

Environment & Deforestation Policy

Korozo Group embraces an environmentally alert approach in its operations and takes responsibility along with all its stakeholders to prevent deforestation and actively promote environmental protection. One of our most important values is to implement effective policies to ensure sustainability by protecting our natural resources for future generations.

This policy was prepared in accordance with ISO 14001 Environmental Management Standard and ISO 50001 Energy Management Standard and applies to all employees and activities of Korozo Group companies. In addition to our internal stakeholders, we are committed to ensuring that all parties, including our business partners and suppliers, fulfil their responsibilities and rigorously implement the principles set out here in all business processes and operations.

The policy is reviewed every year and revised as and when necessary. All Korozo Group employees and particularly top management of the company are responsible for the implementation, monitoring and oversight of this policy.

Korozo Group commits to following principles;

- Complying with the related national and international legislation and other requirements.
- Carrying out necessary activities to raise awareness among our employees, business partners and the society within the framework of this policy.
- Ensuring participation in environmental activities from across various levels in the organisation and our business partners, involving their views and suggestions in decision-making mechanisms.
- Ensuring prioritisation of sustainable products and services which consume less natural and environmental resources, produce less waste and have a lower environmental impact.
- Carrying out studies to determine environmental risks in advance and taking measures against these risks.
- Taking necessary measures to prevent environmental pollution caused by processes, products, chemicals and to protect the environment, reducing, reusing, recycling/recovering and disposing of all hazardous and non-hazardous waste created by our activities, minimising environmental impact of products throughout their lifecycle, and implementing appropriate disposal and recycling methods to minimise the environmental impact of a product at the end of its lifecycle.
- Taking all measures against air pollution, monitoring our greenhouse gas emissions and carrying out reduction activities.
- Using energy, water and other natural resources efficiently and recovering, investing in renewable energy and fostering the use of renewable energy.
- Improving energy efficiency by keeping up with the latest technological advancements to constantly improve energy performance and gains.
- Managing environmental risks and opportunities when planning new investments or making changes on existing investments.

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- Carrying out operations without harming species or damaging biodiversity.
- Manufacturing products that consume less raw materials, create minimal waste and positively impact the value chain and the circular economy, so as not to harm the health and safety of the environment, our customers and the consumer.
- Ensuring that our operations will not include destruction of forest land, showing utmost care to avoid damaging forests with High Conservation Value (HCV) and High Carbon Stock (HCS) areas at our facilities,
- Monitoring our performance and ensuring continuous improvement in our processes by setting ourselves targets encompassing all of the above, with a proactive approach and organising our activities to encourage sustainable consumption.

Our sustainability targets are detailed in the table below.

Effective as of 24.11.2009

Adam BARNETT

CEO



Sustainability Goals Table

| Topic | Subtopic | Target | Related Policy | Target Set | Deadline |
|-----------|--------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------|------------|------------------------|
| People | Ethical practice, Prevention of Corruption, Bribery and Conflict of Interest | <ul style="list-style-type: none"> • Training 100% of our people on ethical behaviours upon onboarding • Training 100% of our people on anti-bribery and corruption | Ethics Policy | 2024 | 2025 and after |
| | Respect for Human Rights and Safety | <ul style="list-style-type: none"> • Zero Accidents • Zero cases of harassment and 100% investigation of reported cases | Occupational Health and Safety Policy Human Rights Policy | 2024 | 2030 |
| | Confidentiality, Protecting Company Related Information, Protection of Personal Data | <ul style="list-style-type: none"> • Having 100% of employees complete/repeat information security trainings each year | Information Security Policy | 2024 | 2025 and after |
| | Diversity, Equity and Inclusion | <ul style="list-style-type: none"> • Providing Gender Equality trainings • Monitoring WEPs* performance indicators • Ensuring 5% female representation in the blue-collar workforce by 2030 | Human Rights Policy | 2024 | 2025 and after |
| Planet | Renewable Energy Policies | <ul style="list-style-type: none"> • Using 100% renewable energy at all plants | Environment and Deforestation Policy | 2024 | 2032 |
| | Emissions Reduction | <ul style="list-style-type: none"> • Reducing Scope 1 and 2 emissions by 50,4% vs 2022 • Reducing scope 3 emissions by 30% vs 2022 | Environment and Deforestation Policy | 2024 | 2032 |
| | Net Zero | <ul style="list-style-type: none"> • Reaching net zero target by 2053 • Ensuring stakeholder participation and capacity development on environmental issues particularly with suppliers | Environment and Deforestation Policy | 2024 | 2053 2025 and after |
| | Stakeholder Participation and Sustainable Supply Chain | <ul style="list-style-type: none"> • Sharing Supplier Code of Conduct with all suppliers and monitoring compliance as part of sustainable sourcing practices • Conducting supplier surveys with 30% of active suppliers • Providing sustainability training to 30% of active suppliers • Conducting at least 3 supplier audits each year (on site) | Sustainable Sourcing Policy | 2024 | 2025 and after |
| Packaging | Circular Economy and Sustainable Products | <ul style="list-style-type: none"> • Designing all our products to be recycle-ready and recycling by 2030 • Increasing use of recycled content <p>2030: Food grade items 10%, non-food products 35% 2040: Food grade items 25%, non-food products 65%</p> | Sustainability Policy | 2024 | 2030 |

*WEPs - Women's Empowerment Principles

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