



DURAN
DOGAN

avant-garde packaging



SUSTAINABILITY REPORT
2024

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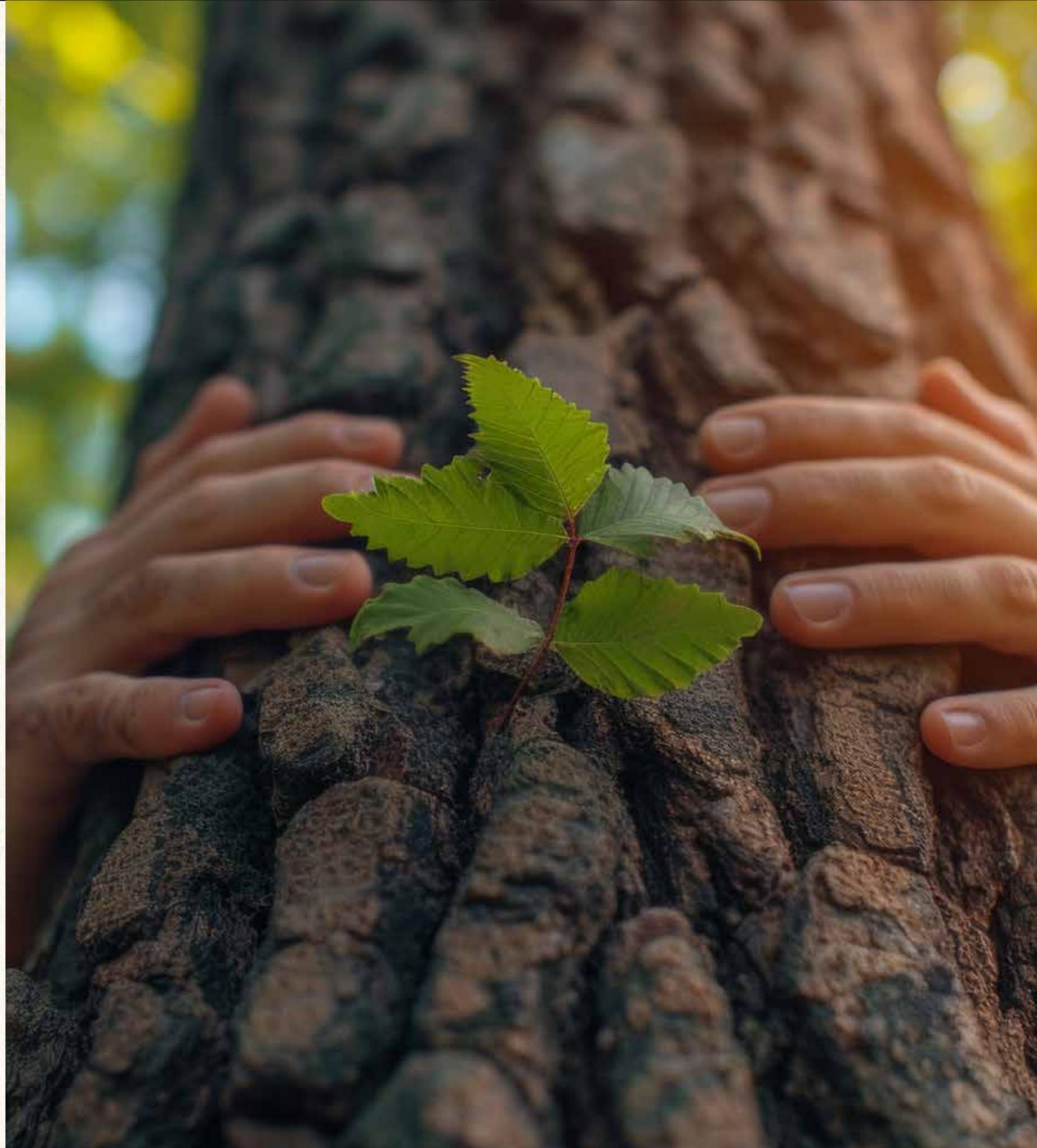
ABOUT THE REPORT

As Duran Doğan Printing and Packaging Industry Inc. (DURDO), we are pleased to present our first Sustainability Report to the public, in which we transparently share our environmental, social, and governance responsibilities, placing our understanding of sustainability at the heart of our business strategy. This report covers our activities and environmental, social, and governance performance between January 1 and December 31, 2024.

Our report highlights our efforts to reduce our environmental impact, implement employee and community-focused projects, and strengthen ethical and transparent management practices. It also details our work in line with the United Nations Sustainable Development Goals (SDGs) and the impact of this work on our business processes.

The Global Reporting Initiative (GRI) Standards were taken into consideration in preparing the report, and care was taken to ensure that our sustainability approach is measurable and comparable. The content of the report has been shaped in line with the expectations of our stakeholders, our company priorities, and sectoral priorities, and is presented in a transparent, understandable, and informative manner.

This report is a concrete demonstration of the steps Duran Doğan has taken towards sustainable growth and its responsibility to society, the environment, and the business world. Feedback from our stakeholders serves as a guide for improving the report and more effectively implementing our sustainability goals.



CEO MESSAGE



“Adding Value to the Future with Sustainable Solutions.”

Dear Stakeholders,

As Duran Doğan Printing and Packaging, with over half a century of experience, we play a pioneering role not only in packaging production but also in our journey to add value to society and the environment. Sustainability is not just a vision for us; it is a fundamental sense of responsibility that guides every step of our business.

We work with a sense of responsibility to create a more livable world.

At this point, we are aware of the ever-increasing expectations regarding changing consumption habits, the climate crisis, and the efficient use of resources on a global scale. With this awareness, we prioritize minimizing our environmental impact, developing innovative and recyclable packaging solutions, reducing our energy and water consumption, and continuously lowering our carbon footprint.

In our sustainability efforts, we adopt a holistic approach that encompasses not only the environment but also our employees, business partners, and society. The safety and happiness of our employees, delivering solutions that exceed our customers’ expectations, and creating value for society form the foundation of our corporate culture.

We continuously improve our environmental performance through investments in innovation and digitalization.

In the coming period, we will continue to work with determination for a greener, more livable future through our innovation power, digitalization investments, and efforts to continuously improve our environmental performance.

We sincerely thank all our stakeholders who have placed their trust in us on this journey. We believe that together we can create a more sustainable world.

ROOTED VALUES, INNOVATIVE STEPS

ABOUT US

One of the most established and experienced companies in Türkiye's cardboard packaging sector, Duran Doğan was founded in 2005 through the merger of two leading companies in the sector, Duran Ofset and Doğan Matbaacılık. Duran Ofset's roots date back to 1953, when it was founded by Ali Duran. With its innovative products and high-quality approach, it has achieved a pioneering position in the packaging sector. Doğan Matbaacılık, founded in 1934 by the Acemyan Family, has been one of the respected names in the industry for over 70 years with its solutions meeting international standards. Formed by the merger of these two powerful entities in 2005, Duran Doğan has strengthened its position as the leading folding carton packaging manufacturer in the industry.

Today, we have a production capacity of 50,000 tons of cardboard per year at our four modern facilities in Istanbul, with 395 qualified employees.

Today, we operate in 4 modern production facilities in Istanbul, with a total covered area of 37,000 m² and 395 qualified employees, producing 50,000 tons of cardboard annually. Fifty percent of our production is exported to global brands with high standards of quality and sustainability. Our operations encompass integrated processes such as design, corrugated cardboard production, film coating, printing, gluing, and special applications.

We reduce our carbon footprint through investments in solar panels, heat recovery systems, and electric vehicles.

At Duran Doğan, we digitally manage our production and management processes using enterprise resource planning and production software such as SAP, eBA, and OMP, maximizing efficiency and quality. Our production facilities operate under 24-hour constant humidity and temperature control, providing a hygienic and suitable environment, especially for food and pharmaceutical packaging.

We are taking steps to reduce our carbon footprint through investments such as solar panels, heat recovery systems, electric forklifts, and pallet carriers. We also contribute to our circular economy goals by converting PET film waste into high-quality raw materials. Through our ECMA and IPG memberships, we add value to sustainability and innovation processes in our industry.

Shaped by our mission, our production philosophy is based on quality, trust, and sustainability. We aim to strengthen our position as Türkiye's leading company in the folding carton packaging sector with innovative solutions. With our environmentally conscious approach and social responsibility awareness, we meet our customers' expectations while fulfilling our responsibilities for a more sustainable future.

“As Duran Doğan, we are Türkiye's leading manufacturer of folding carton packaging, offering sustainable and innovative solutions.”





LEADING COMPANY



**TÜRKİYE'S LEADING COMPANY IN FOLDABLE
CARDBOARD PACKAGING**



**OPERATING IN 4
CONTINENTS**



390+ EMPLOYEES



**OVER 50% EXPORT
CAPACITY**



**53 MILLION EURO
SALES VOLUME**

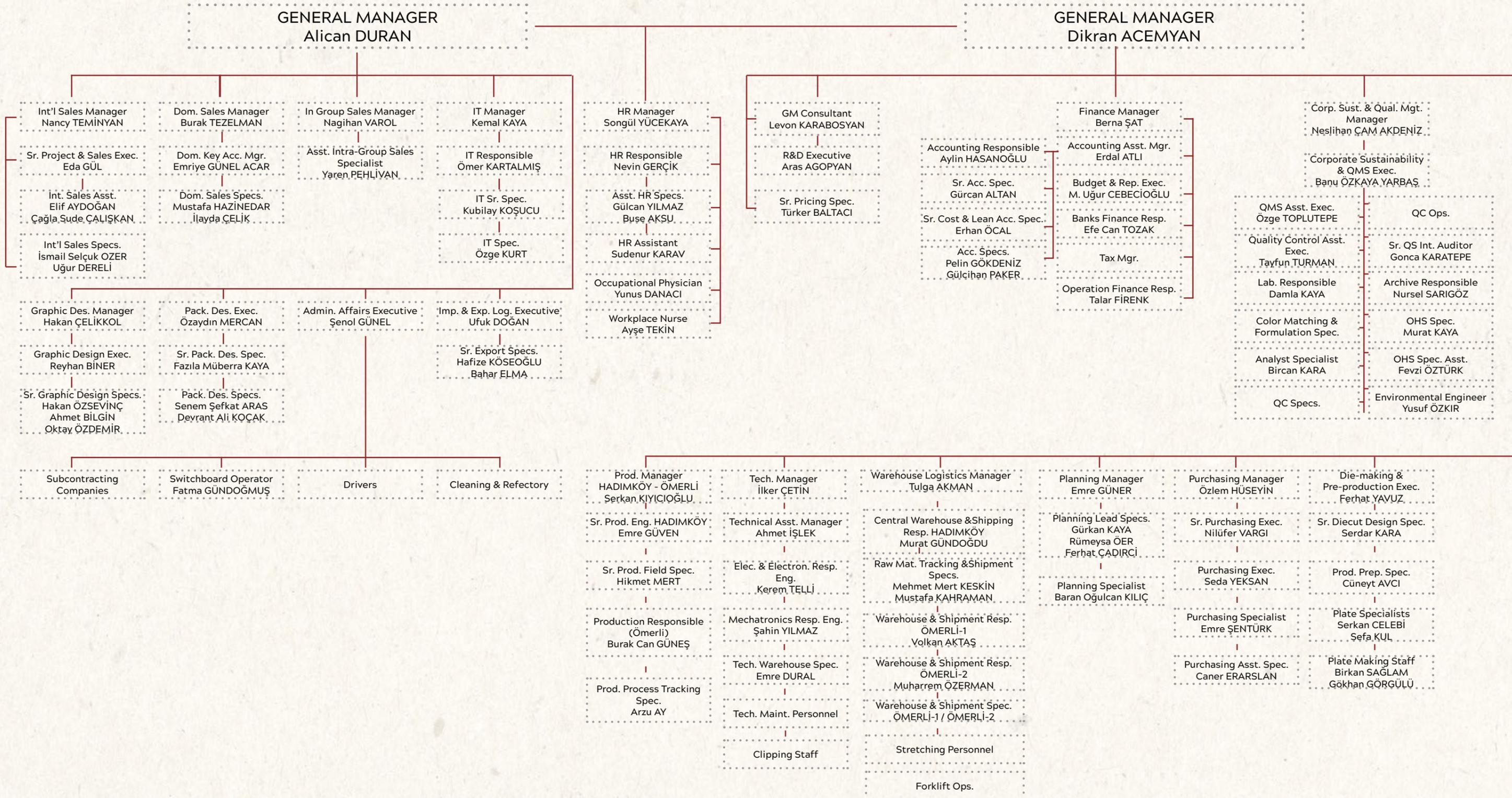


**4 PRODUCTION FACILITIES | TOTAL
37,000 M² COVERED AREA**

OUR PRODUCTS



ORGANIZATIONAL CHART



VISION

To establish the DURAN DOĞAN name as a global brand and to continue to take pride in being a leading company in the sector.

MISSION

To be a dynamic, innovative, environmentally conscious industry leader that manufactures cardboard packaging based on the principles of quality, trust, and sustainability.

VALUES

Our corporate strategy is built on respecting the interests of our employees, customers, shareholders, and society while aiming for success.

OUR ACTIVITIES AND SUSTAINABLE PRODUCT APPROACH

Duran Doğan Printing and Packaging Industry Inc. was established in Istanbul and performs printing, cutting, gluing, and laminating processes on various surfaces such as roll and sheet paper, cardboard, metallized and plasticized paper and cardboard, polyethylene-coated and similar plastic materials for packaging production. In addition to its production activities, our company also purchases and sells materials both domestically and internationally.

As Duran Doğan, we continue our activities as a company that aims to provide consumers with the most accurate and safe cardboard packaging in the packaging sector, embracing the principles of quality and sustainable production.

HIGH-QUALITY CARDBOARD PACKAGING PRODUCTION

With our many years of experience in the packaging industry, we produce high-quality cardboard boxes and packaging for many sectors, including food, beverages, cosmetics, health, cleaning, and fast-moving consumer goods. We continuously improve our production processes with our technological infrastructure and quality standards, contributing to the value of brands with both aesthetic and functional packaging

CREATIVE SOLUTIONS IN PRINTING AND DESIGN

With our advanced offset printing technologies, innovative design capabilities, and strong production capacity, we produce packaging solutions that enhance brand visual identity and make a difference on the shelves. We approach the design process as an integrated value creation area based on the principles of functionality, user experience, and sustainability.

SUSTAINABLE PACKAGING DEVELOPMENT

At the core of our environmentally conscious production approach lies the goal of efficient resource use and waste reduction. We develop sustainable packaging alternatives using FSC-certified raw materials, recyclable materials, and energy-efficient production techniques. With our innovative applications, particularly our Gloss&Green technology, we offer solutions that contribute to the circular economy and reduce the carbon footprint.

SHAPING THE FUTURE WITH R&D AND INNOVATION

Our R&D team closely follows global packaging trends and focuses on developing innovative products and processes that exceed customer expectations. Through the work carried out in our laboratories, we design packaging that has both low environmental impact and superior performance. By combining creativity, technology, and sustainability, we are shaping the future of the packaging industry today.

FINANCIAL PERFORMANCE AND ECONOMIC DEVELOPMENT

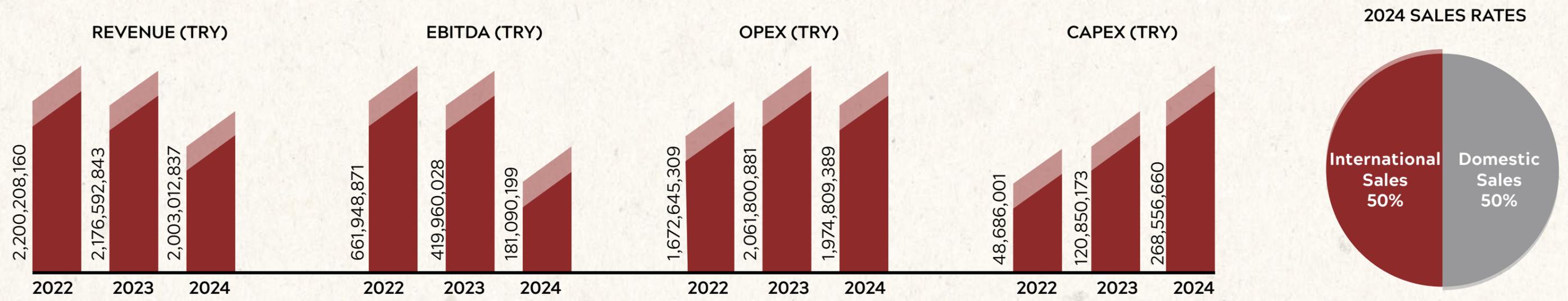
“We ensure sustainable growth through financial discipline and strategic investments.”

We manage financial performance in our packaging sector activities through the effective control of all financial elements, from raw material procurement to production, inventory management, and sales processes. Our finance and accounting department regularly prepares monthly financial statements for senior management and continuously monitors critical indicators such as income-expense balance, unit costs, currency risk, and energy costs through ERP systems. Our economic performance is determined by the efficient use of production capacity, ensuring product diversity in line with customer demands, and setting sustainable financial growth targets. Our production, sales, and finance teams operate in an integrated manner in line with the economic targets set out in our annual budget planning.

When assessing our indirect economic impact, we consider our suppliers, business partners, and environmental factors. We contribute to regional development through the use of local raw materials, the employment we provide, and our sustainable packaging projects.

We develop innovative packaging products with our barrier paper solutions.

We continue joint development processes with our customers regarding the launch of our new packaging products, especially barrier paper solutions. Thanks to the machinery investment we made in 2021, we increased our printing production capacity. This development accelerated our new packaging product development processes by enabling us to expand our customer portfolio both domestically and internationally.



AWARDS AND KEY ACHIEVEMENTS

PLADIS SUSTAINABILITY AWARD

Following an evaluation of all global suppliers by Pladis, we won the Pladis Sustainability Award for our insert project, which was developed using 100% cardboard material instead of plastic to ensure that chocolate biscuits remain stable inside the packaging.

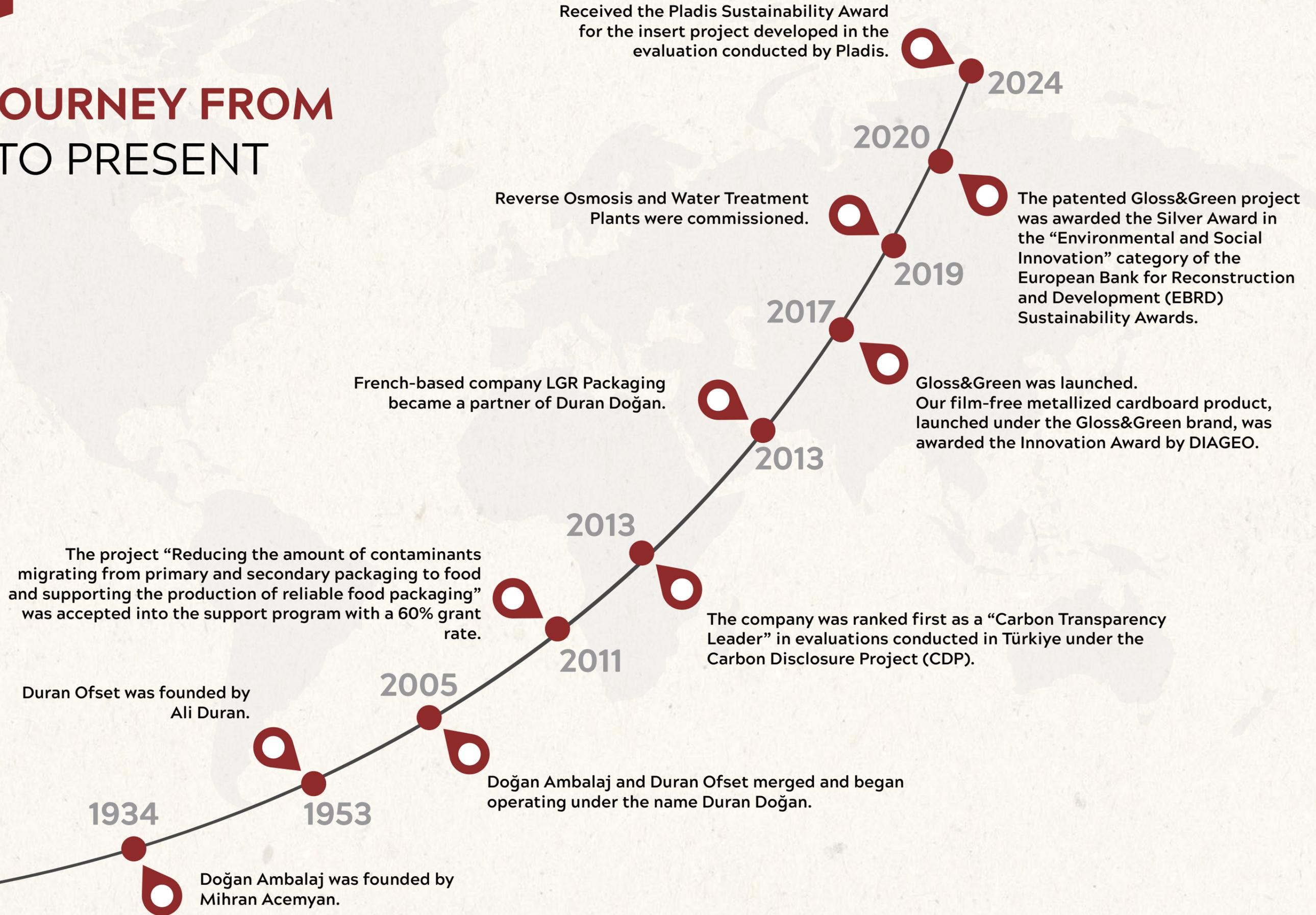
CDP SEA A LIST SUCCESS

As Duran Doğan Basım ve Ambalaj A.Ş., we are delighted that our sustainability efforts have been recognized on an international platform. We were included in the Supplier Engagement Assessment (SEA) A List in the 2024 CDP Climate Change assessment.

This list, which evaluates companies' performance in governance, target setting, Scope 3 emissions, and value chain engagement, demonstrates that we manage climate-related risks in our supply chain transparently and have established strong engagement with our stakeholders.



OUR JOURNEY FROM PAST TO PRESENT



RESPONSIBLE GOVERNANCE THAT ENHANCES CIRCULARITY

OUR SUSTAINABILITY STRATEGY AND GOALS

PRIORITY ISSUES

OUR COMPANY'S APPROACH TO THE ISSUE

OUR GOALS

TAKING STRONG STEPS FOR THE CLIMATE, TODAY AND TOMORROW



- Greenhouse Gas Emissions
- Responsible Resource Use
- Waste Management
- Energy Management
- Biodiversity
- Product Life Cycle Management

By prioritizing the use of sustainable resources in our production model, we focus on protecting natural resources and reducing our environmental impact. Although our environmental impact is low, we continue to invest in energy efficiency, renewable energy, and the circular economy to minimize this impact. With this approach, we ensure that our climate-friendly production philosophy becomes a permanent part of our corporate culture.

Reduce Scope 1 and Scope 2 greenhouse gas emissions by 42% by 2030 compared to the 2020 base year and measure and reduce Scope 3 emissions.

Use 100% recycled or FSC®* and /or PEFC®** certified raw materials in all exports by 2030.

Increase waste reduction and recycling rates to 95% by 2027.

Increase the proportion of female managers to 50% by 2030.

Ensure that at least 65% of employee suggestions, complaints, and requests are addressed.

Increase revenue from recyclable, reusable, or compostable products to 85% by 2030.

THE POWER OF COMMUNITY, THE FOUNDATION OF THE FUTURE



- Equal Opportunity and Diversity
- Occupational Health and Safety
- Talent Management and Capacity Development
- Equal Opportunity and Diversity
- Product Quality and Safety

By supporting our employees' development, we enable them to use their potential most efficiently and provide a fair and inclusive working environment. We design our processes based on human rights and ethical principles in a way that protects the rights of both our employees and all stakeholders in our value chain. We continuously improve in the areas of training, career management, and safe working environments, based on transparency and accountability in our business processes. In this way, we strengthen our sustainable success by increasing employee loyalty and satisfaction.

RESPONSIBLE GOVERNANCE THAT ENHANCES CIRCULARITY



- Innovation and Environmentally Friendly Product Design
- Business Ethics, ESG Management, and Transparency
- Supply Chain Management

We base our corporate governance on transparency, accountability, and ethical values. We protect the rights of our stakeholders by acting in accordance with legal compliance and ethical standards in all business processes. We continuously improve our governance practices through risk management, internal audit, and performance monitoring mechanisms. These regulations enable us to make strategic decisions with confidence.

* License Code: FSC-C104994. Look for our FSC®-certified products.
** License Code: PEFC/54-31-00004. Look for our PEFC® certified products.

OUR SUSTAINABLE COMPETITIVE STRENGTH



END-TO-END EXCELLENCE IN SERVICE DELIVERY

We provide a competitive advantage by offering services that fully meet our customers' primary, secondary and tertiary needs.



INNOVATION IN SUSTAINABLE PRODUCTS

We prioritise sustainability and quality by integrating sustainable raw materials, biodegradable coatings, innovative formulas, and gloss&green technology into our products.



STRATEGIC PRODUCT DEVELOPMENT

We develop our products to be lightweight, slim, and recyclable, ensuring they deliver high performance and durability. We strategically manage costs to increase our competitive strength and market share.



SUSTAINABILITY IN OUR CORPORATE STRUCTURE

With a President responsible for sustainability at the management level and a structure consisting of sustainability leaders throughout the company, we place sustainability processes at the heart of our corporate structure.

DOUBLE MATERIALITY ANALYSIS

“We shape our strategy by evaluating our environmental, social, and economic impacts together.”

Our sustainability approach is based on holistically evaluating both the impact of our activities on the environment and society and how these impacts reflect on our company’s financial performance. In line with this understanding, we have identified our priority environmental, social, and governance issues by conducting a double materiality analysis.

The analysis was designed based on the reporting requirements shaped by the European Union’s Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS) developed by the European Financial Reporting Advisory Group (EFRAG) and the Global Reporting Initiative (GRI Standards).

The two-dimensional approach considers both impact and financial significance.

This analysis helped us understand where our business has the greatest impact and which issues are most critical to our financial results. Based on the analysis, we created a roadmap that balances both our stakeholders’ expectations and our strategic priorities.

In the double materiality approach, we addressed sustainability issues in two dimensions. With impact materiality, we assessed the effects of our activities and value chain on the environment and society. With financial materiality, we addressed the potential effects of environmental and social issues on our long-term value creation capacity.

The issues at the intersection of these two dimensions formed the core of our strategy. During the analysis process, we comprehensively addressed global trends in sustainability, industry dynamics, stakeholder expectations, and internal company priorities.

The stakeholder survey constituted the most important stage of the analysis. Within this scope, issues prioritized in the environmental, social, and governance areas were evaluated with the participation of both internal and external stakeholders. The data collected was analyzed by our expert teams and linked to our company’s sphere of influence and strategic priorities.

The 17 priority issues identified through the double materiality analysis were linked to our strategic and financial priorities.

As a result of the findings, 17 priority topics that directly affect our sustainability performance were identified. The findings from the double materiality analysis enabled the classification of topics according to their impact and financial importance levels, as well as our company’s strategic priorities. The issues identified in the analysis were evaluated at four levels: ‘critical’, ‘very important’, ‘important’, and ‘trackable’.

DURAN DOĞAN DOUBLE MATERIALITY ANALYSIS



OUR SUSTAINABILITY PRIORITIES AND SDG ALIGNMENT

CRITICAL TOPIC

- Product Quality and Safety
- Greenhouse Gas Emissions
- Innovation and Environmentally Friendly Product Design
- Energy Management
- Responsible Resource Use



VERY IMPORTANT TOPIC

- Supply Chain Management
- Occupational Health and Safety
- Product Life Cycle Management
- Business Ethics, CSR Governance, Transparency



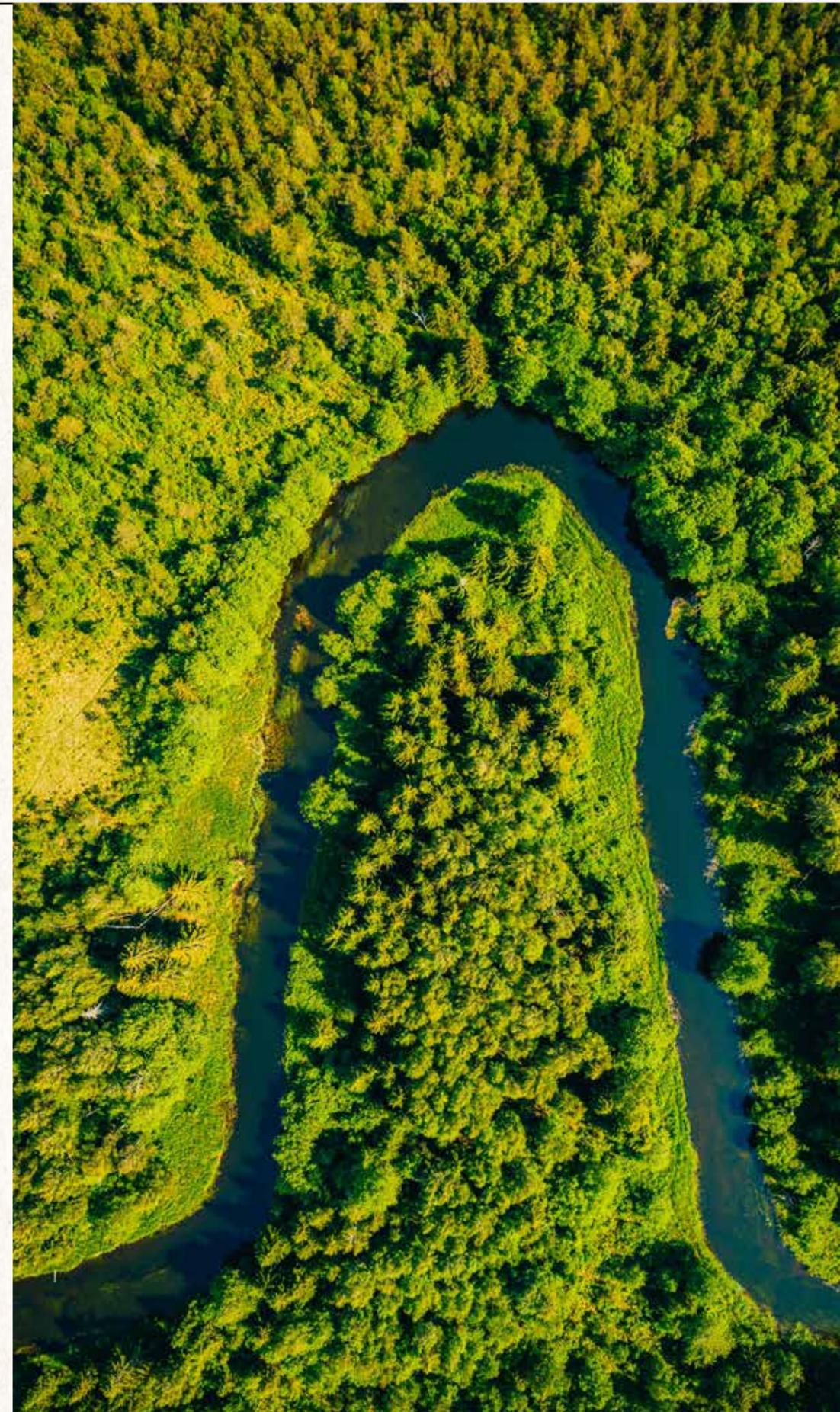
IMPORTANT TOPIC

- Waste Management
- Biodiversity
- Fair Wages and Labour



TRACKABLE TOPIC

- Equal Opportunities and Diversity
- Talent Management and Capacity Development



OUR SUSTAINABILITY MANAGEMENT AND ORGANIZATIONAL STRUCTURE

“At Duran Doğan, sustainability is managed with an integrated sense of responsibility from the highest level down to all business processes.”

In a world where global warming and climate change are increasingly felt and natural resources are slowly being depleted, fulfilling all our responsibilities related to carbon management is an integral part of our corporate culture.

At Duran Doğan, sustainability is embraced by the highest levels of governance and implemented in an integrated manner across all our business processes. The overall responsibility for our company’s sustainability strategy is assumed by the General Manager. The General Manager is also the chair of the Sustainability Committee.

We systematically manage our environmental impacts through carbon emission reduction, waste management, and renewable energy investments.

Our Sustainability Committee specifically assesses all risks and opportunities related to climate change and sustainability, ensuring that company policies are aligned with all direct and indirect activities. The Committee regularly reports to senior management on activities related to carbon emission reduction, waste management, and the transition to renewable energy, and decides on investment plans and improvement projects.

In this context, combating climate change, transparent reporting, reducing environmental impacts, and integrating sustainability principles into investment decisions are carried out under the leadership of the CEO. In line with climate-related data approved by the CEO, our company’s climate strategy and overall business strategy are aligned. Climate targets are monitored and strategic direction is determined through evaluation meetings held every three months.

The Sustainability Committee monitors the implementation of environmental commitments at every stage.

The Sustainability Committee we have established monitors the alignment of all relationships and collaborations with our external stakeholders with the company’s environmental commitments. The Committee regularly reports to senior management on all activities carried out in key areas such as carbon emission reduction, waste management, and transition to renewable energy.

The Sustainability Committee also monitors the alignment of our relationships and collaborations with external stakeholders with our company’s environmental commitments; it aims to create comprehensive awareness, starting with our employees and spreading to society, in order to increase awareness on sustainability.



TOGETHER WITH OUR STAKEHOLDERS

“We build our relationships with our stakeholders on the basis of trust, transparency, and shared responsibility, steering the course towards a sustainable future together.”

We conduct our stakeholder relationships based on the principles of mutual trust, transparency, and continuous communication; we maintain all our interactions on an open, constructive, and long-term collaborative basis. In this regard, we aim to increase stakeholder awareness of the process and encourage their contribution by providing regular updates on our environmental goals and transition plans.

We regularly share information and raise awareness in line with common environmental goals.

Environmental values and practices are reviewed in detail in our collaboration process with stakeholders. In line with our sustainability approach, we regularly share information about our sustainability performance with our stakeholders, acting in concert with organizations that are aligned with our approach and within the framework of the principle of transparency.

The contribution of ongoing collaborations to our environmental goals is also regularly monitored through performance indicators. Necessary updates to collaborations are made based on data obtained in areas such as carbon footprint reduction, efficient use of resources, and waste management.

We encourage the active participation of our stakeholders in the process through training and information sessions.

To support this entire process, awareness-raising and training sessions are organized for external stakeholders to increase their awareness level, thereby creating a stronger foundation for collaboration around common goals.



TOGETHER WITH OUR STAKEHOLDERS

STAKEHOLDER	COMMUNICATION TOPIC	COMMUNICATION CHANNEL
Suppliers	<ul style="list-style-type: none"> Procurement practices Quality standards Sustainable material sourcing 	<ul style="list-style-type: none"> Digital platforms Training and Seminars Site visits Meetings
Customers	<ul style="list-style-type: none"> Product quality Delivery processes Sustainable packaging solutions Innovation initiatives Customer satisfaction 	<ul style="list-style-type: none"> Digital platforms Email Satisfaction surveys Customer visits Meetings
Employees	<ul style="list-style-type: none"> Occupational health and safety Training Career development Suggestion systems 	<ul style="list-style-type: none"> Surveys Training programs Email Meetings
Public Institutions and Organizations	<ul style="list-style-type: none"> Legal compliance Environmental legislation Occupational safety regulations Energy efficiency incentives Contribution to national environmental policies 	<ul style="list-style-type: none"> Audits Reports Sectoral platforms Meetings
Non-Governmental Organizations and Associations	<ul style="list-style-type: none"> Sectoral developments Sustainability partnerships 	<ul style="list-style-type: none"> Digital platforms Meetings
Local Community	<ul style="list-style-type: none"> Social responsibility projects Local development partnerships Volunteer activities Social awareness projects 	<ul style="list-style-type: none"> Digital platforms Social projects Local events
Unions and Chambers	<ul style="list-style-type: none"> Sectoral collaborations Environmental and occupational safety standards Professional development Sustainable business policies 	<ul style="list-style-type: none"> Digital platforms Meetings
Investors	<ul style="list-style-type: none"> Financial performance Corporate governance Sustainability strategies Risk & opportunity assessment 	<ul style="list-style-type: none"> Digital platforms Reports Meetings
Media and Press	<ul style="list-style-type: none"> Corporate developments Sustainability practices 	<ul style="list-style-type: none"> Press releases Digital platforms Interviews

OUR CORPORATE PARTNERSHIPS AND MEMBERSHIPS

“Focusing on preventing deforestation and combating plastic pollution, we are creating a sustainable value chain together with pioneering organizations in the sector.”

Preventing deforestation and combating plastic pollution are among the key environmental issues for the carton packaging industry. Accordingly, we collaborate with national and international organizations such as ECMA (European Carton Manufacturers Association) and the International Packaging Group Association (IPG) to contribute to the sustainable transformation of the industry.

Through these platforms, we support efforts to reduce the environmental impact of our entire value chain, from responsible raw material sourcing to circular production models. We aim for joint progress in sustainability through industry-wide knowledge sharing and best practice examples.

ASSOCIATIONS AND NGOS WE ARE MEMBERS OF	FOCUS AREA	PURPOSE	RELEVANT SDGs
Carton Packaging Manufacturers Association (KASAD)	<ul style="list-style-type: none"> Sustainable packaging production Resource efficiency Environmentally friendly production practices 	<ul style="list-style-type: none"> Supporting the development of the cardboard packaging sector. Encouraging sustainable production practices. Ensuring the sharing of best practice examples within the sector. 	  
European Carton Manufacturers Association (ECMA)	<ul style="list-style-type: none"> Circular economy Reduction of environmental impacts Promoting innovative and environmentally friendly packaging solutions 	<ul style="list-style-type: none"> Supporting the sustainable transformation of the cardboard packaging sector. Contributing to the dissemination of common standards on environmental performance and innovation. 	  
Association of Listed Company Managers (KOTEDER)	<ul style="list-style-type: none"> Corporate governance Stakeholder relations Management practices 	<ul style="list-style-type: none"> Strengthening corporate governance principles. Improving transparency and accountability practices. Strengthening stakeholder relations. 	  
Central Registry Agency Inc. (MKK)	<ul style="list-style-type: none"> Digitalization Data security Financial processes 	<ul style="list-style-type: none"> Digitalization processes. Contributing to the development of transparency and data security-based infrastructures. 	  
Istanbul Chamber of Commerce (ITO)	<ul style="list-style-type: none"> Economic development Sustainable business models Green transformation 	<ul style="list-style-type: none"> Economic development. Sustainable business models. Green transformation. Promoting environmentally and socially sustainable practices. Developing collaborations that create social value. 	  
Istanbul Chamber of Industry	<ul style="list-style-type: none"> Transformation in industry Energy efficiency Innovation 	<ul style="list-style-type: none"> Raising awareness in the areas of transformation and digitalization. Supporting the widespread adoption of sustainable practices. 	  
International Packaging Group Association (IPG)	<ul style="list-style-type: none"> Foldable cardboard packaging production Technical knowledge sharing 	<ul style="list-style-type: none"> Supporting members' joint development in terms of productivity, quality, innovation, and production excellence. 	  

OPERATIONS STRENGTHENED BY MANAGEMENT SYSTEMS

“We continuously improve quality, environmental, and energy performance through our integrated management systems.”

The management systems we have adopted in the areas of quality, environment, energy, and social responsibility are structured to ensure that our operations are reliable, environmentally sensitive, and continuously improvable. The systems summarized in the table below are continuously updated and their effectiveness is ensured through our internal control mechanisms, independent audits, and periodic reviews. With this structure, we demonstrate that we are a reliable and responsible business partner to both our customers and stakeholders.

We operate our management systems in accordance with international standards for product quality, occupational health and safety, energy efficiency, and ethical business practices. To increase the effectiveness of the process and support the implementation of the systems in daily operations, we provide our employees with on-the-job orientation and planned annual training.

OUR QUALITY POLICY

As a rapidly growing and innovative leader in our industry, we define our quality policies to support this vision. Our company, which exports to many countries around the world, considers compliance with international standards a fundamental requirement and fully complies with the legal regulations of the countries to which we export.

We regularly review our management systems and the objectives and programs that support these systems, implementing practices that ensure continuous improvement in line with our sustainability approach.

Management Systems	Our Facilities	Certificate Validity Date
ISO 9001 Quality Management System	Hadımköy Facility	7.05.2028
	Ömerli 1 Facility	7.05.2028
	Atlas Offset Facility	8.09.2026
ISO 14001 Environmental Management System	Hadımköy Facility	7.05.2028
	Ömerli 1 Facility	7.05.2028
ISO 45001 Occupational Health and Safety Management System	Hadımköy Facility	7.05.2028
	Ömerli 1 Facility	7.05.2028
ISO 27001 Information Security Management System	Hadımköy Facility	10.01.2028
	Hadımköy Facility	17.12.2026
BRCGS Packaging Materials Standard	Atlas Offset Facility	25.05.2026
	Hadımköy Facility	8.03.2027
FSC Standard	Ömerli 1 Facility	8.03.2027
	Ömerli 2 Facility	8.03.2027
	Atlas Offset Facility	3.06.2028
	Hadımköy Facility	3.02.2029
Programme for the Endorsement of Forest Certification	Ömerli 1 Facility	3.02.2029
	Ömerli 2 Facility	3.02.2029
European Carton Makers Association Good Manufacturing	Hadımköy Facility	31.12.2025
SEDEX Smeta 4 Pillar	Hadımköy Facility	20.08.2026
Amfori Business Social Compliance Initiative (Amfori BSCI)	Hadımköy Facility	15.01.2027
	Ömerli 1 Facility	10.02.2027

EFFECTIVE SUPPLY CHAIN MANAGEMENT

“In our supply chain, sustainable production is ensured in line with circular economy principles by using FSC and PEFC certified raw materials.”

At Duran Doğan, supply chain management is carried out with a holistic approach that aims to spread environmental responsibility throughout the entire value chain. Our suppliers of basic raw materials used in production, such as cardboard, plastic film, resin, and ink, are prioritized in terms of their environmental impact; the production processes and resource usage of these materials are carefully evaluated.

In 2024, 60% of the paper and cardboard raw materials used were sourced from FSC and PEFC certified sources.

Sustainable raw material use is encouraged in our supply chain, and policies and targets are developed to increase the use of certified forest products and materials with low environmental impact. In this context, our use of FSC and PEFC certified raw materials reached 60% (paper and cardboard) in 2024, while the proportion of FSC and PEFC logo products prepared at customer request was 14%.

We expect our suppliers to meet certain requirements regarding sustainable resource use as part of our purchasing process. These requirements include compliance with environmental regulations, reduction of carbon emissions, and practices aimed at increasing resource efficiency. We take care to work with suppliers who are committed to reducing their environmental impact.

In our production processes, we prioritize the use of recyclable raw materials by adopting a circular economy approach.

In line with circular economy principles, we prioritize the use of recyclable raw materials in production. In this regard, with the widespread use of transfer metallized film, only a 0.03-micron-thick metallized layer remains on the surface after the stripping process applied during production, which ensures that the packaging material is biodegradable and recyclable. Furthermore, the scraped film is not disposed of as waste but is granulated in our PET recycling machine and offered to film manufacturers as secondary raw material. This reduces waste and increases resource efficiency, contributing to the circular economy.

Thanks to these collaborations with our suppliers, we are increasing the use of low-carbon materials and improving energy efficiency in our production processes, thereby achieving a significant reduction in the overall carbon footprint of the supply chain. This approach encourages our suppliers to adopt more sustainable practices, contributing to improvements throughout the entire value chain.



- **PRODUCTION**
Processing / Carton Roll Production / Shipping / Raw Material Procurement / Converting Production / Shipping
- **CONSUMER**
Filling / Shipping / Market / Consumer
- **WASTE RECYCLING**
Waste / Waste Collection

EFFECTIVE SUPPLY CHAIN MANAGEMENT

SUPPLIER SELECTION AND EVALUATION PROCESSES

Ethical, environmental, and social responsibility criteria are also taken into account in the partnerships established with our suppliers. Our company defines it as a fundamental expectation that all stakeholders in our supply chain operate in a manner that respects human rights, is environmentally conscious, and complies with occupational health and safety regulations. Accordingly, our supplier selection and evaluation processes are conducted using a structured, traceable, and systematic approach.

Suppliers are scored on social compliance, environmental performance, and occupational health and safety criteria using the ‘Supply Chain Mapping Form’.

All our suppliers are evaluated using the ‘Supplier Chain Mapping Form’. During this evaluation process, basic information about suppliers is collected; social compliance, environmental performance, and occupational health and safety practices are analyzed using a scoring system. The scores obtained determine the scope of the evaluation for suppliers. Suppliers with high scores (80-100) are subject to on-site audits, suppliers with average scores (60-79) are sent a questionnaire, and no direct process is carried out with those with low scores (0-59). Corrective actions are requested for any non-conformities identified during audits, and this process is closely monitored by our company.

The social compliance supplier audit questionnaire provides a comprehensive assessment covering worker rights and environmental protection practices.

The Social Compliance Supplier Audit Questionnaire has a comprehensive structure that evaluates suppliers in various areas, from social management systems to workers’ rights, working conditions to environmental protection and ethical behavior.

Based on the data obtained from on-site audits or questionnaires, suppliers’ environmental awareness, occupational safety practices, and social compliance criteria are comprehensively evaluated. For suppliers located outside the city or abroad, a remote evaluation process is applied, and on-site audit mechanisms are activated when necessary. If non-conformities are resolved, a re-evaluation is conducted to decide whether the collaboration will continue.

SUPPLIER SELECTION AND EVALUATION PROCESSES

1. INFORMATION GATHERING: Basic information regarding suppliers’ communication, social compliance and environmental criteria is gathered.

2. SCORING AND CLASSIFICATION: Based on the information gathered, suppliers are scored according to social, environmental and occupational health and safety criteria, and their risk level is determined.

3. DETERMINATION OF THE ASSESSMENT METHOD: Based on the scoring results, the audit method to be applied to suppliers is selected, and a decision is made to conduct an on-site audit or send a questionnaire.

4. COMPLIANCE CHECK: Suppliers’ compliance with social compliance, environmental performance, and occupational health and safety standards is assessed using the audit and questionnaire results.

5. REQUEST FOR CORRECTIVE ACTION: If deficiencies or non-conformities are identified, suppliers are requested to prepare improvement plans, and these activities are closely monitored.

6. MONITORING AND FOLLOW-UP: The implementation of improvement activities is regularly checked, and the process is reviewed.

Duran Doğan clearly defines the zero-tolerance principle in the supply chain.

- Child labor,
- Forced labor,
- Behavior contrary to human values,
- Occupational health and safety violations, and
- Unethical behavior

are evaluated within this scope. If such violations are detected, the business relationship with the relevant supplier is immediately terminated, and cooperation is not resumed until the non-compliance is proven to have been remedied.

Our company adopts an approach that considers social and environmental impact not only in its own activities but also in the practices of its business partners, based on the principles of transparency, accountability, and sustainability in the supply chain.

CUSTOMER SATISFACTION

“We improve product quality through strong and continuous customer communication, reduce our environmental impact through sustainable practices, and contribute to the value chain.”

The strong and continuous communication we establish with our customers directly contributes to the development of our products and services. We conduct this communication by taking into account feedback on product quality as well as the environmental impacts of our products at the end of their life cycle. We aim to reduce the environmental impacts arising from product disposal by encouraging the preference for single-component and recyclable products.

In this process, information is provided on the use of our sustainable products, and guidance is provided to increase participation in recycling practices. This creates a value chain that both meets customer expectations and contributes to reducing Scope 3 emissions associated with end-of-life processes.

Customer requests, suggestions, and feedback are systematically collected and monitored.

Our sales teams conduct regular visits to understand our customers' needs and expectations; all requests, suggestions, and notifications received are carefully reviewed and included in the evaluation process.

Verbal or written feedback on our products is systematically evaluated, necessary research is conducted, and the results are transparently communicated to our customers. When a quality issue arising from production is identified, the necessary corrective and improvement actions are taken.

Complaints received from customers are shared with all production teams at regular meetings, and this feedback is used to improve our processes. With this approach, we maintain a working philosophy that meets our customers' expectations and aims to continuously increase their satisfaction.



CUSTOMER SATISFACTION

CUSTOMER COMPLAINTS

Our reporting channels have been diversified and our digital recording infrastructure has been strengthened for the effective management of customer reports. These practices reflect our accountability and continuous improvement approach, which ensures that customer feedback is recorded in a more comprehensive, accessible, and transparent manner.

In 2024, the customer complaint rate was below 1%. Approximately 25% of customer complaints were related to gluing, 19% to printing, and 15% to cutting processes. These processes are addressed as priority areas for development in terms of quality management; our corrective and preventive actions are implemented in a planned manner in line with each identified report. Thanks to systematic follow-up mechanisms, our improvement efforts aimed at enhancing service quality are carried out regularly.

We meticulously monitor all customer complaint processes and actively contribute to initiating the necessary corrective and preventive actions to prevent recurrence by conducting root cause analyses.

We work in coordination with our relevant departments during the complaint process and collaborate to rectify faulty products or offer suitable alternative solutions to customers.

We undertake to maintain constant communication with our customers during the investigation and resolution of complaints, ensuring transparency and mutual trust.

For complaints received within the scope of the FSC and PEFC supply chain, we work closely with our customers and certification bodies to ensure that the necessary investigations and corrective actions are completed within the specified timeframes.

Based on the findings from the evaluation of customer complaints, we aim to initiate improvement projects with all our departments and minimise negative impacts with a sustainable quality management approach.

In line with the deficiencies and opportunities for improvement identified in the complaint processes, we work with all stakeholders to update procedures and prepare new instructions.

EVALUATION OF CUSTOMER COMPLAINTS

At Duran Doğan, we prioritize customer satisfaction. We handle customer complaints in a systematic and transparent manner, ensuring customer satisfaction through fast, effective, and lasting solutions that reinforce our commitment to quality and reliability.

In this context, we adopt the following approaches to increase customer satisfaction and effectively manage complaint processes:

Through these efforts, we aim to continuously improve our product and service quality and create a sustainable business model.

After receiving verbal, written, or digital complaints about our products, all notifications are recorded using the “Non-Conforming Product Form” and the evaluation process is initiated. The subject of the complaint is investigated in coordination with the relevant units; if necessary, direct contact is made with customers for on-site evaluation or guidance on product use is provided.

COMPLAINT HANDLING AND IMPROVEMENT PRACTICES

The resolution process is documented, and root cause analyses are performed to prevent similar issues from recurring.

At the end of the evaluation process, a reasoned response is provided to the customer, and if the complaint is found to be justified, the necessary corrective actions are planned and implemented. Every step taken to resolve the issue is documented in detail, and root cause analyses are performed to prevent similar issues from recurring, with preventive measures implemented. Different methods, such as sending a replacement for defective products, repairing them for reuse, or sorting the products in the batch and delivering only the suitable ones to the customer, are implemented according to the specific situation. All processes are recorded in detail and systematically archived in the “Customer Complaints Follow-up File.”

Complaint analyses are conducted every three months.

In addition, customer complaints are analyzed in 3-month periods, and recurring error types are addressed within the scope of quality systems. Based on reports prepared by the Quality Assurance Officer, corrective and preventive actions are initiated in areas requiring systemic improvement, and evaluations are reviewed at Management Review Meetings (MRM).

For customer complaints within the scope of certification (e.g., FSC or PEFC), specific procedures are applied based on defined feedback periods. The stages of complaint acceptance, investigation, action determination, and resolution are carried out in a planned manner; if necessary, customers and certification bodies are regularly informed about the process.

To strengthen the effectiveness of customer complaint mechanisms and ensure sustainable customer satisfaction, we actively involve our target users and relevant stakeholders in every stage of the process.

POSITIVE RESULTS ACHIEVED FOLLOWING COMPLAINT MANAGEMENT

By implementing quick and effective corrective actions based on customer complaints, we prevented similar errors from recurring and increased customer satisfaction. Non-conformities within the FSC and PEFC supply chain were quickly resolved in close cooperation with the relevant suppliers, resulting in positive feedback from certification bodies. Following the investigation of complaints regarding product delivery times, improvements in logistics processes led to significant developments in our delivery performance.

Furthermore, new training programs developed to address recurring errors identified in periodic assessments ensure that our employees are aware of these issues, continuously improving process quality. Through these comprehensive monitoring and feedback mechanisms, we effectively manage customer complaints and continuously increase stakeholder satisfaction.



STRONG STEPS FOR THE CLIMATE FROM TODAY TO TOMORROW

STEPS TO REDUCE OUR CARBON FOOTPRINT

“We are taking decisive steps toward carbon neutrality with our 2030 and 2050 targets.”

As the effects of climate change increased day by day, the necessity of our environmental responsibility becomes even more apparent. At Duran Doğan, we continue our efforts to measure, manage, and reduce our greenhouse gas emissions in line with SDG 13 - Climate Action, as part of our sustainability strategy. We implement projects to increase energy efficiency in our operations and develop sustainable solutions in product design by increasing the use of low-carbon materials.

We are committed to reducing Scope 1 and 2 emissions by 42% compared to the 2020 base year and reducing Scope 3 emissions by 2030; these targets were approved by the Science Based Targets initiative (SBTi) in 2023.

By 2050, we aim to be carbon neutral across all Scope 1-2-3 emissions.

To achieve these targets, we are working to source low-carbon materials, implement energy efficiency initiatives, and develop sustainable packaging solutions. These steps are directly related to SDG 12 - Responsible Production and Consumption. In the coming period, we aim to further reduce our emissions through new initiatives such as purchasing renewable energy, supporting SDG 7 - Affordable and Clean Energy. In addition, the environmental impact of waste disposal is being reduced by making our vehicle fleet fully electric.

Duran Doğan was the first packaging company in Türkiye to commit to reporting greenhouse gas emissions in accordance with international standards and was recognized as the only packaging company from Türkiye in the CDP 2013 Global 500 Report, receiving the CDP Türkiye 1st place award. Today, we continue our work by making carbon management one of the fundamental elements of our corporate culture.



STEPS TO REDUCE OUR CARBON FOOTPRINT

“We are working in line with the 1.5°C scenario, aiming to reduce Scope 1 and 2 emissions by 42% by 2030.”

CLIMATE TRANSITION PLAN

Our company’s climate transition plan is designed to be compatible with the 1.5°C scenario and is supported by the Science Based Targets initiative (SBTi) approval. In this context, a target of a 42% reduction in Scope 1 and Scope 2 greenhouse gas emissions by 2030 compared to the 2020 base year has been set. Our target is based on the RCP 2.6 - 1.5°C scenario in line with the Paris Agreement.

This plan is built on key assumptions such as energy efficiency programs, renewable energy incentives, and transitioning to recycled or FSC-certified paper. Regular improvements are made to reduce energy consumption, one of the most important environmental issues in our industry.

We are reducing our carbon footprint through energy efficiency and renewable energy applications.

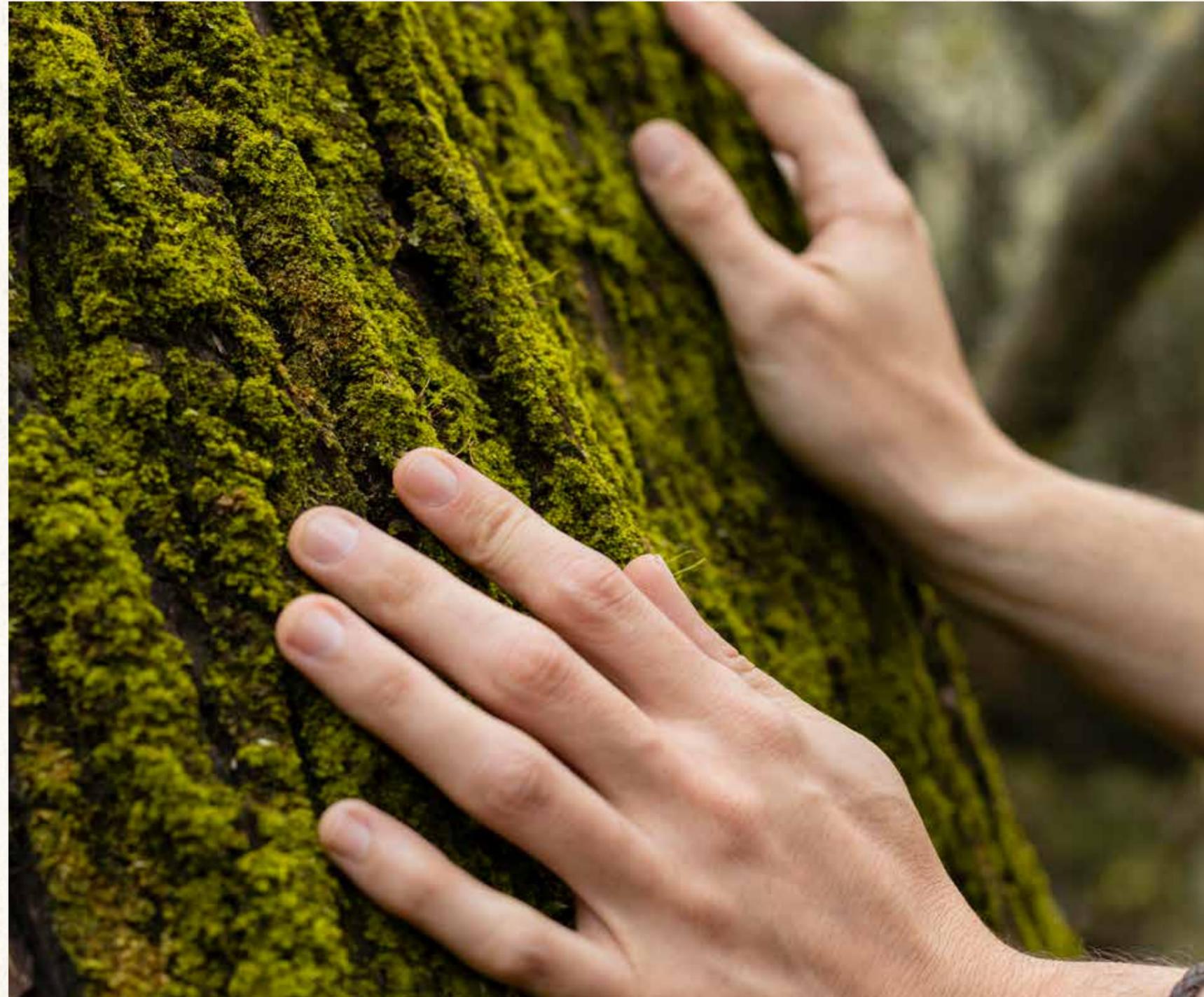
Fossil fuel use and electricity demand have been reduced at our production facilities through operational optimization and process adjustments. At our Hadımköy facility, a heat recovery system for compressors was commissioned, and control valves were repaired and optimized. These measures saved approximately 46,000 m³ of natural gas within four months, preventing approximately 90 tCO₂e in annual Scope 1 emissions.

We increased renewable electricity consumption by purchasing 8.59 GWh equivalent I-REC certificates and generating 1.7 MWh of on-site rooftop solar PV. These initiatives supported our global net-zero target.

These steps to reduce environmental impacts also encompass our collaboration with stakeholders, contributing to the development of sustainable solutions across the value chain.

Scope 1, Scope 2, and Scope 3 carbon footprint calculations are performed, verified, and reported to CDP annually.

The Sustainability Committee monitors progress on the climate transition plan and reports annually to the Board of Directors, ensuring progress is aligned with long-term goals and strategic plans.



STEPS TO REDUCE OUR CARBON FOOTPRINT

OUR FOCUS AREAS FOR REDUCING EMISSIONS

ELECTRICAL EQUIPMENT INVESTMENTS

The transition to electric models for all our forklifts, pallet carriers and internal logistics vehicles is targeted to reach 100% by 2026.

RENEWABLE ENERGY USE

By 2027, we plan to increase the capacity of the solar energy system installed at our Hadımköy facility from 8 kW to 80 kW, representing a tenfold increase.

ENERGY EFFICIENCY INVESTMENTS

The widespread implementation of heat recovery systems across all our production sites and the initiation of the ISO 50001 Energy Management System certification process are targeted.

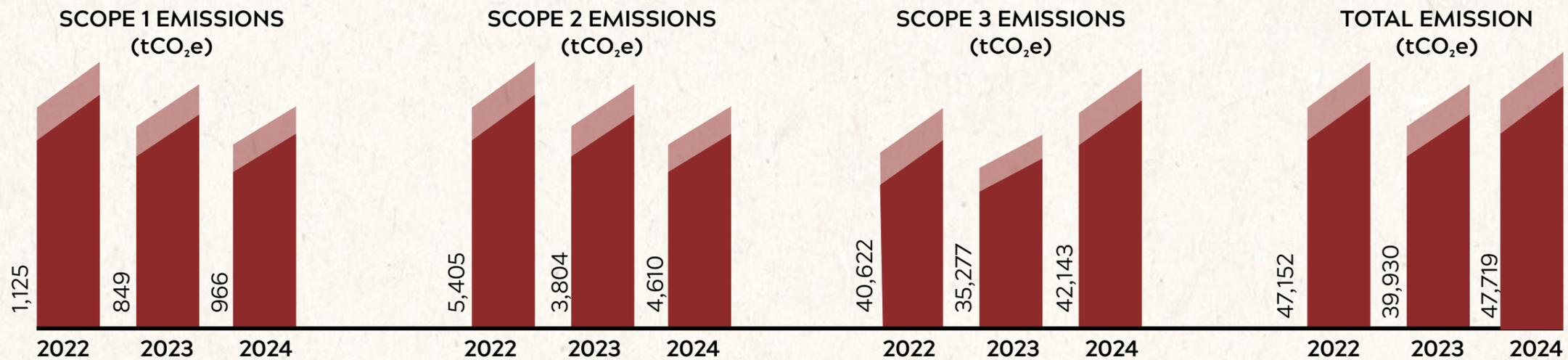
SCOPE 2 EMISSION REDUCTION

The aim is to source 95% of purchased electricity from renewable sources by 2030.

SCOPE 3 MONITORING SYSTEM IMPLEMENTATION

During the 2025-2026 period, it is planned to implement carbon footprint surveys for all our suppliers and ensure emission traceability in the categories of purchased products and transportation.

To support these goals, we prioritized initiatives that enhance energy efficiency. We achieved energy savings in our operations through building insulation, LED lighting conversion, and heat recovery systems. At the same time, we significantly increased our use of renewable energy through rooftop solar installations. We have integrated film-free metallization technology into our processes, which reduces the plastic footprint of our products. Furthermore, through the EBRD-supported PET film recycling project, we have converted laminated PET waste into granules for reuse, contributing to the circular economy and creating new revenue streams.



* Values for 2024 include the Atlas Offset Facility.

Our sustainability policy focuses on the optimal use of resources and the reduction of pollution, aiming to leave a livable environment for future generations. With this awareness, we aim to create awareness among all our stakeholders, starting with our employees.

[Duran Doğan Environmental Policy](#)

CLEAN AND EFFICIENT ENERGY APPROACH

“In 2024, 82% of our total energy consumption was provided by renewable sources, marking an 86% progress towards our 2030 target of 95%.”

By increasing our renewable energy production, we are reducing our dependence on external energy sources and creating a more sustainable and stable structure for our long-term energy use, aligning with SDG 7 - Affordable and Clean Energy. This approach strengthens our resilience against fluctuations in the energy market while supporting the continuity of our operational processes.

We are reducing the carbon and environmental impact of our operations through energy efficiency, renewable energy, and innovation in production.

Our priority in all decisions we make is to protect the environment and ensure recycling at the highest level. In line with our sustainability vision, we regularly monitor and report on our practices aimed at increasing energy efficiency and resource efficiency. In 2024, at our Hadımköy facility, 8.59 GWh of renewable electricity was supplied with I-REC certificates, and 1.7 MWh of electricity was generated with rooftop solar panels. As a result, 82% of our total energy consumption was met from renewable sources, representing an 86% progress towards our 2030 target of 95% renewable electricity usage.

Energy consumption from heating and cooling was reduced with exterior wall insulation panels, and significant savings in electricity usage were achieved by switching to LED lighting systems. Renewable energy is used for office lighting thanks to the 8 kW solar energy system installed on the roof of the company building.

Furthermore, thanks to the heat exchanger system we installed to recover heat from the process, energy recovery has been achieved on production lines, reducing natural gas consumption. Carbon emissions have been minimized through the use of electric forklifts and pallet carriers in our warehouse operations, and a dedicated area has been created for the centralized collection of waste cardboard, increasing the material recycling rate.

Our investments in technologies aimed at reducing environmental impacts in our products and production processes also continue. Product development efforts to obtain metallized images without using film have reduced the plastic footprint in the product life cycle. Under our EBRD-supported PET Film Recycling Project, PET films separated from laminated packaging production are processed in the recycling line and converted into high-quality PET granules for reuse as raw material.

In line with our 2050 vision, we are committed to achieving net-zero emissions through energy efficiency, renewable energy, and electrification in production.

Duran Doğan is a member of the European Carton Manufacturers Association (ECMA), which represents the European folding carton and cartonboard industry, and contributes to the development of sustainable standards in collaboration with the sector. We prioritize the use of recycled and certified fiber (FSC/PEFC), continue to invest in energy efficiency and renewable energy, and develop innovative products such as recyclable high-barrier paper packaging as an alternative to plastics.

We adopt proactive approaches to environmental risks such as climate change and water scarcity, optimizing our energy consumption and water usage through energy-efficient technologies and recycling practices. In line with our 2050 vision, we are committed to achieving net-zero emissions in our value chain through energy efficiency, renewable energy use, innovations in production processes (film-free metallization and PET recycling), sustainable resource use, and electrification applications in production.

These efforts support our progress towards our sustainability goals while ensuring efficiency in resource management.



RESPONSIBLE STEPS IN WASTE MANAGEMENT

“In 2024, all 7,780 tons of waste generated at our four facilities were directed to recycling.”

Waste management is approached within the framework of sustainable production and resource use and is carried out in line with SDG 12 (Responsible Production and Consumption) of the United Nations Sustainable Development Goals. All waste generated as a result of our production processes is managed with consideration for environmental impacts; full compliance with legal regulations and environmental standards is ensured in our practices.

In this context, our Hadımköy and Ömerli 1 facilities hold Basic Level Zero Waste Certificates under the Zero Waste Regulation. Proper classification of waste at source, effective separation processes, and regular environmental and zero waste awareness training provided to our employees are an important part of our practices.

Our company’s production activities are based entirely on cardboard-based raw materials. Therefore, priority is given to the sustainable use of resources in the cardboard and paper materials that form the basis of our production processes. In addition, investments are being made in plastic alternatives and other complementary materials to reduce environmental impacts.

With a circular economy approach, we recycle PET materials into granules and reintroduce them into production, thereby reducing the use of natural raw materials.

Waste is classified appropriately according to the waste management hierarchy; it is evaluated according to the order of prevention, reduction, reuse, recycling, and disposal. As of 2024, a total of 7,780 tons of waste has been generated at our four production facilities, of which 234 tons has been classified as hazardous waste. 100% of the waste from all our facilities is directed to recovery, and no waste is sent to regular landfills.

Thanks to transfer metallization technology, we are reintroducing recycled packaging into production processes. In this context, PET material separated from paper and cardboard is processed on a special line at our facility, converted into granules, and reintroduced into the economy as raw material. The process also ensures the integration of the circular economy approach into our production line. With these practices, we reduce the consumption of natural raw materials and minimize the environmental impact of waste generated in our production processes.

Our primary focus is to increase energy efficiency, adopt renewable energy (through on-site solar PV systems and I-REC certificates), and reduce emissions at source through circular economy initiatives such as PET film recycling.

Directing all waste to recovery increases resource efficiency while also contributing to reducing the carbon footprint. Our recycling practices not only reduce environmental impacts but also support long-term financial sustainability in resource management by increasing operational efficiency.

No environmental fines or sanctions were imposed during the reporting period.

This demonstrates the effectiveness of our ISO 14001 Environmental Management System, which ensures regular monitoring of water usage, wastewater quality, and regulatory compliance.



BIODIVERSITY AND ECOSYSTEM BALANCE

Duran Doğan Printing Packaging Industry Inc. is aware of the negative effects of biodiversity loss on ecosystems and considers the protection of environmental balance and ecosystems to be among its primary responsibilities. We focus on protecting biodiversity in our activities and develop practices that support environmental sustainability.

Preserving ecosystem diversity, ensuring sustainable use of natural resources, and integrating biodiversity into business strategies are among the areas we prioritize. Furthermore, the impacts of our activities on biodiversity are regularly assessed; conservation and improvement actions are planned; and this sensitivity is maintained throughout the supply chain and all operations.

We manage biodiversity risks through integrated risk management mechanisms that address supplier selection, certification systems (FSC/PEFC), and compliance with current and future regulations. We ensure the protection of biological diversity at all stages.

In this context, biodiversity conservation efforts are carried out in collaboration with stakeholders, in line with legal requirements, and with scientific and local support.



EFFICIENT USE OF WATER RESOURCES

“With the aerator replacement we started in 2024, we reduced water consumption from taps by approximately 50%.”

With the effects of climate change, sustainable water management has become one of our environmental responsibilities. Although our operations do not use large amounts of water, we are making the necessary investments in line with our commitments to water management and implementing practices that are consistent with our sustainability goals.

Although our production processes do not use large amounts of water, indirect water use is important to us because we depend on forestry products for raw material procurement. With this awareness, we monitor water consumption in our supply chain, request our suppliers to share developments related to water security, and encourage them to develop projects that increase water efficiency.

We are implementing rainwater harvesting and water recycling projects with the goal of increasing water efficiency by 30% by 2030.

As Duran Doğan, within the scope of our projects for the reuse of grey water, we treat water collected from sinks and return it to the system for use in garden irrigation and toilets. This reduces well water consumption and ensures less water extraction compared to regions experiencing water stress. Furthermore, the aerator replacement project launched in 2024 aims to reduce water consumption from taps by approximately 50%. To achieve our long-term goal of a 30% increase in efficiency by 2030, we are expanding our rainwater harvesting and water recycling projects.

The Reverse Osmosis and Water Treatment Plants we commissioned in 2019 represent a significant step toward diversifying our water sources and supporting the sustainability of our production processes. This investment has increased operational water efficiency and reduced the environmental impact of resource usage.

Water withdrawals at our factories are measured by meters, and discharges are regularly monitored and billed by İSKİ. The data obtained is reported monthly and verified by independent third parties. This data is tracked through the SAP system and reviewed and evaluated at annual meetings.



EFFICIENT USE OF WATER RESOURCES

Our wastewater does not contain any substances that could be classified as hazardous by the relevant authorities and is similar to domestic wastewater criteria. Furthermore, within the scope of our ISO 14001 Environmental Management System, risks related to “Natural Resource Use” are assessed, and water availability risks are also considered in our raw material procurement processes. Due to our limited water usage in production processes, water risk is defined as low risk.

Potential pollutants in our water resources are identified in accordance with the ISO 14046 Water Footprint standard.

We systematically identify and classify potential water pollutants that may arise from our activities and could have a negative impact on water ecosystems and human health. In this context, we regularly monitor both our own water extraction sources and our suppliers’ sources using the WRI Aqueduct tool. In this process, independent wastewater reports and supplier declarations are used to identify pollutants in accordance with the ISO 14046 Water Footprint standard.

OUR WATER RISK APPROACH

Water-related risks are among the priority issues addressed by our company at the strategic and operational levels. These risks are regularly addressed as part of our environmental risk assessments and reviewed annually. The risk assessment uses the WRI Aqueduct tool to check whether the water withdrawal source or discharge point is located in a water stress zone. In addition, human health and environmental impacts, life cycle assessments (LCA), and product water footprint studies, if available, are examined within the scope of the ‘Risk Assessment Matrix’ used throughout our company.

Our water-related risk and opportunity management processes are part of a holistic risk management approach. This process covers both our production and sales operations and is applied across all functions of our company. Risk workshops are held at least once a year to identify water-related risks and opportunities, and necessary actions are planned based on these assessments.

All these practices support the efficient use of water in our operations and throughout our value chain, demonstrating our commitment to reducing our environmental impact.



EFFICIENT USE OF WATER RESOURCES

“Our risk management approach aims to identify potential threats at an early stage to ensure the uninterrupted operation of business processes and the safety of all our stakeholders.”

RISK MANAGEMENT AND PRECAUTIONS

Our risk identification process is carried out with a comprehensive approach across the company and in our field operations. Risks are identified and assessed by combining the evaluations of senior management with feedback from field teams. At our annual risk workshops, potential risks are analyzed using appropriate qualitative and quantitative methods and classified according to their probability and impact levels. For high risks, detailed action plans are prepared, specifying the responsible persons and the preventive steps to be taken.

Our risk management process encompasses stages such as identifying and assessing risks in operational, financial, compliance, and strategic areas, developing strategies to address these risks, and monitoring their implementation.

Risks are assessed in terms of their likelihood and impact using a “5x5” rating system, and preventive strategies are designed.

During assessments, natural risks are given priority, and risks that could arise if no measures are taken are examined in detail. In this process, the cause-and-effect relationships of risks are analyzed, and the impact of root causes on both risks and opportunities is evaluated.

The probability and impact of risks are scored using the “5x5” rating system:

- **Probability:** Very low (1), Low (2), Medium (3), Likely (4), Very likely (5)
- **Impact:** Very Low (1), Low (2), Medium (3), High (4), Very High (5)

This comprehensive approach ensures that our business strategies and objectives are reviewed at regular intervals and, when necessary, integrated into our business continuity and crisis management plans.

Our company’s risk management activities are carried out by the Early Risk Detection Committee and are regularly audited by independent audit firms. The findings of this audit are reported to the members of the Audit Committee and other members of the Board of Directors. Our company’s workflows, procedures, and the authority and responsibilities of our employees are controlled within the framework of risk management and are subject to continuous monitoring.

Furthermore, in line with our Crisis Preparedness and Management Procedure, we aim to identify potential threats early and take precautions to maintain business continuity and protect our employees and production sites.

It is important to respond professionally and quickly in a crisis. This approach is based on two fundamental principles within our company:

- **Crisis Prevention:** Identifying and managing situations that could pose a threat at the earliest possible stage.
- **Crisis Management:** Protecting our consumers, employees, and brand.



INNOVATIVE SOLUTIONS THAT SHAPE THE FUTURE

“With our EBRD-supported PET recycling project, we obtain high-quality PET granules from laminated packaging and reuse them as raw material.”

Our R&D activities focus on developing innovative technologies that minimize the impact of environmental risks. Our work is aligned with SDG13 - Climate Action and SDG 12 - Responsible Consumption and Production. In this context, we prioritize improving the environmental performance of our operations by focusing on energy efficiency and low environmental impact materials in order to respond to the challenges posed by climate change. We have strengthened our investments in this area by setting our R&D budget at 2.8 million TRY for 2024.

Our R&D work is carried out by specialized technical teams and is also geared towards developing solutions that comply with circular economy principles and optimize resource use. In this context, with the TÜBİTAK 1832-supported project (2021-2025), we are developing cellulose-based and recyclable high-barrier packaging materials that meet food safety and high barrier performance requirements, replacing conventional plastic packaging.

Our EBRD-supported PET film recycling project, which complements this work, enables the separation of PET films from laminated packaging and their conversion into high-quality granules for reuse as raw material. These projects form part of our broader R&D-focused transformation strategy, which focuses on recyclable, compostable, and resource-efficient materials.

With increasing sustainability awareness among customer expectations, our R&D department prioritizes raw material and process optimization in addition to next-generation product designs. Collaborations with TÜBİTAK, universities, and industry partners contribute to the development of technology in both academic and industrial fields. This approach enables us to offer low-carbon and environmentally friendly solutions in our product portfolio while supporting the circular economy and increasing our company’s innovation capacity.

“With our TÜBİTAK 1832-supported project, we have developed cellulose-based packaging that ensures food safety and high barrier performance.”



INNOVATIVE SOLUTIONS THAT SHAPE THE FUTURE

HIGH-BARRIER, RECYCLABLE PACKAGING TECHNOLOGY DEVELOPED IN COLLABORATION WITH TÜBİTAK

The project we launched in 2021, titled **“Development of Recyclable High-Barrier Paper and Cardboard Packaging as an Alternative to Plastic Packaging,”** was awarded funding under the TÜBİTAK 1832 Green Transformation in Industry Call in 2025 and is scheduled for completion in 2027. This project, which utilizes cellulose-based and recyclable packaging materials, contributes to reducing environmental impacts. With these innovative materials featuring high barrier properties against external factors such as moisture, oxygen, and oil, we are pioneering green transformation in the packaging industry. The primary objective of our project is to develop a sustainable alternative to plastic packaging.

Thanks to the water-based and solvent-free coating technologies we have developed within the scope of the project, carbon emissions are reduced in production processes and volatile organic compound emissions are minimized. In this respect, our project offers an environmentally friendly model that supports low-carbon production and net zero emission targets. Furthermore, working with FSC-certified raw materials ensures the responsible use of natural resources by adhering to sustainable forest management principles.

Currently, by converting transfer-metallized materials into granules through an internal process, we are recycling approximately 130 tons of plastic waste into the circular economy each year. Our goal is to increase this rate fivefold with the implementation of regulations planned to come into force in 2030. This approach supports the use of secondary raw materials by enabling the revaluation of waste and contributes to more efficient recycling processes thanks to the developed mono-component structure.

Our project also contributes to the creation of new job opportunities and employment diversity. The need for qualified human resources in production, R&D, quality control, and recycling processes is increasing; regional development is supported with new facility investments.

The high-barrier packaging we have developed contributes to preventing waste by extending the shelf life of food products and offers sustainable solutions for protecting consumer health.

This innovative project developed by Duran Doğan supports industrial transformation in line with the European Green Deal, contributing to our country’s 2053 net-zero targets and the widespread adoption of sustainable production models in the packaging sector. Implemented using existing factory infrastructure, the project is carried out with a holistic approach that also prioritizes the protection of natural areas.

“With our TÜBİTAK 1832-supported R&D project, we aim to reduce environmental impacts by developing cellulose-based, recyclable, high-barrier packaging as an alternative to plastic packaging.”



CONTRIBUTING TO THE FUTURE WITH OUR ECO-FRIENDLY PRODUCTS

We focus on developing innovative, recyclable solutions that reduce environmental impacts in our product and packaging designs. In this context, we optimize material usage and minimize the impact on nature by reducing plastic content through our work in various facilities and projects.



MCVITIES BUTTER BISCUIT INNER LAYER MOULD

We have developed a product to reduce plastic use for McVities butter biscuits. By producing the U-shaped inner layer mould entirely from oil-barrier, 100% cardboard, we have prevented the use of approximately 19,650 kg of polyethylene in annual usage of 80 tonnes.

Additionally, we have ensured an environmentally friendly choice of raw materials by using FSC® Mix certified cardboard in product manufacturing.



ÜLKER CHOCOLATE BOXES

Ülker's chocolate box lid for the holiday season was previously made from PET-met laminated cardboard, but with our design improvement, we replaced the material used in the lid with transfer metallised cardboard.

With this innovation, we prevented the generation of 3,250 kg of PET material waste used in 1 million lids, making the packaging 100% recyclable.



ÜLKER CHOCOLATE BAGS

For chocolate bags produced during the holiday season, we used transfer metallised cardboard instead of PET-met laminated cardboard. This enabled us to prevent the use of approximately 3,000 kg of PET.

By choosing environmentally friendly FSC® Mix certified cardboard for the project, we contributed to our sustainable production.

CONTRIBUTING TO THE FUTURE WITH OUR ECO-FRIENDLY PRODUCTS

OUR APPROACH TO THE ENVIRONMENT AND SUSTAINABILITY

Sustainable growth has become one of the most important issues of our time, along with the rapid pollution of the natural environment and the gradual depletion of resources. With the aim of leaving a livable world for future generations, Duran Doğan develops projects aimed at protecting natural resources and strives to raise awareness of sustainable development among its employees and society at large. Our company, which carries out work on the efficient use of natural resources and the reduction of environmental pollution, acts with a sense of responsibility to evaluate these resources using renewable methods in order to protect the quality of life.

In this regard, our environmental practices include :

- Regular analysis of volatile organic compounds by an accredited organization.
- Waste classification within the company to ensure the efficient use of natural resources, with regular collection of recyclable materials such as paper and plastic.
- Use of photovoltaic systems at stations to reduce water and electricity consumption.
- Collection of waste oils (hydraulic oil, etc.) in technical workshops and disposal at licensed waste incineration facilities.
- Disposal of hazardous waste generated from recycling activities through companies licensed by the Ministry of Environment, Urbanization, and Climate Change of the Republic of Türkiye.
- Minimizing carbon emissions by introducing low-emission or emission-free equipment such as battery-powered forklifts.
- Preparing an annual waste inventory to assess environmental performance and publish “Environmental Performance Reports” within the company.
- Purchase of new equipment that complies with EU environmental standards.
- Providing heating and cooling savings with heat-insulated panels on the exterior of the company building.
- Supplying lighting for administrative offices with solar energy using an 8 kW solar energy system installed on the roof of the company building.

- A 12% savings in natural gas consumption by evaluating the oil temperature of the air compressor using a heat exchange system.
- By using filmless metallized image technology for the first time in Türkiye in our production, developing fully recyclable transfer metallized packaging instead of metallized printed packaging made of a combination of plastic and cardboard, which takes many years to decompose in nature.
- To contribute to the circular economy, PET film waste generated from the transfer metallization process is processed in the Recycling Line and converted into high-quality PET granules, thereby producing raw materials for the plastics industry.
- Investing in a plastic waste recycling machine with EBRD support and increasing the plastic internal recycling capacity from 350 tons to 1000 tons, thereby increasing production capacity.
- Thanks to the closed system installed in the production area, all cardboard waste generated during the process is transported to the Cardboard Waste Collection Area via a vacuum system and delivered to a licensed recycling company.



Gloss&Green®

GLOSS&GREEN: AN INNOVATIVE STEP TOWARD A CIRCULAR ECONOMY

Developed in line with our sustainability vision at Duran Doğan Packaging, Gloss&Green technology brings a new approach to the packaging industry. Unlike the traditionally used metallized film lamination method, this innovative application allows us to produce 100% recyclable packaging while maintaining premium visual appeal.

We contribute to the circular economy by converting plastic waste into granules.

With Gloss&Green, we offer single-component, fully recyclable cardboard solutions instead of dual-component, non-recyclable waste. The plastic films separated from the cardboard surface are granulated in extruders and converted back into raw material. This reduces waste and contributes to the circular economy.

The advantages offered by this technology include 100% recyclability, a reduction of up to 4% in cardboard weight, and the separation and recycling of plastic waste at source. All of this enables brands to reduce their environmental impact while meeting consumers' growing expectations for sustainability.

Gloss&Green is a technology that responds to today's needs and tomorrow's requirements. As Duran Doğan, we continue to work on alternative solutions that can replace high-barrier papers and plastic liquid packaging, and we develop innovations that will shape the packaging trends of the future with our advanced laboratories.

“With Gloss&Green technology, we offer single-component, 100% recyclable cardboard solutions instead of two-component, non-recyclable packaging, reducing cardboard weight by up to 4%.”

Gloss & Green
Nature Friendly Solutions

RESOURCE EFFICIENCY APPROACH

“We are strengthening the low-carbon production and resource efficiency-focused transformation in our supply chain.”

In line with our environmental performance standards for resource efficiency, carbon emission reduction, and sustainable resource use, we maintain continuous and active interaction with our suppliers. Thanks to the close cooperation we have established with our suppliers, particularly those who supply cardboard, plastic film, resin, and ink, we support them in adopting practices that are consistent with our sustainability goals. This collaboration has led to a significant reduction in the carbon footprint of our supply chain through increased use of low-carbon materials and improved energy efficiency in production processes. Furthermore, these joint efforts contribute to broader environmental improvements across the value chain by encouraging our suppliers to adopt more sustainable production methods.

The Kaizen, 5S, and lean manufacturing projects we implement in our production processes increase the efficiency of our operations and also serve to ensure a more responsible and balanced use of natural resources. As part of these projects, we reduce unnecessary resource consumption on our production lines, minimize waste in processes, and continuously improve our use of water, energy, and raw materials. The continuous implementation of these efforts both reduces our environmental impact and supports our long-term sustainability goals.

For this reason, we organize staff training sessions to raise awareness about the use of natural resources, including water.





THE POWER OF COMMUNITY, THE FOUNDATION OF THE FUTURE

OCCUPATIONAL HEALTH AND SAFETY

“In line with ISO 45001:2018 standards, our occupational health and safety processes cover all our employees, contractors, and visitors, creating a safe and healthy working environment in the field.”

At Duran Doğan, we take great care to protect the health and safety of our employees at every step. We consider creating a safe and healthy working environment for our employees, contractors, visitors, and all stakeholders to be a critical part of our operations. Occupational health and safety (OHS) processes at our company are carried out within the scope of the ISO 45001:2018 Occupational Health and Safety Management System, and all legal requirements are met with the utmost care.

OUR OHS MANAGEMENT APPROACH

OHS processes, procedures, instructions, plans, and risk analyses have been defined; forms and record systems related to all of these have been created. The Fine Kinney method is used in hazard identification and risk assessments. Our company eliminates or minimizes risks by taking the necessary measures for each stage of the value chain through hazard identification and risk analysis conducted on a departmental basis. Risks are prioritized through departmental analyses, and preventive and corrective actions are determined. These processes are continuously monitored through internal audits, site tours, and feedback mechanisms, and necessary improvements are made. The performance of the processes is discussed at the OHS Committee meetings held every two months and at the Management Review meetings held annually. Goals related to the subject are set and evaluated at specific intervals.

OHS TEAMS AND STRUCTURE

Our company operates with an occupational physician, a Class A occupational safety specialist, a Class C occupational safety specialist, and an occupational nurse, reporting to the Human Resources and Corporate Sustainability and Quality Management Systems departments. The occupational nurse and occupational physician report to the Human Resources department, while the occupational safety specialists report to the Corporate Sustainability and Quality Management Systems department. These units, together with the employer representative and employee representatives, meet every two months under the umbrella of the OSH Committee to make decisions on findings, actions, and new measures. Work plans are updated annually, and periodic checks are conducted.

Our occupational health and safety policy has been established and published on our website for public access.

Our ISO 45001 system covers our employees, contractors, visitors, and all personnel on site. Our suppliers are informed about social compliance rules of conduct, their written approval is obtained, and they are involved in the processes through questionnaires or on-site audits when necessary. Thus, risks are identified and preventive measures are implemented at every stage of our value chain.

[Duran Doğan Occupational Health and Safety Policy](#)



OCCUPATIONAL HEALTH AND SAFETY

EMPLOYEE PARTICIPATION AND REPORTING MECHANISMS

Our employees can report hazards or hazardous situations to employee representatives, OHS unit employees during field inspections, or managers; they can also submit reports via suggestion/complaint boxes, surveys, and online systems. We have established policies and procedures ensuring that employees will not face any retaliation for making such reports, and we provide training to our employees on this subject. Employee representatives play an active role in the development, implementation, and evaluation of the OHS system. Employee representatives attend OHS committee meetings, share their opinions, and communicate the decisions taken to their colleagues. Our employees' opinions on OHS are regularly collected through surveys and reflected in the processes.

Findings related to occupational health and safety made during field inspections are presented to the relevant units, along with those responsible and any visuals. These findings are systematically tracked using the Occupational Health and Safety Findings Form. At the end of the year, comprehensive statistical reports are prepared containing data such as OHS findings and completion rates, number of accidents and reported days, distribution of accidents by department, distribution by injured limb, and distribution of accidents by cause and source, and the effectiveness of the processes is evaluated.

TRAINING

All our employees receive regular training on general, technical, and health issues related to occupational health and safety in accordance with the legislation upon joining the company and periodically thereafter. These trainings cover a wide range of topics, from legal rights and responsibilities to chemical and physical risk factors, fire and evacuation procedures, ergonomics, and the use of personal protective equipment.

In 2024, 275 employees received occupational health and safety training, and 136 of them also received orientation training as they were new to the job. A total of 3,300 hours of training were conducted. The effectiveness of the training is measured through post-training exams, and development needs are identified. In addition, MYK certificates were obtained, and the competencies of employees were continuously monitored throughout all these processes.

2024 ACTIVITIES AND ACCIDENT STATISTICS

Throughout 2024, extensive work was carried out within the scope of OSH:

- Inspections were carried out on lifting equipment, pressure vessels, workbenches, shelves, industrial doors, electrical and grounding systems, ventilation systems, firefighting systems, and alarm and detection systems.
- Occupational hygiene measurements were taken for noise, dust, chemical exposure, thermal comfort, and light intensity.

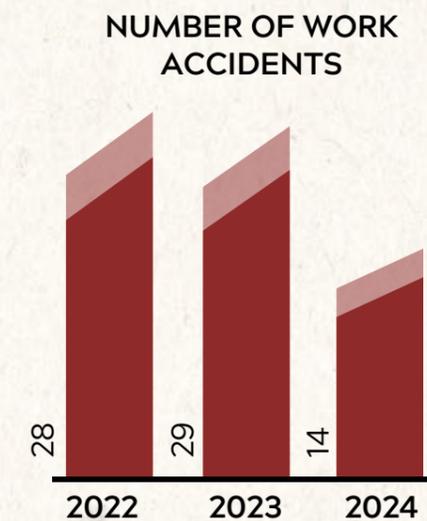
- Emergency training and drills were conducted.
- Of the 508 separate findings, 416 were completed, achieving an 82% completion rate. Work continues on the remaining findings.

In 2024, there were no fatal or serious injury accidents at our company. A total of 13 work accidents were reported to the Social Security Institution (SGK), resulting in 110 lost workdays. There were no illnesses or deaths due to work-related health issues.

When an accident occurs, detailed information is obtained from the injured employee, an occupational safety expert investigates the scene, and a root cause analysis is prepared using the Work Accident Assessment Form. Risk analyses are updated, actions to be taken are determined along with responsible persons and target dates, and follow-up is conducted. The results of these processes are shared with the relevant units, and preventive measures are implemented to prevent similar accidents.

Our occupational health and safety activities are an integrated system that not only fulfills our legal obligations but also increases employee motivation, improves productivity, and strengthens our company's reputation among our customers and investors. All these efforts are regularly evaluated through the ISO 45001 management system, amfori BSCI, SEDEX, and various customer audits; they are continuously improved through our monitoring and reporting processes.

Atlas Ofset joined the Duran Doğan Group in 2024, and as of the reporting period, no reported work accidents have been recorded at Atlas Ofset.



In 2024, the number of work accidents decreased by approximately 52% compared to the previous year, falling to 14. This decrease reflects the results of our efforts to increase the effectiveness of occupational health and safety practices.

THE ORGANIZATION STRENGTHENED BY TALENT

“We adopt a strategic talent management approach that develops our employees’ talents in the most efficient way and matches them with the right tasks, thereby strengthening both individual performance and organizational success.”

We see developing our employees’ talents and utilizing their potential in the most efficient way as an important element of our success. Our talent management approach is based on strengthening individuals’ knowledge and skills, matching them with their job areas, and creating career paths that are aligned with corporate goals.

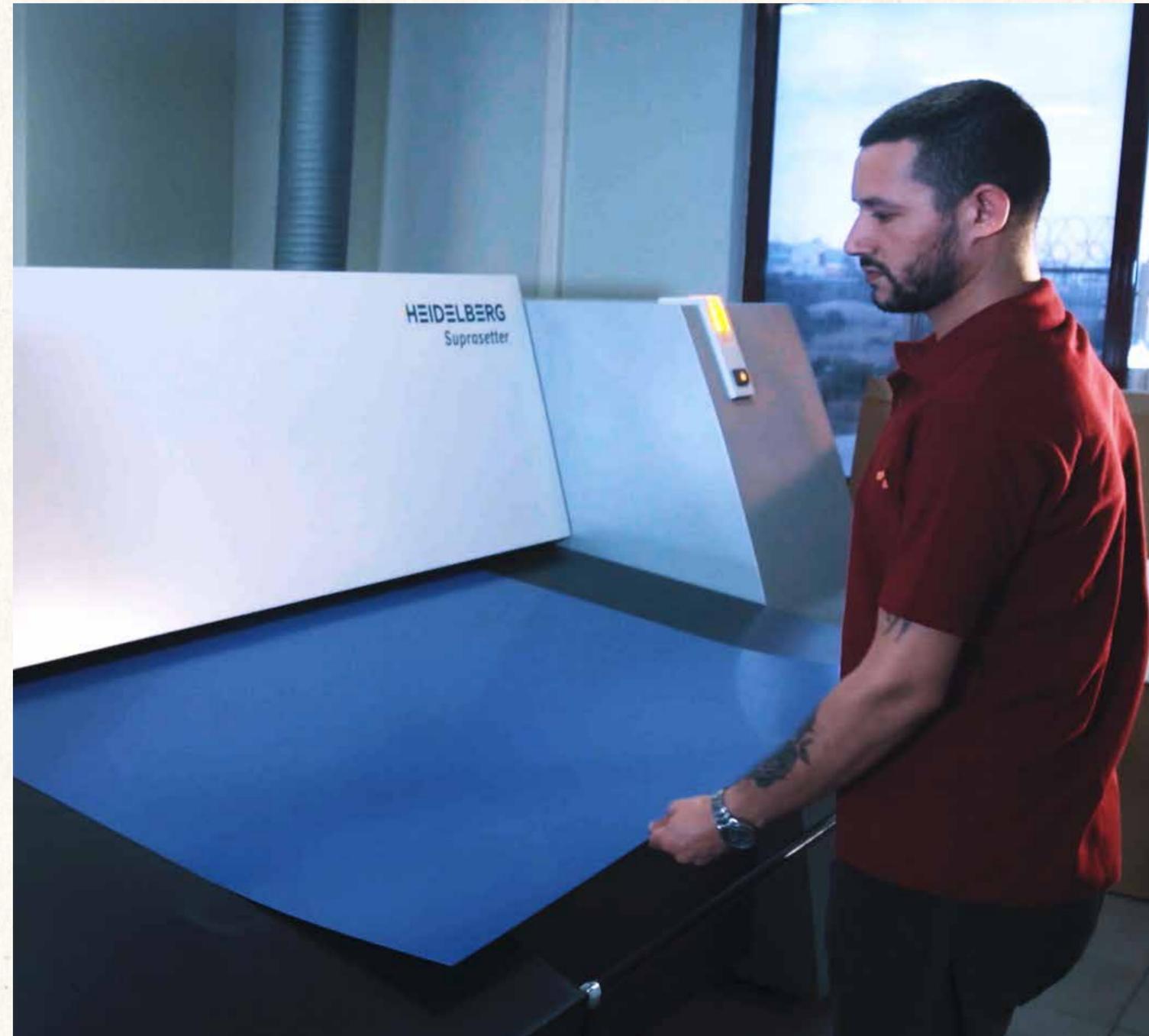
Each of our employees has the opportunity to continuously support their personal development with two individual training rights per year and group training opportunities.

Talent management in our company is systematically implemented through strategic training planning, individual development support, activity evaluation systems, and internal control mechanisms. Each year, the training needs of our employees are determined within the framework of career management, and our employees can make requests in line with their personal development goals. Each of our employees has two individual training rights per year, in addition to group training. Our employees’ training requests are evaluated in collaboration with departments and managers and included in training plans in line with organizational goals.

New employees at our company receive orientation training aimed at introducing them to their duties and our corporate culture. Training needs are determined based on their position, and annual training plans are developed and implemented to enhance their knowledge and skills. Additionally, we continue our efforts to improve working conditions and increase productivity.

The importance we attach to employee development strengthens our corporate reputation while increasing work efficiency by matching the right talents with the right tasks. The systematic implementation of occupational health and safety, hygiene, and quality training contributes to the full fulfillment of legal obligations.

At our company, training and talent management are positioned as a strategic investment in the sustainable success of our company, as well as in individual development. With this approach, we ensure the long-term success of both our employees and our company by providing operational efficiency, corporate integrity, and legal compliance all at once .



EQUALITY AND DIVERSITY

“We value the differences in our employees’ age, gender, culture, disability status, ethnicity, and beliefs as a source of richness that enhances creativity and collaborative power.”

At Duran Doğan, we are actively working to create a work environment where everyone feels valued, can contribute, and is respected. We view the characteristics of our employees, such as their age, gender, culture, disability status, language, ethnic origin, beliefs, or life experiences, as a valuable asset; we believe that these differences contribute to creativity, collaborative power, and corporate success. We observe the principles of equality and inclusivity in all our practices, from recruitment processes to promotions, training and development opportunities to daily operations, implementing fair and transparent policies. In this regard, we continue to strengthen our inclusive corporate culture through awareness training and various internal communication programs.

We strengthen our inclusive corporate culture through training and awareness programs, and systematically follow up on employee feedback.

The Diversity, Equality, and Inclusion Policy is managed in an integrated manner across all of our company’s human resources processes. The policy is communicated to our employees during orientation programs upon joining the company and is shared on our website. All candidates are given equal opportunities in recruitment and career processes, interview committees are formed with diversity awareness, and only competency criteria are considered in evaluations. Promotion decisions are made based on objective performance indicators, and career planning is carried out to support diversity.

Special questions related to diversity and inclusion were added to the Employee Feedback Survey conducted in 2024 to directly measure employee experiences.

Our Human Resources Department regularly monitors diversity indicators such as gender, age, disability status, and nationality in all human resource management practices, including hiring, promotion, training, and disciplinary processes. Throughout the year, we systematically record participation rates (), employee feedback, and diversity-based actions. We conduct our evaluations through the annual Employee Satisfaction Survey. All this data is presented in our annual HR Activity Report.

Furthermore, we safeguard our employees’ union rights through our Freedom of Association and Collective Bargaining Rights Policy and Procedure.

Respect and inclusiveness are at the core of our corporate culture. Respectful communication and cooperation are prioritized in our teamwork, and flexible practices tailored to our employees’ needs are implemented, taking into account work/life balance.

The implementation of the policy is regularly monitored and evaluated by our Human Resources department. In the event of any discrimination, exclusionary behavior, or inappropriate conduct, a disciplinary process is initiated, and our employees are able to report complaints directly to their

managers or the Human Resources department on a confidential basis. These reports are recorded and resolved transparently. The effectiveness of the policy is regularly reviewed, employee feedback is taken into account, and opportunities for improvement are supported by new practices.

In 2024, we added specific questions related to diversity and inclusion to the “Employee Feedback Survey” conducted by the Human Resources department. This allows us to directly measure our employees’ experiences and take steps for necessary actions.

Practices related to equal opportunity and inclusion add value to our company in various ways.

THE VALUES OF AN INCLUSIVE APPROACH



When different perspectives come together, more creative and innovative solutions emerge; an inclusive environment increases productivity by strengthening employee engagement.



Our diversity-based human resources practices enable us to access a wider talent pool and attract qualified employees to the company. This approach also strengthens the trust our investors and business partners have in our company.



An inclusive corporate culture distinguishes our company as a socially conscious and ethically committed employer, strengthening our brand’s reputation and value.



Our principles of equality and anti-discrimination support full compliance with both national and international regulations, thereby reducing legal risks and enabling the successful completion of social compliance audits such as Sedex and amfori BSCI.

[Duran Doğan Diversity, Equity, and Inclusion Policy](#) 

EQUALITY AND DIVERSITY

INCLUSIVITY IN OUR VALUE CHAIN

As Duran Doğan, we aim to create a holistic impact in these areas by bringing diversity and inclusion to all links in our value chain.

To promote diversity and inclusion in the supply chain, we sent our “Code of Ethical Conduct” to all our suppliers in the third quarter of 2024. The ETI and amfori BSCI Codes of Conduct were communicated to suppliers, clearly stating compliance expectations, and signed and approved documents were recorded. Within this scope, we assessed 40 critical suppliers according to the Social Compliance Supplier Assessment Guidelines. We review inclusivity practices in the supply chain through self-assessment surveys and audits from customers and business partners.

OUR EMPLOYEES

We strengthen communication between teams, enabling them to evaluate different perspectives and supporting them in producing more creative solutions together.

OUR SUPPLIERS

We consider diversity and social suitability criteria in supplier selection, providing support by giving opportunities to local suppliers.

OUR SUBCONTRACTORS

We monitor compliance processes through audits, ensuring subcontractors adopt equality and inclusivity policies in their recruitment and implementation processes.

OUR CUSTOMERS

We communicate with customers from different cultures and demographics by adopting an inclusive approach and taking their needs into account. We value our customers’ feedback and develop our services by building closer relationships with them.

FAIR WAGES AND LABOR

As Duran Doğan, we are committed to offering our employees a fair wage policy. We determine our remuneration processes in a manner that does not fall below the legal minimum wage, taking into account the nature of the work performed, the employee’s level of education, and skills, and we provide equal opportunities to all our employees. We use a standard formula to ensure clarity in wage calculations and ensure that all additional payments are made regularly.

Our recruitment processes are conducted in accordance with the Labor Law No. 4857 and related legislation, and our candidates are employed under fixed-term or indefinite-term employment contracts.

All our practices comply with the law within the framework of procedures and protect our company in the event of possible audits. We manage our processes meticulously, as incorrect practices regarding wages, overtime, or social rights may pose a risk in terms of labor courts and SGK audits.

All practices are regularly monitored and controlled by our Human Resources department. Automatic checks through payment dates and payroll systems reduce the risk of missing or delayed payments.

This approach increases employee satisfaction and loyalty while contributing to our company’s sustainable success. Our fair and transparent wage policy supports employee motivation while strengthening our corporate credibility and integrity throughout our value chain.

TRANSPARENT AND RESPONSIBLE BUSINESS CULTURE

“At Duran Doğan, we are committed to being a reliable and responsible company by protecting the rights of all our stakeholders through our business ethics, respect for human rights, and transparent management approach.”

Since its establishment, Duran Doğan has adopted as its fundamental principle the production of high-quality and healthy products, respect for its employees, and consideration for the rights of its partners, shareholders, suppliers, and customers. As a company that is law-abiding, values social values, and acts with a sense of social responsibility, we base our management approach on the values of love, respect, cooperation, and responsibility among our managers, employees, suppliers, and customers.

We operate based on a foundation of business ethics and transparency in our activities. We fulfill our responsibilities in an open and consistent manner by protecting the rights of our employees and stakeholders in our business processes. Starting with the recruitment process, we ensure that all our employees are employed of their own free will and that they have the right to terminate their employment contracts without coercion or pressure.

Our company has adopted a zero-tolerance policy towards child labor.

No individual under the age of 15 is permitted to work. Mandatory internships are limited to vocational high school students within the legal framework, and children are not permitted to enter production areas.

All our employees are employed with equal rights and opportunities. In line with respect for human dignity, practices such as physical punishment, humiliating behavior, and verbal harassment are strictly prohibited; disciplinary processes are conducted in writing, transparently, and in accordance with the law.

All our suppliers and business partners are regularly audited for compliance with the principles of social compliance, prevention of child labor, and respect for the workforce. In this way, ethical and transparent practices are continuously monitored both in our value chain and in all our activities.

Our approach, which strengthens our respect for human rights and our identity as a responsible employer, enhances our company’s reputation and credibility among our stakeholders.





TRANSPARENT AND RESPONSIBLE BUSINESS CULTURE

ETHICAL MANAGEMENT IN THE SUPPLY CHAIN

Ethical and transparent practices are systematically managed in our supply chain. Violations identified among our suppliers are evaluated in two main categories: zero-tolerance violations and other (low/medium priority) violations, depending on their severity.

Zero-tolerance violations include child labor, forced or bonded labor, inhumane treatment, harassment and violence, serious occupational health and safety violations, bribery, and document fraud. If such violations are detected, the business relationship is immediately suspended. The supplier is notified of the situation, and the business relationship is resumed once it is proven that the non-compliance has been remedied.

In other low or medium priority non-conformities, the business relationship continues, but a corrective action plan (CAP) is requested. The supplier is given a specific period of time to remedy the deficiencies, after which the situation is assessed through re-inspection or document verification. If the deficiencies are remedied, the business relationship continues; otherwise, the frequency of inspections is increased or the relationship is terminated.

Thanks to this approach, we manage violations in our supply chain with a risk-based, transparent, and continuously improvable system. While maintaining a strict stance in zero-tolerance areas, we act with a focus on improvement in other situations, thereby protecting the company's ethical values and strengthening sustainability in the supply chain.

COMBATING CORRUPTION AND BRIBERY

By adhering to the highest ethical standards in our business processes, we act with the same sense of responsibility as all our stakeholders to prevent conflicts of interest and corruption. The implementation and monitoring of the process are the responsibility of our Corporate Sustainability and Quality Management Systems Manager.

Our company identifies critical areas such as purchasing, human resources, and accounting, where the risk of corruption is highest, and implements preventive measures to minimize risks in these areas. Necessary controls are carried out to ensure that our employees do not engage in unethical behavior in decision-making processes. When suspicious situations arise, the disciplinary committee investigates and applies sanctions such as dismissal or warnings.

The same diligence is maintained in the relationships we establish with our business partners. No business relationships are established with companies that have a history of bribery, corruption, or negative ethics. The ethical performance of companies with which we plan to collaborate is evaluated by senior management, and we only do business with parties that fully comply with laws and ethical rules.

Ethical behavior training is regularly organized to raise awareness among our employees, and policies and practices are supported by this training. We also address the protection of personal data as part of our ethical approach, collecting, processing, and protecting all data in accordance with privacy laws.

If any situation involving corruption or bribery is detected, our employees report the matter to the General Manager, and these reports are evaluated and necessary steps are taken. Reporting unethical behavior strengthens our company's culture of transparency and is rewarded by management, encouraging our employees to embrace ethical values.



APPENDICES

PERFORMANCE INDICATORS

SOCIAL PERFORMANCE INDICATORS

NUMBER OF EMPLOYEES	MALE	FEMALE
2022	267	75
2023	248	69
2024	288	89

NUMBER OF EMPLOYEES WITH DISABILITIES	MALE	FEMALE
2022	5	3
2023	6	2
2024	7	3

SENIOR MANAGEMENT STRUCTURE	MALE	FEMALE
2022	7	2
2023	7	1
2024	8	1

SENIOR MANAGEMENT STRUCTURE BY NATIONALITY	INDIGENOUS	FOREIGNER
2022	0	2
2023	0	2
2024	1	2

MIDDLE MANAGEMENT STRUCTURE	MALE	FEMALE
2022	10	8
2023	10	11
2024	13	12

NUMBER OF EMPLOYEES BY CATEGORY	WHITE-COLLAR		BLUE-COLLAR	
	MALE	FEMALE	MALE	FEMALE
2022	52	38	215	37
2023	53	33	195	36
2024	58	39	230	50

NUMBER OF EMPLOYEES BY EMPLOYMENT TYPE	FULL-TIME		PART-TIME	
	MALE	FEMALE	MALE	FEMALE
2022	261	75	6	-
2023	242	69	6	-
2024	280	89	8	-

NUMBER OF EMPLOYEES BY REGION	TÜRKİYE		ABROAD	
	MALE	FEMALE	MALE	FEMALE
2022	266	74	1	1
2023	247	68	1	1
2024	287	88	1	1

NUMBER OF EMPLOYEES BY CONTRACT TYPE	FIXED-TERM		INDEFINITE-TERM	
	MALE	FEMALE	MALE	FEMALE
2022	0	0	267	75
2023	0	0	248	69
2024	0	0	288	89

SENIOR MANAGEMENT STRUCTURE AGE DISTRIBUTION	UNDER 30	BETWEEN 30-50 YEARS	OVER 50 YEARS
2022	0	4	6
2023	0	2	6
2024	0	0	9

SOCIAL PERFORMANCE INDICATORS

MID-LEVEL MANAGEMENT STRUCTURE BY NATIONALITY	INDIGENOUS	FOREIGNER
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2022	18	0
2023	21	0
2024	25	0

UNIONIZATION RATE BLUE-COLLAR WORKERS	MALE	FEMALE
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2022	0	0
2023	0	0
2024	0	0

AVERAGE YEARS OF SENIORITY BY GENDER	MALE	FEMALE
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2022	6.03	5.81
2023	4.62	5.58
2024	5.28	4.05

NUMBER OF NEWLY HIRED EMPLOYEES	MALE	FEMALE
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2022	107	22
2023	66	18
2024	101	32

NUMBER OF EMPLOYEES QUITTING	MALE	FEMALE
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2022	88	16
2023	87	21
2024	71	17

MIDDLE MANAGEMENT AGE DISTRIBUTION	UNDER 30	BETWEEN 30-50 YEARS	OVER 50 YEARS
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2022	1	13	4
2023	0	18	3
2024	0	19	6

NUMBER OF EMPLOYEES BY AGE GROUP	UNDER 30	BETWEEN 30-50 YEARS	OVER 50 YEARS
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2022	70	243	29
2023	60	225	32
2024	73	242	63

AGE DISTRIBUTION OF NEWLY HIRED EMPLOYEES	UNDER 30	BETWEEN 30-50 YEARS	OVER 50 YEARS
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2022	72	53	4
2023	37	46	1
2024	50	72	11

AGE DISTRIBUTION OF EMPLOYEES WHO QUIT THEIR JOBS	UNDER 30	BETWEEN 30-50 YEARS	OVER 50 YEARS
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2022	50	47	5
2023	30	73	5
2024	35	51	2

	Accident Frequency Rate (AFR) (Number of accidents / Total hours worked)* 1,000,000	Lost Day Rate (LDR) (Lost workdays / Total hours worked)* 1,000,000	Accident Severity Rate (ASR) (Lost workdays / Days worked)* 1,000"	Number of Fatal Occupational Accidents
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2022	42.65	255.4	2.3	0
2023	79.62	251.89	2.27	0
2024	45.28	163.23	1.47	0

SOCIAL PERFORMANCE INDICATORS

TRAINING DURATION PROVIDED TO EMPLOYEES BY GENDER (HOURS)	MALE	FEMALE
2022	5,924	2,184
2023	2,756	1,203
2024	3,489	746

TRAINING DURATION PROVIDED TO EMPLOYEES BY CATEGORY (HOURS)	WHITE-COLLAR	BLUE-COLLAR
2022	2,694	5,414
2023	1,490	2,469
2024	1,438	2,797

NUMBER OF EMPLOYEES PARTICIPATING IN TRAINING	MALE	FEMALE
2022	280	68
2023	266	78
2024	191	59

NUMBER OF ACTIVE SUPPLIERS	INDIGENOUS	FOREIGNER
2022	313	29
2023	283	43
2024	302	49

TRAINING DURATION PER EMPLOYEE (HOURS)	
2022	61.63
2023	28.49
2024	51.29

	TOTAL NUMBER OF OHS BOARD MEMBERS	OHS BOARD NUMBER OF EMPLOYEE REPRESENTATIVES	NUMBER OF OHS COMMITTEE MEETINGS
2022	25	5	12
2023	22	5	12
2024	24	6	12

NUMBER OF EMPLOYEES ON MATERNITY & PATERNITY LEAVE	MALE	FEMALE
2022	13	1
2023	14	1
2024	10	2

NUMBER OF EMPLOYEES RETURNING FROM MATERNITY & PATERNITY LEAVE	MALE	FEMALE
2022	13	1
2023	14	1
2024	10	2

NUMBER OF EMPLOYEES ATTENDING OHS TRAININGS	
2022	312
2023	134
2024	274

OHS TRAINING DURATION PER EMPLOYEE	
2022	12
2023	12
2024	12

RATE OF RETURN TO WORK AFTER MATERNITY & PATERNITY LEAVE	
2022	100%
2023	100%
2024	100%

STAYING AT WORK ONE YEAR AFTER RETURNING FROM MATERNITY & PATERNITY LEAVE	
2022	No employees left the company during the year.
2023	2
2024	1



ENVIRONMENTAL PERFORMANCE INDICATORS

GREENHOUSE GAS EMISSION AMOUNT (TCO2E)	SCOPE 1	SCOPE 2	SCOPE 3	TOTAL
2022	1,125	5,405	40,622	47,152
2023	849	3,804	35,277	39,930
2024	966,00	4,610	42,143	47,719,00

TOTAL HAZARDOUS WASTE QUANTITY (TON)	RECYCLING	DISPOSAL
2022	194,18	-
2023	185,38	-
2024	233,55	-

TOTAL AMOUNT OF NON-HAZARDOUS WASTE (TON)	RECYCLING	DISPOSAL
2022	7,949	-
2023	6,140	-
2024	7,359	-

ENVIRONMENTAL EXPENDITURES (TRY)	
2022	280,000 TRY
2023	826,000 TRY
2024	1,900,000 TRY

NUMBER OF EMPLOYEES PARTICIPATING IN ENVIRONMENTAL TRAINING	
2022	288 employees
2023	309 employees
2024	337 employees

ENVIRONMENTAL TRAINING TIME PER EMPLOYEE (HOURS)	
2022	6 hours
2023	6 hours
2024	8 hours

FINANCIAL PERFORMANCE INDICATORS

REVENUE (TRY)

2022	2,200,208,160
2023	2,176,592,843
2024	2,003,012,837

EBITDA (TRY)

2022	661,948,871
2023	419,960,028
2024	181,090,199

OPERATING EXPENSES (TRY)

2022	1,672,645,309
2023	2,061,800,881
2024	1,974,809,389

CAPITAL EXPENDITURES (TRY)

2022	48,686,001
2023	120,850,173
2024	268,556,660

GRI CONTENT INDEX

GRI STANDARD	EXPLANATION	SECTION	PAGE NUMBER
GENERAL EXPLANATIONS			
	2-1 Details of the organisation	About Us	6
		Our Activities and Sustainable Product Approach	12
	2-2 Organisations included in sustainability reporting	About the Report	3
	2-3 Reporting period, frequency and contact information	About the Report	3
	2-4 Restatement of information	There is no restated information in the report.	
	2-5 External audit	No external audit has been conducted.	
	2-6 Activities, value chain and labour relations	About Us,	6
		Our Activities and Sustainable Product Approach	12
	2-7 Employees	The Organization Strengthened By Talent,	49
		Equality and Diversity	50
	2-8 Non-employee workers	An Organization Empowered by Talent	49
GRI 2: General Disclosures 2021	2-9 Management structure and composition	Our Sustainability Management and Organizational Structure	21
	2-10 Nomination and election of the highest governance body	Our Sustainability Management and Organizational Structure	21
	2-11 Chairperson of the highest governance body	Our Sustainability Management and Organizational Structure	21
	2-12 The role of the highest governance body in overseeing the management of impacts	Our Sustainability Management and Organizational Structure	21
	2-13 Delegation of responsibility for managing impacts	Our Sustainability Management and Organizational Structure	21
	2-14 The role of the highest governance body in sustainability reporting	Our Sustainability Management and Organizational Structure	21
	2-15 Conflict of interest	Transparent and Responsible Business Culture	52-53
	2-16 Communicating critical concerns	Transparent and Responsible Business Culture	52-53
	2-17 Collective knowledge of the highest governance body	Our Sustainability Management and Organizational Structure	21
	2-18 Evaluation of the performance of the highest governance body	Our Sustainability Management and Organizational Structure	21
	2-19 Remuneration policies	Equality and Diversity	51
	2-20 Wage determination process	Equality and Diversity	51



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	2-22 Statement on the sustainable development strategy	Our Sustainability Strategy and Goals	17
	2-23 Policy commitments	Transparent and Responsible Business Culture	52-53
	2-24 Embedding policy commitments	Transparent and Responsible Business Culture	52-53
	2-25 Processes to ameliorate negative impacts	Transparent and Responsible Business Culture	52-53
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	2-26 Mechanisms for seeking advice and raising concerns	Occupational Health and Safety, Equality and Diversity	47-48 51
	2-27 Compliance with laws and regulations	Transparent and Responsible Business Culture	52-53
	2-28 Memberships	Our Corporate Partnerships and Memberships	24
	2-29 Stakeholder engagement and approach	Together with Our Stakeholders	22-23
	2-30 Collective labour agreements	Equality and Diversity	51
PRIORITISED ISSUES			
GRI 3: Material Issues 2021	3-1 Process of identifying prioritised topics	Double Materiality Analysis	19-20
	3-2 Prioritised topic list	Double Materiality Analysis	19-20
	3-3 Management of priority topics	Double Importance Analysis	19-20
PRODUCT QUALITY AND SAFETY			
GRI 3: Priority Issues 2021	3-3 Management of priority topics	Customer Satisfaction	28-29
GREENHOUSE GAS EMISSIONS			
GRI 305: Emissions 2016	3-3 Management of priority topics	Steps to Reduce Our Carbon Footprint, Environmental Performance Indicators	31-33 58
	305-1 Direct (Scope 1) greenhouse gas emissions	Steps to Reduce Our Carbon Footprint, Environmental Performance Indicators	31-33 58
	305-2 Indirect (Scope 2) greenhouse gas emissions	Steps to Reduce Our Carbon Footprint, Environmental Performance Indicators	31-33 58
	305-3 Other (Scope 3) greenhouse gas emissions	Steps to Reduce Our Carbon Footprint, Environmental Performance Indicators	31-33 58

GRI STANDARD	EXPLANATION	SECTION	PAGE NUMBER
GRI 305: Emissions 2016	305-4 Greenhouse gas intensity	Steps to Reduce Our Carbon Footprint, Environmental Performance Indicators	31-33 58
	305-5 Reducing greenhouse gas emissions	Steps to Reduce Our Carbon Footprint, Environmental Performance Indicators	31-33 58
	305-6 Emissions of ozone-depleting substances (ODS)	Steps to Reduce Our Carbon Footprint	31-33
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-	-
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GRI 3: Priority Issues 2021	3-3 Management of priority topics	Innovative Solutions That Shape the Future,	40-41
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GRI 302: Energy 2016	3-3 Management of priority topics	Clean and Efficient Energy Approach	34
	302-1 Energy consumption within the organization	Clean and Efficient Energy Approach,	34
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302-4 Reduction of energy consumption	Clean and Efficient Energy Approach	34	
302-5 Reductions in energy requirements of products and services	Clean and Efficient Energy Approach	34	
SUPPLY CHAIN MANAGEMENT			
GRI 204: Procurement Practices 2016	3-3 Management of priority topics	Effective Supply Chain Management	26-27
	204-1 Proportion of spending on local suppliers	Effective Supply Chain Management	26-27
GRI 308: Supplier Environmental Assessment 2016	3-3 Management of priority topics	Effective Supply Chain Management	26-27
	308-1 New suppliers that were screened using environmental criteria	Effective Supply Chain Management	26-27
	308-2 Negative environmental impacts in the supply chain and measures taken	Effective Supply Chain Management	26-27



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GRI 414: Supplier Social Assessment 2016	3-3 Management of priority topics	Effective Supply Chain Management	26-27
	414-1 New suppliers that were screened using social criteria	Effective Supply Chain Management	26-27
	414-2 Negative social impacts in the supply chain and actions taken	Effective Supply Chain Management	26-27
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	403-2 Hazard identification, risk assessment and incident investigation	Occupational Health and Safety	47-48
	403-3 Occupational health services	Occupational Health and Safety	47-48
	403-4 Worker participation, consultation and communication on occupational health and safety	Occupational Health and Safety	47-48
	403-5 OHS trainings provided to employees	Occupational Health and Safety	47-48
	403-6 Promotion of labour health	Occupational Health and Safety	47-48
	403-7 Prevention and mitigation of occupational health and safety impacts directly related to labour relations	Occupational Health and Safety	47-48
	403-8 Workers covered by the occupational health and safety management system	Occupational Health and Safety	47-48
	403-9 Work-related injuries	Occupational Health and Safety	47-48
403-10 Work-related illnesses	Occupational Health and Safety	47-48	
WORK ETHICS, ENVIRONMENTAL MANAGEMENT, TRANSPARENCY			
GRI 205: Anti-Corruption 2016	3-3 Management of priority topics	Transparent and Responsible Business Culture	52-53
	205-1 Operations assessed for corruption related risks	Transparent and Responsible Business Culture	52-53
	205-2 Communication and training on anti-corruption policies and procedures	Transparent and Responsible Business Culture	52-53
	205-3 Confirmed cases of corruption and measures taken	Transparent and Responsible Business Culture	52-53
GRI 206: Anti-Competitive Practices 2016	3-3 Management of priority topics	Transparent and Responsible Business Culture	52-53
	206-1 Anti-competitive behaviour	Transparent and Responsible Business Culture	52-53
GRI 406: Anti-Discrimination 2016	3-3 Management of priority topics	Equality and Diversity, Transparent and Responsible Business Culture	51-52-53
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	408-1 Activities and suppliers identified as having a significant risk of child labour	Transparent and Responsible Business Culture	52-53
GRI 409: Forced or Compulsory Labor 2016	3-3 Management of priority topics	Transparent and Responsible Business Culture	52-53
	409-1 Activities and suppliers identified as posing a significant risk of incidents of forced or compulsory labour	Transparent and Responsible Business Culture	52-53
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	303-2 Management of water discharge related impacts	Efficient Use of Water Resources	37-39
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	306-1 Waste generation and significant waste-related impacts	Responsible Steps in Waste Management	35
	306-2 Management of significant waste-related impacts	Responsible Steps in Waste Management	35
	306-3 Waste generated	Responsible Steps in Waste Management, Environmental Performance Indicators	35 - 58
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	304-2 Significant impacts of activities, products and services on biodiversity	-	
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	3-3 Management of priority topics	The Organization Strengthened by Talent, Social Performance Indicators	49 - 55 - 57
GRI 404: Education and Training 2016	404-1 Annual Training Hours per Employee	The Organization Strengthened by Talent, Social Performance Indicators	49 - 55 - 57
	404-2 Talent management and lifelong learning programs	The Organization Strengthened by Talent, Social Performance Indicators	49 - 55 - 57
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	3-3 Management of priority topics	Equality and Diversity	51
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	405-2 Ratio of basic salary and remuneration of women to men	Equality and Diversity , Social Performance Indicators	51 - 55 - 57

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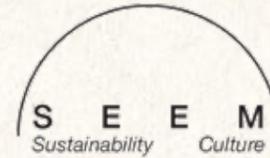
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