



**TEKFEN HOLDING**

## **SUSTAINABILITY POLICY**

**TEKFEN-GRP-POL-004**

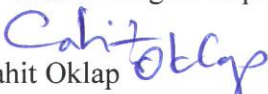
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### **SUSTAINABILITY POLICY**

Tekfen is committed to contributing to development by increasing people's access to food, infrastructure and housing in line with its "Bridging Prosperity" sustainability vision. While making progress in line with this vision, Tekfen is focusses on creating value for all its stakeholders and sustainable growth.

Tekfen conducts its activities in line with the following principles within the scope of this Sustainability Policy, which forms the basis of its sustainability approach;

- We determine our medium- and long-term strategies and targets based on our vision of "Bridging Prosperity" in line with the principle of creating mutual value in order to benefit both Tekfen and all stakeholders. We attach importance to stakeholder engagement and regular communication and we incorporate stakeholder opinions into our decision-making process.
- We conduct our activities in accordance with ethics, in line with the principles of corporate governance, accountability, transparency, fairness and equality.
- We comply with the legal regulations in all countries in which we operate and, where possible, comply beyond the minimum legal requirements.
- We adopt innovation and R&D as a part of our corporate culture.
- We regularly monitor our environmental performance and work with the principle of continuous improvement to minimize environmental impacts throughout the entire value chain.
- We support the development of our employees, whom we accept as our most important capital. We attach great importance to talent management and carry out activities to improve employee satisfaction and loyalty.
- We attach importance to providing a work environment that respects basic human rights and employee rights in all countries where we operate, and we are against all kinds of discrimination. We encourage equality of opportunity and diversity.
- With the responsibility of our leading position in the field of occupational health and safety, we continue our efforts to continuously improve ourselves, as well as to set an example to the business world at local and global level.
- We attach importance to local employment wherever we operate and work for the development of local economies.
- We care about contributing to socio-economic development by responding to the basic needs of the society, while at the same time maintaining our growth. In this respect, we support social development through different social investment projects including education, culture, art, sports and protection of natural resources.
- We strive to provide superior quality with the principle of operational excellence for high customer satisfaction and adopting continuous development as a customer-oriented company.
- We work with our suppliers to improve environmental, social and economic conditions in our supply chain. We give importance to our suppliers' adopting the principles of our sustainability policy.

  
Cahit Oklap  
President, Tekfen Group Companies