: info@sunel.com

For more information, comments and suggestions
about the report; www.sunel.com

enexion
group

Reporting Consultancy & Design

Enexion Türkiye

Address: Gökkuşığı
Sokak No: 29 Konaklar
Mah.
4. Levent 34330
İstanbul

Phone: +90 212 280
0705

E-Mail:
bilgi@enexion.de

Website:
www.enexion.com.tr

Enexion Germany

Adres: Am Kronberger
Hang 2 a
65824 Schwalbach am
Taunus Frankfurt
Germany

Telefon: +49 (0) 61 73
93 59 0

Faks: +49 (0) 61 73 93
59 55

Website:
www.enexion.de