

Sustainability Policy

At Korozo Group, we embrace a sustainability mindset across all our operations and strive to be an industry leader through our sustainability strategy, principles and practices. We are committed to shaping a sustainable future through operational excellence, high-quality products and services, and innovation. We view economic, social, and environmental development as interconnected pillars that support one another. Our activities are grounded in ethical values, and we prioritise respect for future generations alongside well-being and environmental protection. Rather than focusing solely on profitability, we aim to create lasting positive impact for people and the planet.

Our Sustainability Policy is prepared in line with our other policies and reiterates our commitment to sustainable practices while also considering our stakeholders' priorities.

In this regard, we aim to comply with both national and international standards and legislations in matters such as Human Rights, Work Ethics, Occupational Health & Safety, Sustainably Sourcing and Environment by identifying priorities, strategic targets, risks and opportunities and creating the required infrastructure. Within a broad conceptual framework, sustainability efforts are carried out in accordance with the working principles set out in policies for Korozo Group employees and stakeholders. Following the approval of strategic targets set by the Sustainability Committee and team members, all Korozo Group employees have the responsibility to act with a sustainability mindset.

This policy applies to all Korozo Group activities. The policy is reviewed every year and revised as and when necessary. The Sustainability Committee is responsible for the implementation, monitoring and oversight of this policy.

Korozo Group adopts the following sustainability and governance principles:

- Shaping our activities in compliance with the UN Global Compact and laws.
- Ensuring a sustainability mindset in all our practices and continuously improving in this regard.
- Sharing the sustainability mindset with all stakeholders and ensuring that they have the same level of awareness.
- Respecting human rights for employees and all stakeholders and providing employees with a fair, equal and safe working environment in accordance with the principles set out in the Ethics Policy, respecting the values of society.
- Not engaging in unlawful behavior such as bribery or agreements, except within the limits permitted by law, to prevent, distort or restrict competition.
- Protecting company related, employee and customer information in accordance with Personal Data Protection Law.
- Treating people fairly and equally without any discrimination, promoting freedom of expression in accordance with the Human Rights Policy, which is built upon the principles of transparency and equal opportunities in operations.

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- Creating processes that bring out the potential of all employees, supporting employees' growth, providing training and development opportunities to ensure that they take active roles in the company.
- Respecting employees' freedom of association and collective bargaining, collecting employee feedback to ensure their participation and information exchange.
- Not using child labour, forced or compulsory labour.
- Not tolerating violence, oppression and harassment, human trafficking or inhumane treatment.
- Distributing wages fairly, complying with legislations, providing a safe working environment respecting human dignity.
- Taking a proactive approach to occupational health and safety matters to protect employees' health and safety, conducting activities in compliance with legal requirements, promoting work-life balance.
- Not destroying forest lands, taking necessary measures to prevent environmental pollution and to protect the environment, and conducting activities in such a way that they do not harm biodiversity.
- Raising awareness on environment, health, and safety matters, ensuring participation of business partners and communities, involving their views and suggestions in decision-making mechanisms.
- Using energy, water, and natural resources efficiently and recovering them sustainably. Reducing greenhouse gas emissions and focusing on renewable energy resources.
- Adopting a circular economy approach and manufacturing products which do not harm the environment, our customers and the consumer's health.
- Carrying out efforts to improve environmental and social performance through cooperation with suppliers and business partners while considering profitability and taking decisions to maintain economic sustainability.
- Developing sustainable relations with our suppliers and ensuring that suppliers act in accordance with the sustainability principles including Ethics Rules, Environment and Workers & Human Rights, which are top priority for Korozo Group, and working with suppliers who fully comply with these principles. We also commit to never tolerate corruption, bribery, conflict of interest, unfair competition, fraud, money laundering and information security violations.

Our sustainability targets are detailed in the table below.

Effective as of 10.01.2013

Adam BARNETT

CEO



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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

Adam BARNETT/CEO



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