



2021

SUSTAINABILITY

REPORT

With an inspiring history, to a bright future...



SASA
POLYESTER SAN. A.S.

About the Report

We, as SASA integrate our sustainability strategy into our business model and present our annual environmental, social and corporate governance performance to our stakeholders.

With this report, we share our contributions to 2030 Agenda for Sustainable Development approved by the United Nations in 2015. This report has been prepared in accordance with the GRI Standards: Comprehensive option.

With the materiality analysis which our stakeholders also contributed, a total of 19 material topics, 14 of which are very high priority and 5 of which are high priority are listed. These topics are classified under environmental, social, and governance titles, and detailed explanations are provided about these topics.

We have improved our sustainability strategy based on our stakeholders' feedback after our first Sustainability Report published in 2020, global industry trends, operations, and activities of SASA. We share with all of our stakeholders our short-term and long-term goals defined according to our updated sustainability strategy with the 2021 SASA Sustainability Report. We continue to work to have our report verified by independent auditors.

We created the color theme of our Sustainability Report for our valued stakeholders with the inspiration we have from Ayhan Öztürk's "Birds of Adana" photograph series.

2021 SASA Sustainability Report content and consolidated financial statements cover the manufacturing plants in Adana headquarters, raw material storage, and shipping facilities in Iskenderun of SASA for the 12-month period between 1st of January - 31st of December 2021.

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ABBREVIATIONS



SASA
POLYESTER SAN. A.Ş.

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About SASA

SASA is one of the leading manufacturers of polyester fiber, filament yarn, polyester based polymers, special polymers, and by-products in the world.

Combining a strong technical heritage and innovation culture with high production capacity, with the responsibility of being the leader in the industry SASA successfully manages the entire process from design and production to distribution.

SASA started to manufacture polyester in 1966 and has achieved continuous growth with its ongoing investments since it was founded. SASA formed a joint venture with DuPont, the world giant in chemistry in 2000 to continue to be the leader in the polyester industry and reinforce its position, and had a new name: DupontSA.

When Sabancı Holding bought the shares of DuPont in 2004, the company name was changed from DupontSA to ADVANSA. The name of the group's organization in Turkey became ADVANSA SASA Polyester Sanayi A.Ş. in 2005.

In 2011, Sabancı Holding bought all shares of ADVANSA BV and in September 2011 changed the name from ADVANSA SASA to SASA.

ERDEMOĞLU Holding bought the shares of Sabancı Holding on the 30th of April 2015 and 51% of the shares belonged to ERDEMOĞLU and 49% of the shares were publicly traded.

ERDEMOĞLU Holding A.Ş. Became the owner of 84.80% of the shares of SASA Polyester Sanayi A.Ş.

SASA with Nobel, ICI, and DuPont technologies under its use has a strong technical infrastructure with its almost 5000 competent employees, high capacity manufacturing plants, and Research and Development Center built in 2002.

120,350,000 lots which represent 14.50% of the total capital of Sasa Polyester Sanayi A.Ş. of the shares of 51% which were not publicly traded in the stock market of Sasa Polyester Sanayi A.Ş (SASA) with a nominal capital of 830,000,000 TL, of which Erdemoğlu Holding A.Ş. had 84.80% of the shares were sold on 30/09/2019 to Merinos Halı San. Ve Tic. A.Ş. which is a subsidiary company of Erdemoğlu Holding A.Ş., Additionally 62,250,000 lots which represent 7.50% of the total capital were sold on 30/09/2019 to Dinarsu İmalat ve Ticaret T.A.Ş. which is a subsidiary company of Erdemoğlu Holding A.Ş. at a price of 7.20 to per lot. With the acquisitions in July 2021 following the above, the company achieved its current partnership structure.

SASA has integrated production facilities and head office located on an area of 2,181,000 m² in Adana, its own raw material storage facility on an area of 55,625 m² in Iskenderun, and liaison offices in Istanbul and Ankara.

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SASA in Numbers

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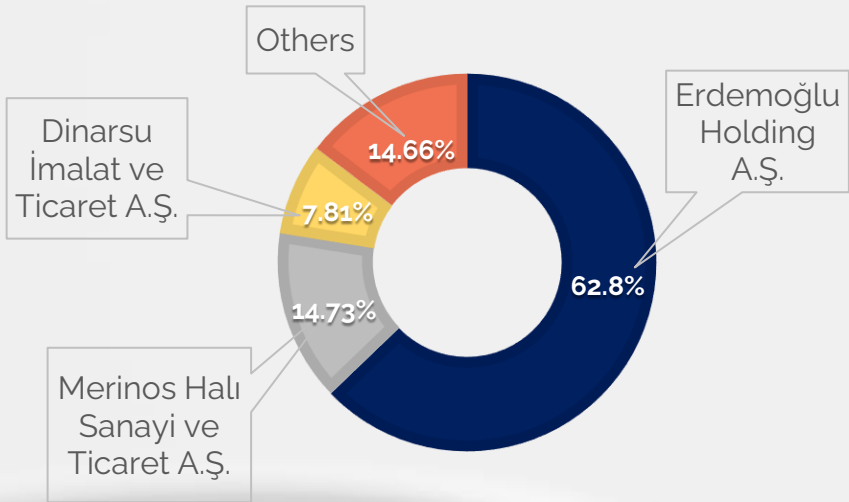
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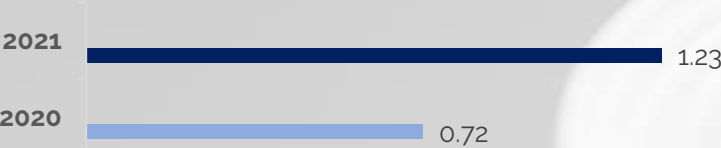
GRI TABLES

Our Shareholder Structure



Our Key Financial Indicators

Sales amount (Million tons)



71% increase in sales total

Turnover (Billion TL)



290% increase in turnover

EBITDA (Billion TL)



233% increase in EBITDA*

For detailed information please [click on](#) our 2021 Activity Report

*EBITDA: Earnings Before Interest, Tax, Depreciation and Amortization

OUR MOTTO IS
“Only Local, Only National”

ABOUT US

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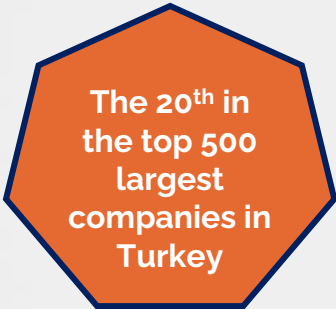
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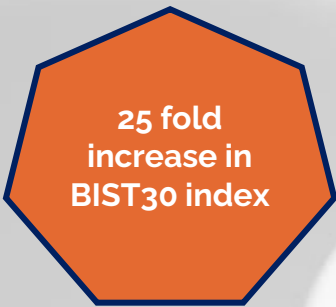
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We are ranked as **20th** largest among Turkey's top 500 companies announced by the Istanbul Chamber of Industry in 2021.



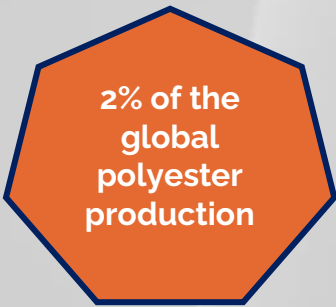
We are ranked **1st in Adana** and **83rd in Turkey** in the 2021 export ranking announced by the Istanbul Chamber of Industry.



SASA has achieved **25 fold increase** in USD in the last 7 years in BIST 30 index.



The production plant with a **1.5 million tons/year capacity** for production of PTA, a raw material for our products will be opened in 2023 which is expected to provide an **additional USD 370 million EBITDA**.



With its annual capacity of **1.4 million tons**, SASA produces **2%** of the polyester produced in the world.



Nearly 5000 people work at SASA.

SASA Milestones

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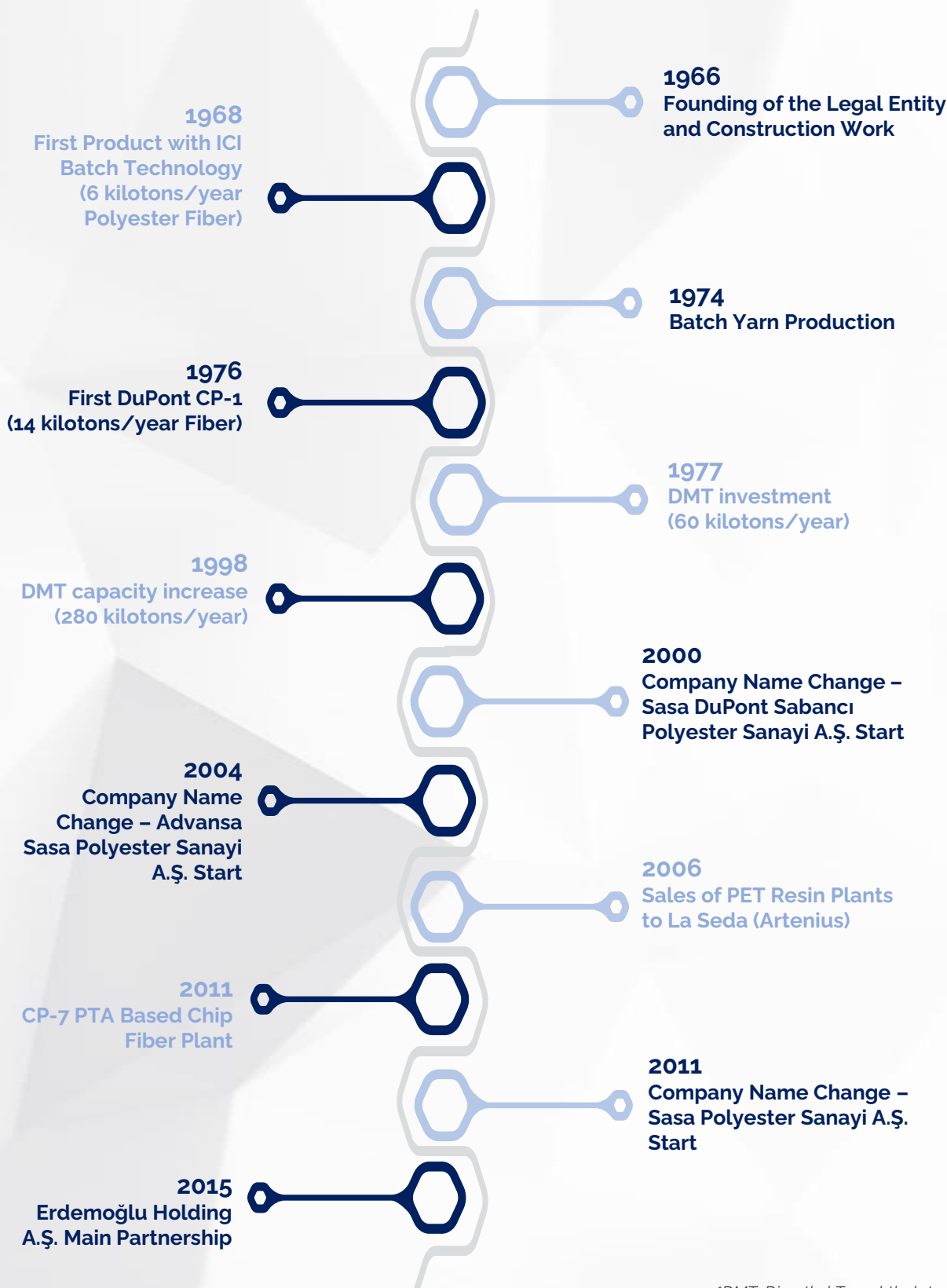
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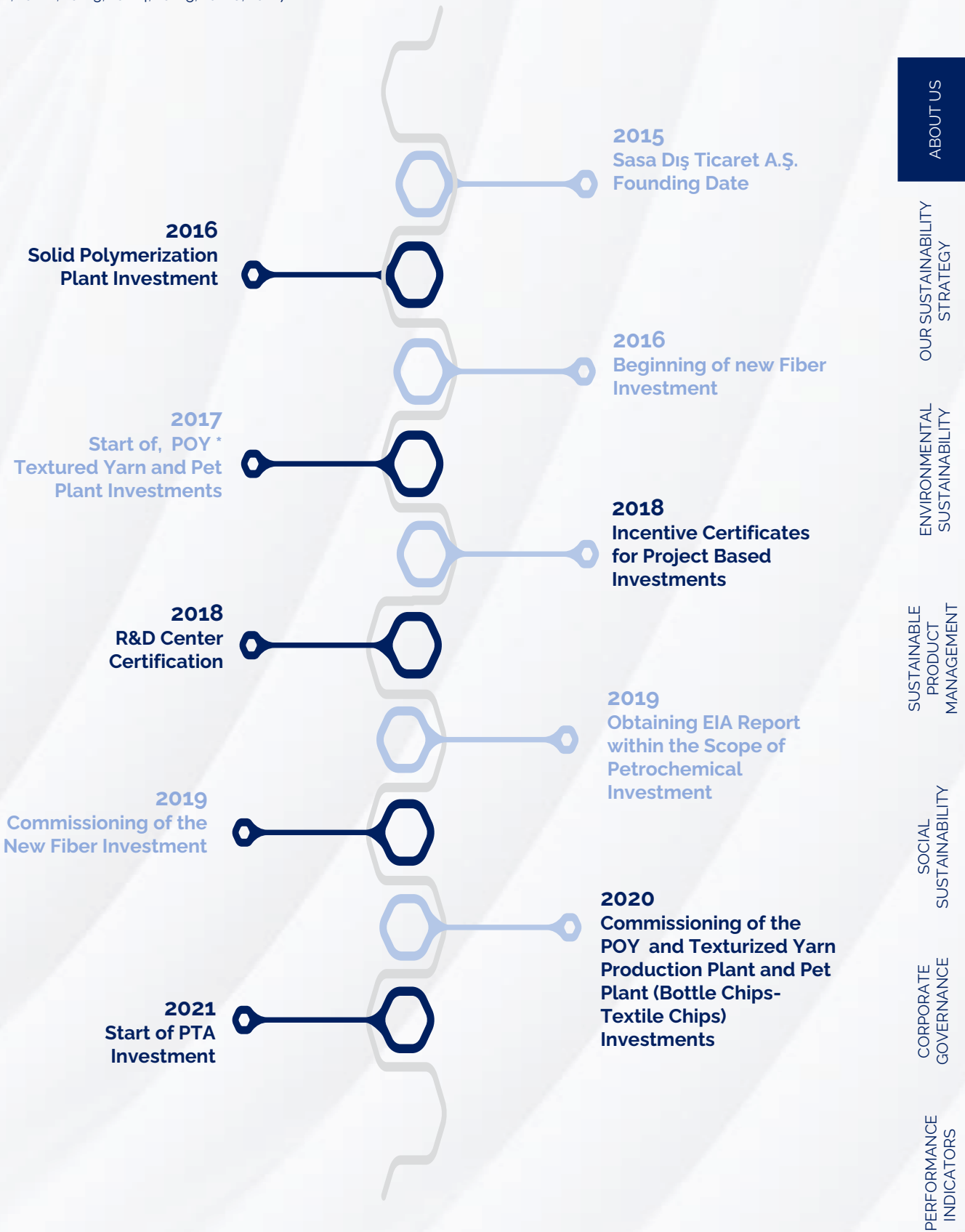
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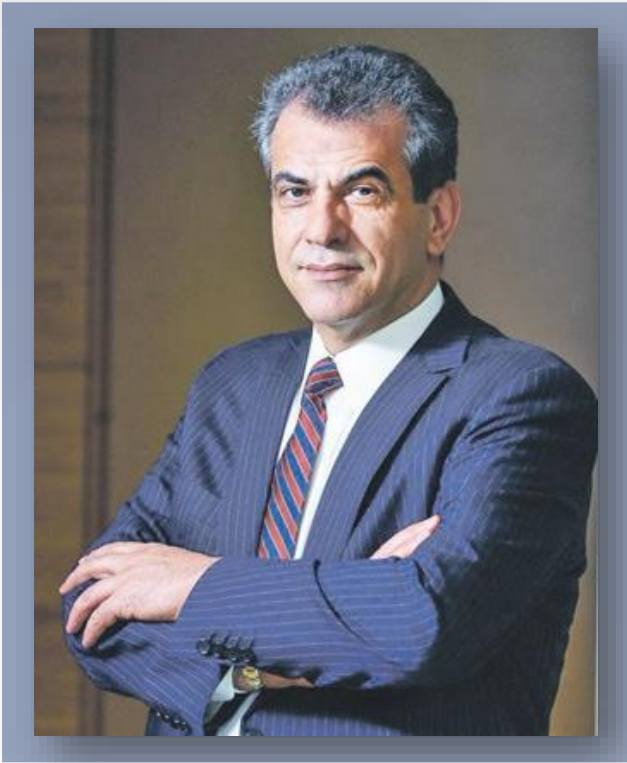
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*DMT: Dimethyl Terephthalate
** PET: Polyethylene terephthalate



Message from the Chairman of the Board



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Dear SASA Stakeholders,

Our company has boldly pursued its investments even under the ongoing COVID-19 pandemic conditions in the world and continued its activities and operations in 2021 to become a leading petro-chemistry company in line with its sustainable growth strategies by focusing on the environmental, social, and corporate governance goals.

In 2021, although the vaccination rates against the pandemic have increased, countries have come a long way in controlling the disease and economic recovery has begun; in the last quarter of 2021, developments that could imperil economic recovery came to the fore as a result of inflation in the global economy,

increasing debts, inequalities in income, rising energy and transport costs together with geopolitical tensions.

Our company has fast adapted to the changing needs and ways of working with our flexible production skills and employees' hard work and devotion, as our most valuable asset, and has become stronger during this process.

At SASA while ensuring sustainable growth, we have adopted the principle of creating value for our employees, customers, stakeholders, and society and achieving continuous growth by maintaining our innovative spirit. We aim to leave a green and clean world for future

generations, accepting all living and non-living natural things as a whole while trying to meet all our society's needs.

We adopt a sustainable growth approach that does not ignore the future generations and meets today's needs with increasing world population and demands but also looks for informed consumption methods and alternative resources to preserve natural resources.

Our mid and long-term environmental, social and corporate governance strategy based on the "sustainability" principle includes our stakeholders. Our goals include consistent, comprehensive, and sustainable economic growth, ensuring efficient employment and providing good job opportunities, encouraging comprehensive and sustainable industrialization and innovation, designing sustainable circular economy consumption and production models, taking actions to stop climate change and mitigate its effects.

SASA provides significant input to the healthcare and hygiene industries and the company achieved its financial, operational, and investment goals in 2021. The number of sales, which was 722 thousand tons in 2020, increased by 71% to 1.2 million tones in 2021 and the turnover increased by 290% year on year from 5 billion TL to 14.6 billion TL. EBITDA was 1.2 billion TL in 2020 and increased by 233% to 2.79 billion TL in 2021.

"SASA has adopted transparency when determining its sustainability strategy and aims to advance its implementation and inspection of policies, goals and practices to a higher level."

The company continues its investments as one of the most effective weapons in our fight with unemployment which is one of our country's biggest problems and increases its effect during crisis times. SASA takes powerful and confident steps towards its goal of becoming a leader petrochemistry company with its increased production capacity to 1.4 million tons/year while providing employment to almost 5,000 people and being responsible for 2% of global polyester production. Our company ranked 20th in the top 500 companies in Turkey published by Istanbul Chamber of Industry in 2020 and aims to be in the top ten in a few years.

SASA combines its investments with strategies that respect people and the environment and it's over 50 years of experience with advanced technology and acts in line with the environmental, social, and corporate sustainable development goals.

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SASA has given importance to transparency while determining its sustainability strategy, and in this direction, it has aimed to carry its policies, targets, and practices to higher levels.

Considering our responsibility to leave a green and clean world to future generations with renewable energy investments and the effects of climate change as a result of global warming, we set out to install Solar Power Plants on the roofs of the buildings in our Adana center field, within the scope of our company's sustainability principles. We will implement this investment in 2022.

Continuing its investments with its slogan "Only Local, Only National" Erdemoğlu Holding will open its plant with 1.5 million tons/year production capacity which will produce PTA, the raw material of its current products in SASA, and expects to achieve additional EBIDTA of USD 370 million from this plant.

We will introduce a more innovative and greener industrial cycle that complies with local and international laws and standards, uses the best available techniques and the most advanced technologies, generates energy from waste gas, recover wastewater and chemicals, and generates its own electricity with the PTA production facility.

The value of SASA shares in BIST 30 Index has increased 25-fold in USD in the last 7 years starting from the date the company was bought by Erdemoğlu until 2021. growing with our stakeholders who believe and stand with us, our company continues to share its increasing profit. I wish good health and happiness to all our employees, stakeholders, customers, and suppliers in 2022, and on behalf of our Board of Directors would like to thank everyone who has trusted us.

İbrahim ERDEMOĞLU
Chairman of SASA

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General Manager's Message



Dear Stakeholders,

We are happy to share with you our sustainability report which shows in a transparent manner our social, environmental, and corporate governance activities In line with the United National Sustainable Development Goals which are at the center of our sustainability strategy.

While achieving sustainable growth, we continue to build and develop our sustainability strategies together with all our stakeholders including our employees, customer, and stakeholders against all social, environmental, and economic risks under the framework of the actions we take for the global climate movement.

Although the effects of the COVID-19 pandemic, which adversely affected the entire world economy, have started to diminish, we have reduced our risks in this regard to a minimum by taking strict measures against pandemic risks while carrying out our activities in line with the recommendations and follow-ups of our professional staff in our company in 2021.

In line with our sustainable development goals, we continue with our research on renewable energy investments and use natural resources efficiently in our production owing to energy-efficient projects and the best available techniques, advanced technologies, and environmentally-friendly processes.

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We are aware of the changes on our planet and assess our environmental, social and corporate governance risks accordingly and we continuously improve our performance in our new investments and supply process as well as our business processes according to our sustainable development goals.

Our customers, suppliers, employees and all of business partners are included in our sustainable development policy development process and creating a collective consciousness with our stakeholders and develop national and international collaborations to achieve this will be our biggest motivation in our sustainability journey.

As SASA, we continue to work with determination together with our stakeholders in the transformation journey we have started for a more sustainable future.

Mustafa Kemal ÖZ
SASA Board Member-General Manager

"Our customers, suppliers, employees and all of business partners are included in our sustainable development policy development process and creating a collective consciousness with our stakeholders and develop national and international collaborations to achieve this will be our biggest motivation in our sustainability journey."

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Our Product Groups

Fiber

The fiber section provides services to several industries with its 3 main product groups; Textile, Nonwoven and Fiberfill.

SASA produces semi-dull raw white fibers that have high tenacity, low elongation and perfect dye take-up qualities for open- end, ring and vortex yarn production in the textile industry. Furthermore, the company also produces coloured/black polyester fibers with high color depth and purity.



Textile



Nonwoven

SASA provides raw materials to a wide range of application areas in the nonwoven industry including most notably hygiene and automotive and imitation leather, wigan, filtration, geotextile and insulation. The company produces high quality polyester staple fibers with minimum foaming tendency, hydrophilic quality, excellent thermal stability, high combing performance and high cohesion.

In the fiberfill industry, SASA meets filler demands of fiber balls, shoulder padding, plush toys, pillows, quilts, and furniture manufacturers. SASA offers Hollow Conjugated Siliconized, Hollow Conjugated, Hollow, and Solid fiberfill products for the industry and has gained a significant market share with its high volume, low weight, thermal insulated, and flame-retarded products.



Fiberfill

Our Product Groups

Special Polymers and Chemicals

Polymers and Chemicals Business meets the needs for polyester and its derivatives both in Turkey and abroad thanks to its integrated and functional production facilities.

Polymers and chemicals product group also include dioctyl terephthalate plasticizers that do not contain polyester monomer dimethyl terephthalate and phthalate in addition to polymer products.

SASA's polymer and chemical products that are processed into end-products in a wide range of industries including textile, automotive, packaging, medical, hygiene, and engineering have become present in every stage of consumers' lives.

In line with its dynamic structure, SASA increases its product variety and quality in the Polymers and Chemicals Business with its new ongoing and completed investments in production plants.



Advanced Polymers



DMT (Dimethyl Terephthalate)



PBT Chips



PET Resin



PET Chips



SASA Plus 88™



Thermoplastic Polyester Elastomers (TPEE)

Our Product Groups

Filament

SASA Filament Department has commissioned the “Textured Yarn” with a capacity of 175,000 tons/year and the “POY” facility with a capacity of 350,000 tons/year in 2020, using Industry 4.0 technology. By 2021, these enterprises continue production at full capacity.

Synthetic filament yarns made of 100% polyester are produced for the textile industry (Home Textile, Carpet, Underwear and Overwear, Jeans and Socks), and packaging, healthcare and automotive industries which are directly or indirectly supplied by the textile industry.

Textured yarns have similar looks and properties as natural fibers such as cotton, wool and linen and are also used to give superior qualities to end products.



Textured Yarn



POY

POY Yarns are partially oriented, partially stretched and have a non-crimped and non-twisted structure and the product is textured to become crimped and twisted. The resulting textured yarn is softer, more flexible and has higher heat retention capacity compared to regular/normal yarns.

Adopting a customer satisfaction-centered production approach, SASA tests all yarns it produces in its own laboratory (Tensile, strength, color, centre and denier etc.).

SASA in Press 2021

Bloomberg

PIYASALAR HABERLER TARIM FİNTECH ENERJİ EKONOMİ VERİLERİ KRİPTO PARA GÖRÜŞ VIDEO YAYIN AKIŞI



21 Kasım 2021 Pazar, 09:42
Görüşölme: 10 Kasım 2021 Pazar, 08:44

SASA 3. çeyrekte 765 milyon TL kâr yazdı

SASA Polyester 3. çeyreğe ilişkin finansal sonuçlarını yayımladı. Buna göre şirket yılın üçüncü çeyreğinde 765,2 milyon TL net dönem kârı elde etti.

SASA'dan tarihi başarı

SASA İLK 10'U

Hedefliyor

POLYESTERİN DÜNYADAKİ LOKOMOTİFİ SASA

SASA'nın hedefi Türkiye'nin ilk 10 firmasından biri olmak

2021 İHRACAT HEDEFİ 350 MİLYON DOLAR

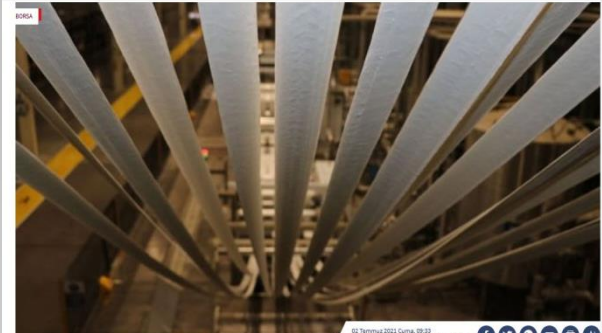
SASA Polyester Sanayi A.Ş. Genel Müdürü Mustafa Üstü

Dr. Mehmet Seker

"Erdemoğlu Holding bünyesinde faaliyet gösteren SASA Polyester Sanayi A.Ş., binlerce çalışanı, dünyadaki polyester üretimindeki payı, ihracata sunduğu yüzlerce milyon dolarlık katkı ile ülke ekonomisinin adeta can damarlarından biri olarak hedeflerinin de üstünde rakamsal başarılar elde etmeye ve hızla büyümeye devam ediyor."

Bloomberg

PIYASALAR HABERLER TARIM FİNTECH ENERJİ EKONOMİ VERİLERİ KRİPTO PARA GÖRÜŞ MULTİMİDİA YAYIN AKIŞI



02 Temmuz 2021 Cuma, 09:33
Görüşölme: 02 Temmuz 2021 Cuma, 09:37

Sasa Polyester JP Morgan'ı kredi temini için yetkilendirdi

Sasa Polyester, JP Morgan ile 350 milyon dolarlık kredi temini sözleşmesi imzaladığını duyurdu

Sasa Polyester, Adana'daki PTA yatırımının finansmanı için JP Morgan Londra Şubesi ile kredi temini sözleşmesi imzaladığını duyurdu.

DÜNYA

Anasayfa Son Dakika Yazarlar Ekonomi Finans Borsa Gündem Sektörler Şirketler Girişimcilik Enerji Otomotiv

Dünya Gazetesi > Şirket Haberleri > SASA, 935 milyon dolar bedelli PTA tesisi inşaatına başlıyor

Takip Et Google News

SASA, 935 milyon dolar bedelli PTA tesisi inşaatına başlıyor

SASA, Türkiye'nin dış ticaret açığını yılda 400 milyon dolar azaltması beklenen, 935 milyon dolar bedelli PTA tesisi inşaatına başlıyor. İki yıl içinde tamamlanacak süreç için İspanyollarla devam eden görüşmelerde resmi anlaşma sağlandı.

DÜNYA Haber Merkezi
dunya@dunya.com

AA
YATIRILAN
11 Şubat 2021 15:19

GÜNCELLEME
11 Şubat 2021 15:20



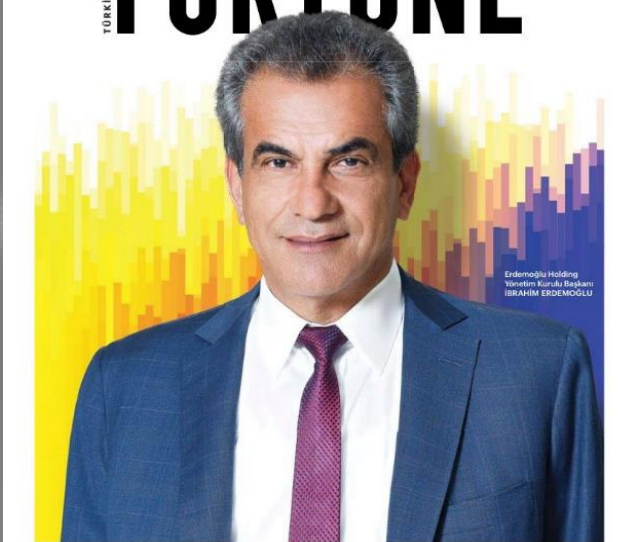
Adana'daki kompleksi içinde inşa edilecek ve yıllık 1,5 milyon ton kapasiteli olması beklenen PTA tesisi inşaatına başlanması için resmi anlaşma sağlandı.

SASA'dan yapılan açıklamaya göre, İspanyol Technicas Reunidas firması ile devam eden görüşmelerde resmi anlaşma sağlanırken, sürecin iki yıl içinde tamamlanması bekleniyor.

HABERİN 2021 FORTUNE TURKEY.COM

TÜRKİYE

FORTUNE



Erdemoğlu Holding
Yatırım Kurulu Başkanı
İBRAHİM ERDEMOĞLU

Sasa Polyester Küresel Liderliği Zorluyor

ERDEMOĞLU HOLDİNG, YAKLAŞIK 2,4 MİLYAR DOLAR YATIRIM VE 1,4 MİLYON TON KAPASİTE POLYESTER ÜRETİMİYLE TÜRKİYE'Yİ ÇİN VE HİNDİSTAN'DAN SONRA ÜÇÜNCÜ BÜYÜK ÜLKE KONUMUNA YÜKSELTECEK

HASTANELERLE İLAÇ ŞİRKETLERİNİN DÜELLOSU

İKİNCİ DALGA DİJİTAL DÖNÜŞÜM

YATIRIMDA MITLER VE GERÇEKLER

9 TL KKTG-24 TL
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Featured Activities of SASA in 2021

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We took part in 26th International Packaging Industry Fair.



We participated in TÜYAP-PAGEV Plast Eurasia Istanbul Show in 2021.



We continued our cooperation by participating as a Bronze Sponsor in the Management Study with Executives (MSE) Event organized by Boğaziçi University in November 2021.



We participated in the Career Summit organized by Middle East Technical University in Ankara and received many applications from interested students during the event

2021 Overview

Sectoral Outlook

Increasing inflation, increased income inequality and debt, rising energy costs and geopolitical tensions in the global economy in the last quarter of 2021 resulted in a recession process which could imperil economic recovery. On the other hand, with increasing vaccination rates and control over Covid-19 pandemic in most countries, improvements in the economy have started to be seen. Losing its competitive position in the export markets due to the shipping and freight problem in the logistics sector, which has been one of the most important issues affecting trade this year, China has started to limit its production in some sectors by taking energy saving measures.

While the USA economy grew by 5.7% in 2021, the growth rate was 5.2% in Euro zone and 8.1% in China. Turkey's export grew by 32.9% according to the TIM data which resulted a decrease in foreign trade deficit to 7.8%.

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SASA's POY and DTY investment with a capacity of 350,000 tons/year was put into use in the last quarter of 2020. With the annual 330,000 tons capacity increase in our PET Chips plant providing products to textile, packaging and film industries, chips import of Turkey decreased by 15% in 2021. In addition to being a key raw material supplier in Turkey, SASA exported to more than 50 countries in 2021 and became the biggest supplier of leading companies especially in Europe and the USA.



350,000
tons/year
POY and DTY
investment



330,000
tons/year
capacity increase
PET Chips Plant

2021 Overview

Our Production Operations

Similar to previous years in 2021 improvements in our production processes were made, projects that maximize prevention of waste generation and allow waste recycling were developed with the Zero Waste Management System and actions were taken to increase efficiency.

Our projects concerning energy efficiency, sustainability, corporate risk management, renovation, innovation, investment in people and projects to improve and develop our supply chain which were started in previous years continued in 2021. At the same time our activities that create value and training provided to our employees including ISO 9001 Quality Management Systems and Process Management, ISO 50001 Energy Management System, ISO 31000 Corporate Risk Management System, 6 Sigma, PSRM (Process Safety and Risk Management) and TPM (Total Productive Maintenance) continued in line with our continuous improvement principle.

Production in all our product groups has increased year on year as a result of these actions and activities. Production quantities and changes in production per each product group from 2020 to 2021 are shown in the following Production Quantities table.

Production Quantity (tons)

Product Groups	2021	2020	Change (tons)	Change (%)
Polyester Fiber	413,122	343,379	69,743	20%
Polyester Chips	482,762	255,249	227,513	89%
DMT*	231,159	194,897	36,262	19%
POY**	293,696	128,131	165,565	129%
Polyester Yarn	134,508	76,446	58,062	76%

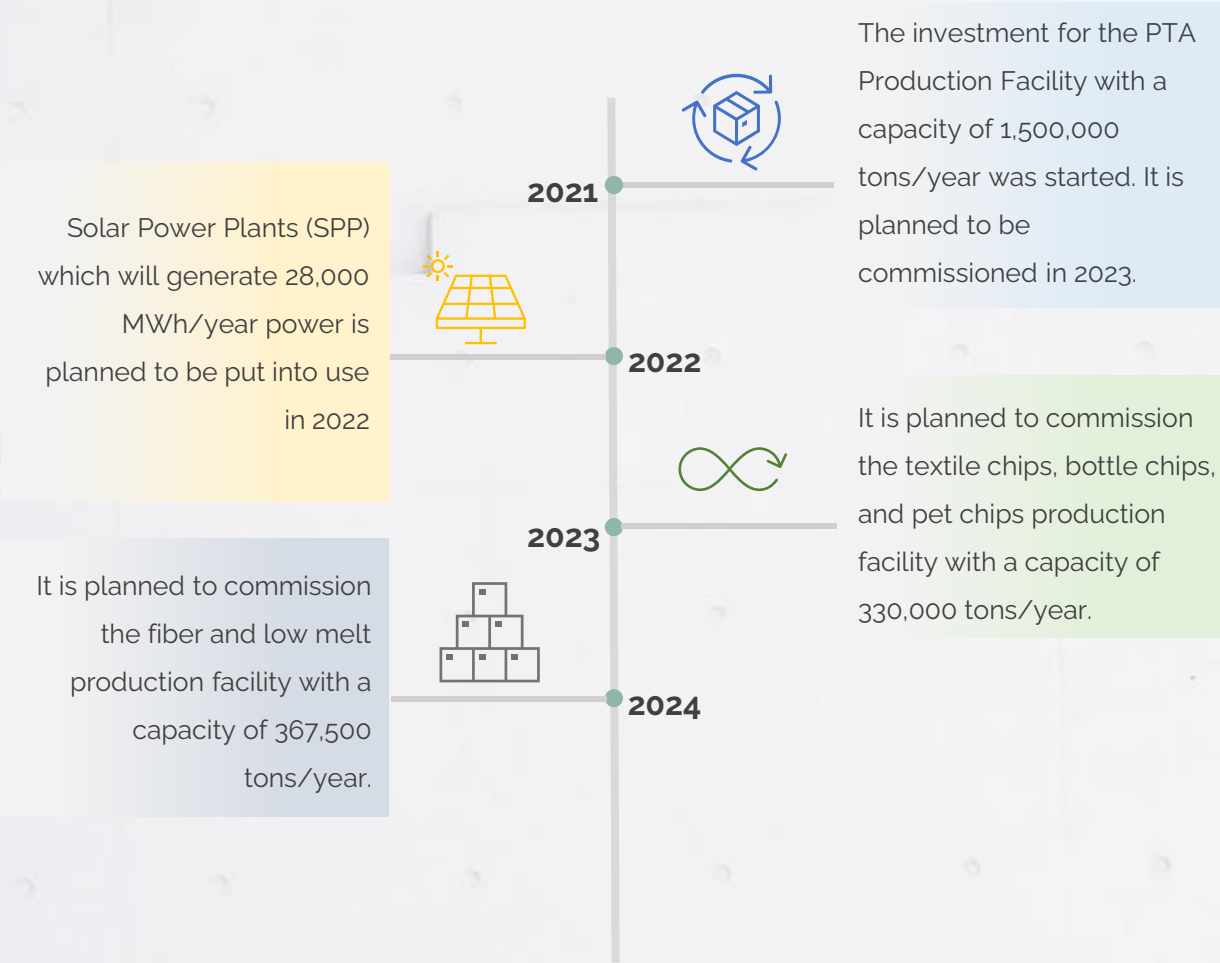
*Dimethyl Terephthalate
** Partially Oriented Yarn

2021 Overview

Our Investment and R&D Activities

In 2021, SASA carried out its R&D activities to create sustainable products which will create value for all stakeholders including most notably customers and develop new business areas in corporate competency.

Our company's R&D center is certified by the Turkish Ministry of Industry and Technology pursuant to the law no 5746 on Supporting Research and Development Activities.



Economic Impacts of Our Investments

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Investment	Planned Year of Commissioning	Investment Scope and Commitments	Significant Indirect Economic Impacts
Solar Power Plants (SPP)	2022	20 MWp installed capacity - Approximately 28,000 MWh/year capacity - Annual turnover contribution: USD 3 million	- Free and clean electrical power generation - Less dependency on import - Contribution to carbon reduction commitments with reduced carbon emissions - Incentives provided by financial organizations - Number one choice of customers who prefer green energy
PTA Production Plant	2023	1,500,000 tons/year production capacity - Cost advantage is approximately USD 350 million per year	- Contribution to export and economy of Turkey - New employment opportunities - New employment opportunities in the supply chain
Textile Chips, Bottle Chips, Pet Chips Production Plant	2023	- Textile chips, bottle chips, pet chips production plant with a total capacity of 330,000 tons/year - Annual turnover contribution is USD 475 million	- Minimizing logistic risks by producing its own raw materials - Contribution to export and economy of Turkey - New employment opportunities - New employment opportunities in the supply chain - Reduced trade deficit - Reduced dependency on imported raw materials
Fiber Production Plant	2024	Fiber production plant and low melt plant with 367,500 tons/year capacity Annual turnover contribution is USD 570 million	- Employment of competent/trained people - Less brain drain

Our Sustainability Milestones

2022

2020 Sustainability Report was published. Compliance Report to CMB* Sustainability Principles was published and approved by the CMB.
A Sustainability Committee was formed. ESG Policies were developed and updated. Bylaws were updated.
The company was certified with ISO 14064-1 Management System.

2021



The company was certified with Covid-19 Safe Production and Zero Waste.

2020

2019

SASA achieved Ecovadis "Silver" Rating.



2016

The company became ISO 27001 Information Safety Management Systems certified.

2015

The company became ISO 14001 Environmental Management System and ISO 45001 Occupational Safety Management System certified.

2014

The company became ISO 50001 Energy Management Systems certified.



1992

The company became ISO 9001 Quality Management System certified.



*CMB:Capital Markets Board

Our Business Partners

Organization/ Association/ Institution/NGOs	Our Activities
Çukurova University	We provide long term internship program for final year students studying chemistry in university.
ADASO-GIZ	Within the scope of the "Bringing Societies Towards Green Industry with Employment (YESAD)* Project carried out in cooperation with the Adana Chamber of Industry (ADASO) and the German International Cooperation Agency (GIZ), 3 employees from our facility participated in mentoring training, and energy efficiency studies were carried out at the facility within the scope of the project.
Mersin University	We provide internship program.
Ege University	
Alpaslan Türkiye University	We provide support for professional development and mentorship.
Adana Hacı Sabancı Organized Industrial Zone (AOIZ)	We provide sponsorship for the Incubator Center Project.
Tübitak	We carry out projects in collaboration with Tübitak and allow test-analysis to be carried out in our laboratories.
Boğaziçi University	We provide project management and consultancy for new products and product development. We also support student events as a sponsor at Career Days and Engineering Summit.
METU	We participate in METU Career Days.
Municipality of Seyhan	We make donations for the daycare services.

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As one of the leading manufacturers of polyester fiber, filament yarn, polyester based polymers, special polymers and by-products in the world, our company is a member of leading nongovernmental trade, export and industrial organizations.

We actively participate in the activities of such organizations and share our opinions and experiences in the industry. Additionally, we contribute to the development process of policies, regulations and other informational documents of associations and groups in the industry. We pay an annual membership fee of 1,500 TL to Adana Industrialists' and Businessmen's Association (ADSIAD).

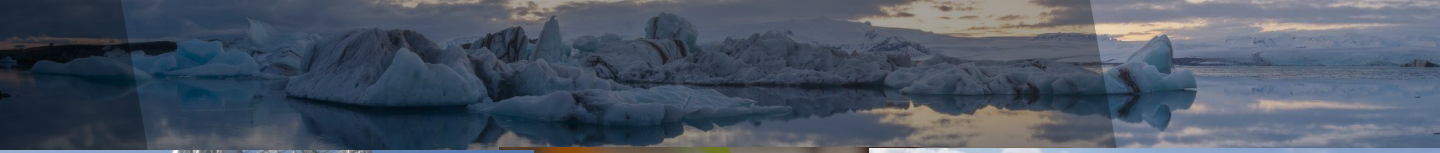


Türkiye Tekstil Sanayi İşverenleri Sendikası



Common Tern, Adana

Ayhan Öztürk



SASA
POLYESTER SAN. A.Ş.

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OUR VISION

SASA aims to become one of the leading players on a global scale as Turkey's first and largest polyester-polymer producer and the leader of Europe, Middle East, and Africa region.

Our vision is:

- To ensure sustainable growth
- To create value for our employees, suppliers, customers, shareholders, and society
- To share this value fairly with all our shareholders in line with corporate and social responsibility principles
- To constantly improve ourselves by maintaining the spirit of innovation.

OUR MISSION

To become a global manufacturer in the field of polyester, polymer, and petrochemical products, thus making Turkey one of the top three polyester manufacturing countries in the world.

"We respect all natural beings without forgetting our responsibility to leave a green and clean world to future generations while meeting today's needs of the society."

Our Values

The core guiding values adopted by SASA with the principle of working in compliance with local and global ethical values are as follows:

- There is no discrimination against any race, ethnicity, language, religion, opinion, or gender.
- Respecting fundamental human rights, children's rights, animal rights and not engaging with parties known to violate these rights.
- Serving society with corporate citizenship awareness.
- Observing environmental sustainability in all fields of activity and increasing the environmental responsibility awareness of its shareholders.
- Using environmentally friendly technologies, supporting their development and dissemination.
- Creating the highest value for employees, suppliers, customers, shareholders, and society.
- Operating with the highest security standards.



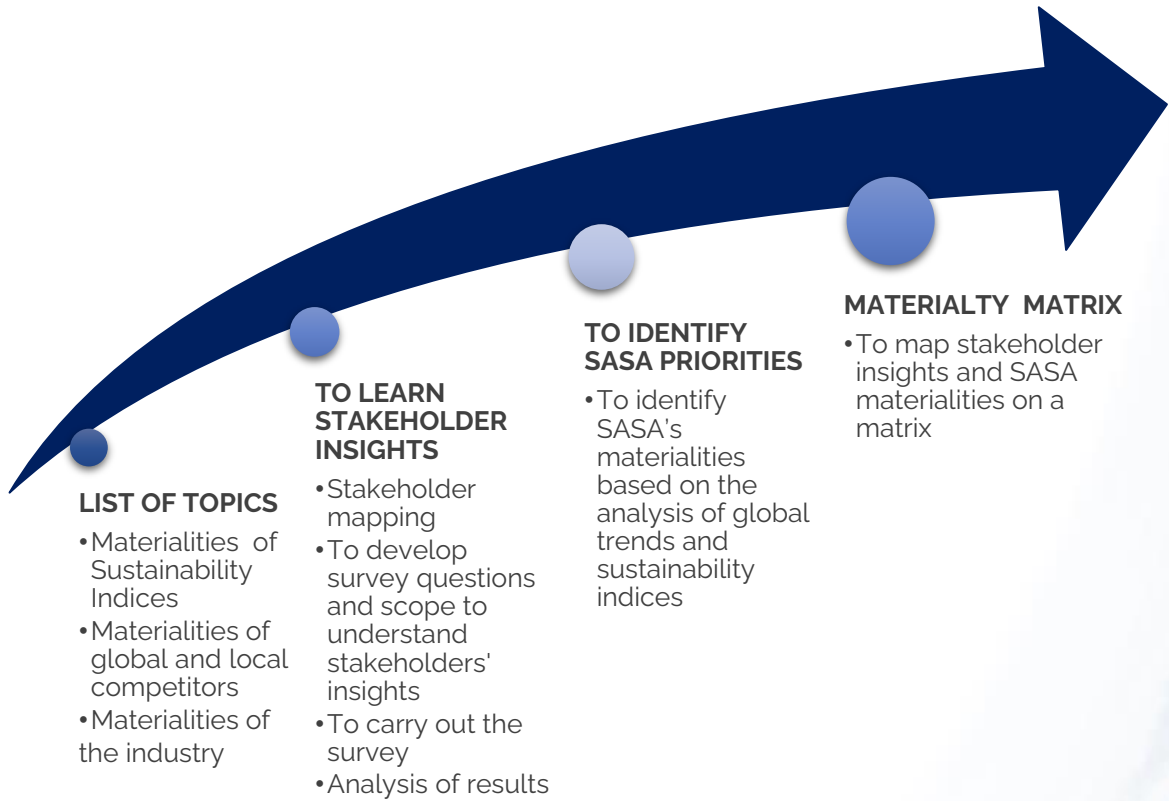
Materiality Analysis

As SASA Polyester Sanayi A.Ş., we strive to create value for the world in the industries in which we operate. With the materiality activity in which our stakeholder groups also participate as the main part of our Corporate Sustainability Strategy, we aim to meet our stakeholders' expectations for sustainability.

We evaluate our material topics according to the United Nations Sustainable Development Goals, European Green Deal, ESG rating agencies, and analysis of trends affecting the industries in which we operate.

Our stakeholders are our employees, customers, suppliers, business partners, investors, and shareholders. To achieve fair participation, we conducted an anonymous survey at the end of 2020 to find out our stakeholders' opinions. We benefited from our stakeholders' sights when determining our sustainability strategy just as we do with every step in our workflow.

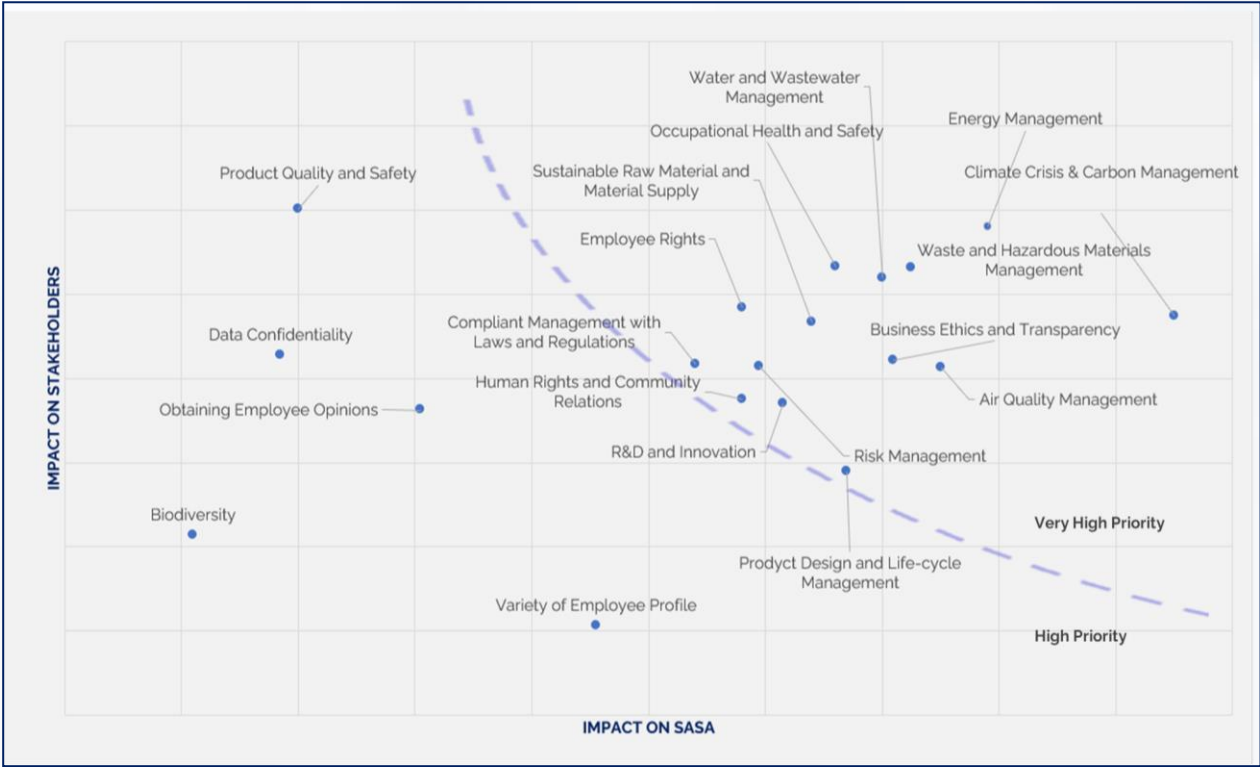
We reviewed materialities in industrial and global trends and in sustainability indices adapting them to our company's dynamics to determine our materiality topics.



Materiality Matrix

We created the SASA materiality matrix which included very high material and high material topics with the participation of stakeholders and based on the evaluations.

In the materiality matrix, Y-axis shows the effect of material topics on stakeholders and the X-axis illustrates the effect on SASA. We used the results of our materiality analysis in the process of identifying sustainability goals and developing our sustainability strategy.



SASA Materiality Matrix

Material Topics

We considered "Very High" and "High" material topics in the materiality matrix as an important factor to determine SASA's corporate sustainability strategy.

In the materiality analysis, we identified a total of 19 material topics 14 of which are very high material and 5 of which are high material.

VERY HIGH MATERIAL TOPICS	Energy Management
	Climate Crisis and Reducing Carbon Emissions
	Waste and Hazardous Materials Management
	Water and Wastewater Management
	Air Quality Management
	Occupational Health and Safety
	Business Ethics and Transparency
	Product Design and Life Cycle Management
	Sustainable Raw Material and Material Supply
	R&D and Innovation
	Employee Rights
	Risk Management
	Human Rights and Social Relationships
	Management's Compliance with Laws and Regulations
HIGH MATERIAL TOPICS	Product Quality and Safety
	To Obtain Employees' Opinions
	Diversity in Employee Profile
	Data Privacy
	Biodiversity

Our Sustainability Strategy

As SASA, we adopt a sustainable growth approach that does not ignore the future generations and meet today's needs with increasing world population and demands but also looks for informed consumption methods and alternative resources to preserve natural resources.

We are aware of our responsibilities to fight against global problems such as climate change, poverty, hunger, inequalities, water scarcity, and loss of biodiversity and to contribute to UN Sustainable Development Goals. We aim to improve living standards and wealth by increasing our investments; we prioritize encouraging sustainable development in our operations and decision-making processes.

Every year, we update our sustainability approach fully integrated with our mission, vision, and strategy. Thus, we aim to improve living standards and wealth by increasing our investments; we prioritize encouraging sustainable development in our operations and decision-making processes.

We assess positive and negative trends of the outcomes created by our activities which we are responsible for in our field of impact using the Key Performance Indicators (KPIs) and take improvement actions in our Sustainability Report; we develop actions that will improve our effectiveness in local areas to create a positive social, environmental and economic impact. We observe the strictest national and international standards to provide the best quality to our stakeholders according to their needs.

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To carry out business activities more efficiently with an environmental, social, and governance perspective;

- We commit to protecting human and labor rights, social justice, business ethics, diversity in the workforce, gender equality and equal opportunity, stakeholders' cooperation, legal compliance, and taking preventive measures against corruption, bribery, mobbing, discrimination, and child labor;
- To create necessary resources to integrate sustainability values that keep our ecological footprint low, fight climate change, use resources efficiently, save water, prioritize efficient and reliable energy technologies, and support circular economy both in our operations and operations of our suppliers in our value chain;
- To review our sustainability policy regularly and update it by consulting with relevant departments.

To achieve this, all our employees adopt and implement our sustainability commitments. Our material environmental, social, and governance topics are listed below:

ENVIRONMENTAL	SOCIAL	GOVERNANCE
Energy Management	Occupational Health and Safety	Risk Management
Climate Crisis and Reducing Carbon Emissions	Employee Rights	Management's Compliance with Laws and Regulations
Waste and Hazardous Materials Management	Human Rights and Social Relationships	Data Privacy
Water and Wastewater Management	To Obtain Employees' Opinions	Transparency
Air Quality Management	Diversity in Workforce	Business Ethics
Product Design and Life Cycle management		
Sustainable Raw Material and Material Supply		
R&D and Innovation		
Product Quality and Safety		
Biodiversity		

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We have grouped our sustainability goals into three categories: Environmental Sustainability, Social Sustainability, and Corporate Governance.

Goals set for Environmental Sustainability are covered under four titles: *Climate Crisis and Carbon Management, Environmental Responsibility, Sustainable Product Management, and Circular Economy* Social sustainability goals have three categories: *Rights, Equalities & Ethics, Corporate Social Responsibility & Cooperation, Health & Safety.* Corporate Governance goals are reviewed in three groups: *Sustainability Governance, Corporate Governance Structure, and Stakeholders Engagement.*

SDGs that our environmental, social, and corporate governance goals contribute to are matched in the tables. Information that summarizes SASA's current status regarding sub-goals is shown in the tables. Short and long-term qualitative and quantitative goals have been set.

The SDGs which SASA contributes to the UN SDGs in line with its sustainability goals and activities are as follows:



Indirect contributions to the other 7 SDGs are shown in goal tables and in the upper right corners of the relevant pages. Our goals set with our "More Sustainable Life" approach are shown in the tables on the following pages to share with all of our stakeholders.

Our Sustainability Goals

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ENVIRONMENTAL SUSTAINABILITY	Main Title	Relevant SDGs	Topic Titles	Current Status	Goal
	Climate Crisis & Carbon Management	   	Green Procurement Practices	In 2021, the Green Procurement Policy was established.	It is aimed to create Green Procurement Implementation Plans until 2025.
				In line with the Green Procurement Policy, the existing air conditioners in the facility are evaluated in terms of energy efficiency.	By 2025, it is aimed to replace all of the air conditioners used in the facility with devices in the most efficient class.
				The devices that are in the most efficient class are preferred for the new office devices purchased.	By 2025, it is aimed to reduce paper and cartridge usage by reducing at least 50% of the printers in the headquarters.
			Renewable Energy	With the biogas generated in the existing Wastewater Treatment Plant, 5,625 tons of steam was produced in 2021.	It is aimed that the amount of steam produced from biogas will be 118,000 tons/year in 2025.
				Our electricity consumption in 2021 is 2,204,647 GJ.	Until 2025, with solar energy investment, 100,800 GJ of electricity will be produced annually from renewable sources.
					In the PTA Facility, which will be commissioned in 2023, it is aimed to produce 1,360,785 GJ of electricity with the use of off-gas as an energy source.

ENVIRONMENTAL SUSTAINABILITY	Climate Crisis & Carbon Management	6 CLEAN WATER AND SANITATION 7 AFFORDABLE AND CLEAN ENERGY 13 CLIMATE ACTION 15 LIFE ON LAND	Main Title	Relevant SDGs	Topic Titles	Current Status	Goal	ABOUT US	
									OUR SUSTAINABILITY STRATEGY
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ENVIRONMENTAL SUSTAINABILITY	Main Title	Relevant SDGs	Topic Titles	Current Status	Goal
	Circular Economy	6 CLEAN WATER AND SANITATION 7 AFORDABLE AND CLEAN ENERGY 13 CLIMATE ACTION 15 LIFE ON LAND	Resource Management	Styrofoam is one of the packaging materials used in the packaging of our POY product. 6,285 Styrofoam packages are used daily during the use of the product between businesses within the facility and during its transportation outside the facility.	By 2025, it is aimed to recover styrofoam within SASA as 25% and out of SASA styrofoam recovery as 10%.
				63,000 bobbins are used daily in POY production. 17% of the bobbins (11,000 units/day) used in the SASA facility are recycled.	By 2025, it is aimed to recover 5% of customer sourced cores and 25% of SASA in-plant cores.
				Big bags with a capacity of 1000 kg are used in the product packaging of the SSP1 facility. The annual big bag usage amount is 13,500 tons.	By increasing the big bag volumes, it is aimed to save 10% packaging annually until 2025.

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ENVIRONMENTAL SUSTAINABILITY	Main Title	Relevant SDGs	Topic Titles	Current Status	Goal	ABOUT US
	Sustainable Product Management	    	Life Cycle Approach	LCA reporting, in which product life cycle environmental impacts are taken into account, has been completed for our PBT and PTA products.	It is aimed to complete LCA studies in 2022 for PET (DMT-derived), PET (PTA-derived), Fiber, POY and Yarn products..	OUR SUSTAINABILITY STRATEGY
			Sustainable Product Statements	Currently, SASA's documents regarding product management are: • OEKO – TEX Certificate • Declaration of Compliance for REACH 2021 • Declaration of Compliance for Food Contract 2021 • Declaration of Absence Allergens 2021	It is among our goals to ensure the continuity of our existing documents 100% and to have the FSSC 22000 Food Safety Management System Certificate within the scope of SPC Production within the first six months of 2022.	ENVIRONMENTAL SUSTAINABILITY
			Green Chemistry	Within the scope of our Green Chemistry projects, antimony-free biodegradable products are produced.	It is aimed that 15% of the total production will be antimony-free by 2025.	SUSTAINABLE PRODUCT MANAGEMENT
				In our process steps in SPC Special Polymer and Chips Production Facilities, an average of 6 tons/month of purified MEG (<i>Monoethylene glycol</i>) is used.	With the optimization studies to be carried out until 2025, it is aimed to save 24 tons of pure MEG annually.	SOCIAL SUSTAINABILITY
				Research is carried out to obtain the raw material used in our products from recycled PET chips.	By 2025, we aim to produce approximately 20% (66 thousand tons) of the raw materials used in our production from recycled PET chips.	CORPORATE GOVERNANCE
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ENVIRONMENTAL SUSTAINABILITY	Main Title	Relevant SDGs	Topic Titles	Current Status	Goal	ABOUT US
	Environmental Responsibility	6 CLEAN WATER AND SANITATION 13 CLIMATE ACTION 15 LIFE ON LAND	Water Management	The construction of the new wastewater treatment and recovery facility, designed with advanced treatment technologies, has begun.	With the wastewater treatment plant and recycling plant under construction, 55-60% water recovery is targeted until 2025.	OUR SUSTAINABILITY STRATEGY
				The wastewater COD output value in the existing facility is below the local legislation limit (240 mg/L).	By 2025, it is aimed that the effluent COD parameter will be below 150 mg/L in accordance with international standards.	
				The feasibility studies of the wastewater treatment and recovery facility, which is planned to meet the needs of new investments, have been completed and the construction has begun.	Hubgrade artificial intelligence technology will be used to optimize the oxygen and nutrient amounts required by the wastewater treatment plant. In this way, 20-40% savings will be achieved in N and P nutrients compared to the amount that would be consumed under normal conditions. In addition, it is aimed to save 1,255-2,330 mWh/year in the amount of electricity consumption to be used for oxygen supply.	
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SOCIAL SUSTAINABILITY	Main Title	Relevant SDG	Topic Titles	Current Status	Goal	ABOUT US
	Rights, Equalities, & Ethics	    	Equal Representation at the OHS Committee	The minimum number of employee representatives is 16 according to Occupational Health and Safety Legislation. This number is currently set at 36. Two of these 36 employee representatives are women.	The company plans to increase the number of female employee representatives to 5, and minimum 1 person from every strategic business unit.	OUR SUSTAINABILITY STRATEGY
			Gender Equality	Ethics Policy, The company's Human Resources Policy and Human Rights Policy commits that there is no discrimination among SASA stakeholders. The percentage of female managers is 15.56% in 2021.	The goal is to create higher awareness about gender equality and to increase the percentage of female managers to 20% by 2025.	
			Employee Turnover	General employee turnover was 10.45% in 2021.	The goal is to reduce employee turnover by 2% every year, to bring it down to lower than 3% in 2025.	
			COVID-19 Safety Measures	There is a training, information and continuous control mechanism in place.	The goal is to ensure that all employees work in a healthy and safe environment.	
				Mask, distance and hygiene rules are implemented in cooperation with the Ministry of Health.	The goal is to achieve zero work day lost to maintain production continuity.	
	Health & Safety	 	Lost Time Incident Rate	LTIR rate in 2021: For permanent staff: 2.27 case/200,000 man-hour For contract employees: 5.10 case/200,000 man-hour.	The goal is to reduce the number of occupational accidents and reduce the LTIR rate under 1 (one) by increasing measures and awareness activities.	SUSTAINABLE PRODUCT MANAGEMENT
			COVID-19 Safety Measures	Employees are encouraged to be vaccinated. All of our employees have been vaccinated against COVID-19.		
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SOCIAL SUSTAINABILITY	Main Title	Relevant SDG	Topic Titles	Current Status	Goal	ABOUT US
	Health & Safety	 	Supplier Safety Program	Suppliers' safety and health is protected in line with the supplier safety procedures. On-site suppliers are given OHS training and undergo a test.	The goal is to continue to implement supplier safety procedures and to monitor/observe the program for improvement.	OUR SUSTAINABILITY STRATEGY
			Professional Education & Development	SASA has provided professional competence training for 68 of its employees in 2021. Additionally 215 white collar employees participated in training programs, seminars etc for personal development in 2021.	The goal is to ensure that minimum 5% of the employees receive professional training certificates and 10% of the employees participate in seminars, events, trade shows.	
			Diversity Program	Diversity Policy Human Resources Policy and Mentorship Program (Coaching from experienced engineers for new engineers) are available.	The goal is to ensure that all new engineers in SASA family participate in the mentorship program.	
	Corporate Social Responsibility & Cooperation	     	Talent Management Program	Performance Indicators of 53 people were monitored as part of the talent program in 2021.	The goal is to increase the number of people whose performance indicators are monitored as part of the talent program to 120 in 2022 and to increase this number at least by 20% every year until 2025.	ENVIRONMENTAL SUSTAINABILITY
			Social Responsibility Projects	SASA has, SASA in Campus, Incubator Center and İşkur Intern Training Program.	With the SASA in Campus Project, supported by the Mehmet Erdemoğlu Foundation, it is aimed to offer scholarships to a minimum of 200 students every year. The goal is to continue with Incubator Center and with İşkur Intern Training Program	
			Social Responsibility Documentation	Necessary preparations are being made for the SA 8000 Social Responsibility Management System.	It is aimed to establish the SA 8000 Social Responsibility Management System and obtain the related certificate in 2023.	SUSTAINABLE PRODUCT MANAGEMENT
						SOCIAL SUSTAINABILITY
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CORPORATE SUSTAINABILITY	Main Title	Relevant SDG	Topic Titles	Current Status	Goal
	Corporate Governance Structure		Representation of Women on the Board of Directors	It was decided to include one female member to SASA Board of Directors in 2021.	The goal is to include one female member on SASA Board of Directors in 2022. The goal is to select four female members for the Board of Directors by 2025.
					
					
					
	Stakeholders Engagement		To Identify Risks and Opportunities for Every Stakeholder	SASA's responsibilities were identified for each stakeholder according to the prioritization analysis in 2020.	The goal is to identify risks and opportunities for every stakeholder and to update such risks and opportunities according to the opinions of stakeholders, changes in the industry and SASA's development.
			Green Supplier Selection	Suppliers are evaluated for Quality, OHS and ethics with the initial evaluation and inspection forms for suppliers.	The goal is to update social and environmental sustainability criteria and include these updated criteria in the supplier selection process in line with Green Supplier Selection approach by 2025.
			Green Purchasing	SASA has a Green Purchasing Policy for products and services.	The goals are to include office supplies in the Green Purchasing Policy, to use more environmentally-friendly office supplies and to prefer office equipment with a higher energy efficiency rating when replacing old ones.
			NGOs & collaborations	The NGOs which the company became a member in 2021 and collaborations with NGOs are shown on pages 27 and 28.	The goal is to increase collaboration with NGOs especially for sustainability.

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CORPORATE SUSTAINABILITY	Main Title	Relevant SDG	Topic Titles	Current Status	Goal
	Sustainability Governance	  	To form a Sustainability Committee and to ensure that this Committee manages SASA's Sustainability Activities	The Sustainability Committee was formed. The Committee began operations and workgroups were formed.	It is aimed to establish the Climate Change Working Group by the end of 2022 under the Early Detection of Risk Committee, which is affiliated with the Board of Directors.
			Sustainability Reporting According to the International Standards	Sustainability Report in 2021 was developed to be more comprehensive according to GRI Standards.	The goal is to publish annual sustainability report according to GRI standards. The goal is to report in compliance with TCFD and Equator Principles for PTA Production Plant Climate Change Risk Analysis in 2022. By 2025, it is aimed to make CDP/TCFD reports covering the entire facility.
			ESG* Policies	The number of ESG policies has reached to 19 by the end of 2021.	The goal is to create other policies that protect stakeholders' interest including Hazardous Materials Management, Political Participation Policy and to make commitments in line with these policies by the end of 2022.
			Corporate Governance	Report for Compliance with Corporate Governance Principles 2021 has been published. Capital Markets of Turkey Sustainability Principles Compliance Framework 2021 was published.	By the end of 2025, The Corporate Governance Code is planned to be published. The goal is to identify and take the actions necessary to share the governance approach more transparently with stakeholders.

*ESG: Environmental, Social and Governance

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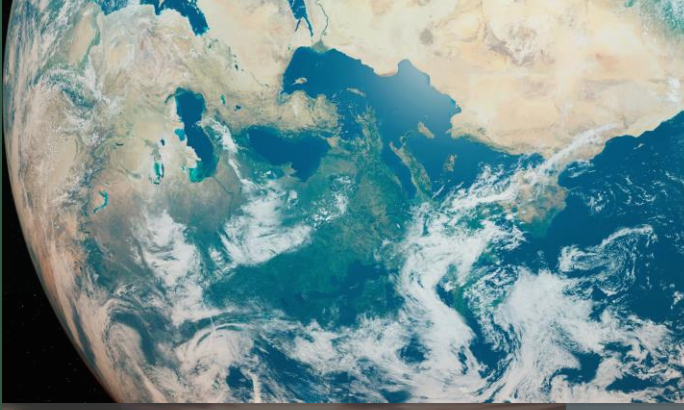
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Our Environmental Management Policy

As SASA together with all of our stakeholders, we aim to continuously improve our environmental performance and raise it to the highest level in the polyester and chemical industry in which we operate in accordance with the UN's Sustainable Development Goals (SDGs) and circular economy principles.

Our Environmental Policy embraces SASA production and auxiliary plants, all employees and stakeholders.

AS SASA, we comply with local and international environmental management system requirements. We continuously review and update our environmental management system in line with ISO 14001 standards. We share our environmental impacts in our annual Sustainability Reports.

To achieve our goals;

- ✓ We protect the environment and natural resources by assessing the environmental impacts of our production with the life cycle approaches.
- ✓ We take necessary actions to use our natural resources efficiently and to reduce our carbon dioxide emission intensity as part of our tackling climate change. For this purpose, we increase our use of renewable energy resources and energy efficient practices.
- ✓ We adopt sustainability, efficiency, and cost-efficiency principles while using natural resources, energy, and chemical materials during our operations. With this approach, we minimize our waste generation in addition to recycling and reusing our waste by using state of the art technologies in our plants.
- ✓ We undertake to fulfill our responsibilities in line with the expectations and needs of all our stakeholders for environmental protection and provide environmental reports in accordance with the transparency and neutrality principles.
- ✓ We apply the IFC Performance Standards in our facilities.

Our company shows its dedication and goal to reduce the environmental impact caused by our operations and activities with Environmental Policy. Additionally, our company regularly shares information with the public and its stakeholders.

Our company did not receive any penalty or fine for its operations within the scope of Environmental Law and Associated Regulations in 2021.

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Energy Management

We aim to ensure sustainable, efficient, and economic use of energy sources, purchase energy-efficient types of equipment, products, and services and support designs for energy performance and achieve continuous improvement in all of our processes in line with our energy policy.

Our Energy Management System

Our facilities have ISO 50001 Management System Certificate. We aim to achieve continuous improvement in our energy efficiency in all of our processes. Our Energy Management working group operates its activities in the custody of the senior management.

In accordance with ISO 50001, our goal is to continuously improve the efficient use of energy in the following processes, steps, and activities:

- All main production processes of SASA (DMT, Polymerization, PET, Chips, Fiber, Yarn), all energy consumption and supply steps,
- Raw material storage and shipping processes at the center factory and in İskenderun Plant,
- Installation processes of all new investments, main and auxiliary facilities,
- Activities carried out by wastewater treatment, environment, raw material storage, shipping, supply, and maintenance groups.

PTA Production Plant Energy Management

Correct energy management principles and the best technologies available will be used in the PTA Production Plant which is planned to commission in 2023. It was decided to use P8 technologies in accordance with the agreement made with the licensing company INVISTA. The PTA Production Plant which generates its own electricity will use the most efficient technologies including off-gas scrubber, catalyst recycling, water recovery, and biogas production investments. Compared to conventional PTA Production Plants SASA PTA Production Plant aims to achieve 75% less wastewater discharge, 65% less greenhouse gas emission, and 95% less solid waste.

With the technology used in the new wastewater treatment plant which will plan to be commissioned initially in 2023, the company aims to automatically calculate and provide oxygen and nutrients needed by the system and save 1255 MWh/year-2330 MWh/year of electricity by 2025.

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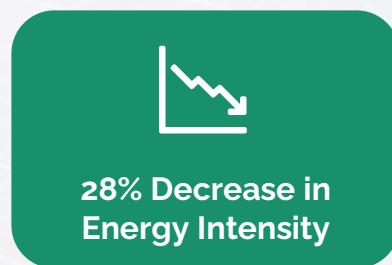
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Our energy intensity was decreased by 28% in 2021 compared to 2018.

Energy intensity per year (GJ/tons production)

Our energy management working group develops and publishes monthly and yearly "SASA Energy and Utility Map". This map is reviewed at the beginning of every year by evaluating available energy sources, current and past energy use and consumption, energy performance indicators, and energy reference point criteria and when there is a significant change in the process/energy system. Based on this analysis our working group identifies important energy use areas shown in the "SASA Energy Map". In order to estimate energy usage areas and energy consumption of the company in the future and to make plans for this, installed powers and/or other energy consumption of the plant are evaluated together with the production plan.

1. Energy indicator data of the past 5-10 years (long term) is reviewed.
2. Energy indicator data of the past 2 years (short term) is reviewed and compared with the data of 5-10 years.
3. Areas of improvement/weaknesses are determined according to this comparison.
4. These areas of improvement are checked to determine whether they are in line with the next year's budget targets.
5. New goals are set for those that are in line with the next year's budget.
6. These goals are published and monitored in the next period.

Decrease in energy consumption (GJ) resulting from energy efficiency per year

Decrease in Energy Consumption (GJ)	2018	2019	2020	2021
Coal	-	-	-	25,405
Natural gas	146,607	502	-	22,250
Electricity	15,188	4,142	2,510	6,661

Water and Wastewater Management

Our company carefully plans water and wastewater management in line with our Environmental Policy and our priority sustainability goals, taking into consideration water supply, water consumption in production processes, and treatment of wastewater generated in these processes and setting water recovery goals using efficient treatment technologies.

Adopting a responsible and sustainable water management approach, SASA uses groundwater from 11 wells in the plant. As a result of additional water needs with the capacity increase in the plants, we have planned to drill 13 new water wells in Seyhan, Adana. A total of 16,398,720 tons/year of water will be drawn from these 13 new wells for the next 15 years. According to the Hydrogeological Report of the State Hydraulic Works (DSI), depending on the feeding-discharge of the aquifer at the end of 15 years, the groundwater level was found at 25 meters from the ground. The aquifer of the water wells is fed with high amount of water as the basin of the aquifer starts from the Taurus mountains and due to the high amount of precipitation in the area.

- In the modeling, aquifer boundary conditions were overlaid on the geological structure of the aquifer and included in the model network. groundWater Flow Model Calibration was executed with the borehole data in the free aquifer that was made of sand, pebble, and conglomerate. In DSI's "Seyhan Basin Master Plan" Lower Seyhan Plain report, it is estimated that 400 hm³ of water can safely be drawn into the basin.
- During the studies SASA carried out to identify hydrological characteristics of the project site and area of impact, Creating Digital Elevation Model - DEM of the Field; Determining Flow Directions in the Field, Cumulative Flow Calculation, Determining the Basin Area techniques were used. Using the inclinometer method and topographic elevation values measurements comparison method, changes in the land will be identified in the areas where water will be supplied. Observation wells with an online monitoring system will be drilled in these areas. SASA Observation wells will be integrated with the observation well monitoring system of Adana DSI 6. Region Office. Simultaneously, water quality in all wells is regularly checked and the results will be forwarded to Adana DSI 6. Region Office.

Wastewater Management

SASA manages wastewater with the same responsible consumption approach. There is a wastewater treatment plant to treat industrial wastewater arising from production processes, process washing water, and domestic wastewater. The capacity of the wastewater treatment plant built in 1998 was increased in 2011 and then in 2019 and additional units were added to the plant. Our plant has the "Wastewater Treatment Plant Identity Document" and uses biological, chemical, and advanced treatment processes. Additionally, both anaerobic and aerobic treatment methods are used in our biological treatment system. Our treatment plant operates round the clock in three shifts and the entire process can be monitored from the control room. In addition to the audits of the ministry, the environmental laboratory in our plant performs daily sample analysis and the performance is constantly monitored.

We discharge our wastewater into receiving water by observing the discharge limits set forth in the Water Pollution Control Regulation (WPCR) and in accordance with the International Finance Corporation (IFC) standards to achieve sustainable environmental management.

After wastewater is treated in accordance with the discharge standards stated in Table 10.1 (Textile Industry (Open Fiber, Yarn Production, and treatment) and Table 14.12 (Chemical Industry (Petrochemistry and Hydrocarbon Production Plants), and then discharged into the DSI drainage system.

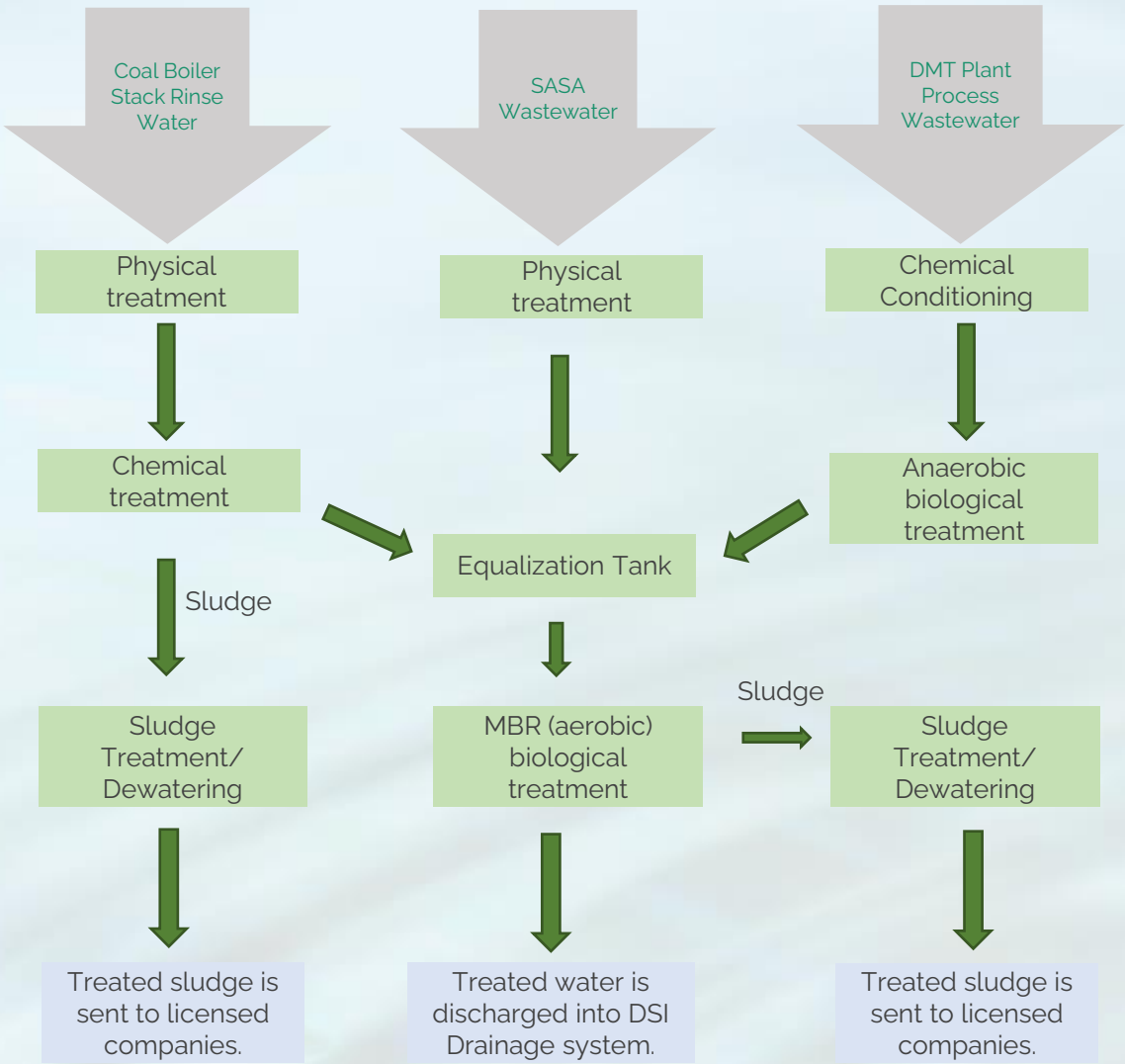
The quality of the discharged water is monitored by the Ministry with the Continuous Wastewater Monitoring System (CWMS). Parameters such as Suspended Solids, Conductivity, Dissolved Oxygen, pH, and Chemical Oxygen Demand are monitored online with the CWMS.

The following table shows drawn to water, discharged water, and total water consumption.

Withdrawn, treated/discharged and total water consumption

Water quantities	2018	2019	2020	2021
Withdrawn water from groundwater (m³)	3,276,569	3,003,898	4,423,154	5,223,021
Total amount of treated and discharged water (m³)	2,435,391	2,438,197	2,885,163	3,409,464
Total water consumption (m³)	841,178	565,701	1,537,991	1,813,557

The following Figure shows SASA Wastewater Treatment Plan Flow Chart.



SASA Wastewater Treatment Plan Flow Chart

PTA Production Plant is designed using the latest treatment technologies. In the advanced wastewater treatment plant, which will start to be used in 2023 as part of the PTA Production Plant Project; wastewater will be treated in accordance with the limits in the local laws and IFC standards, and **55-60%** of process wastewater will be recycled using the with innovative and advanced purification technologies and used in the cooling towers.

Our Priority Goals for Water Consumption



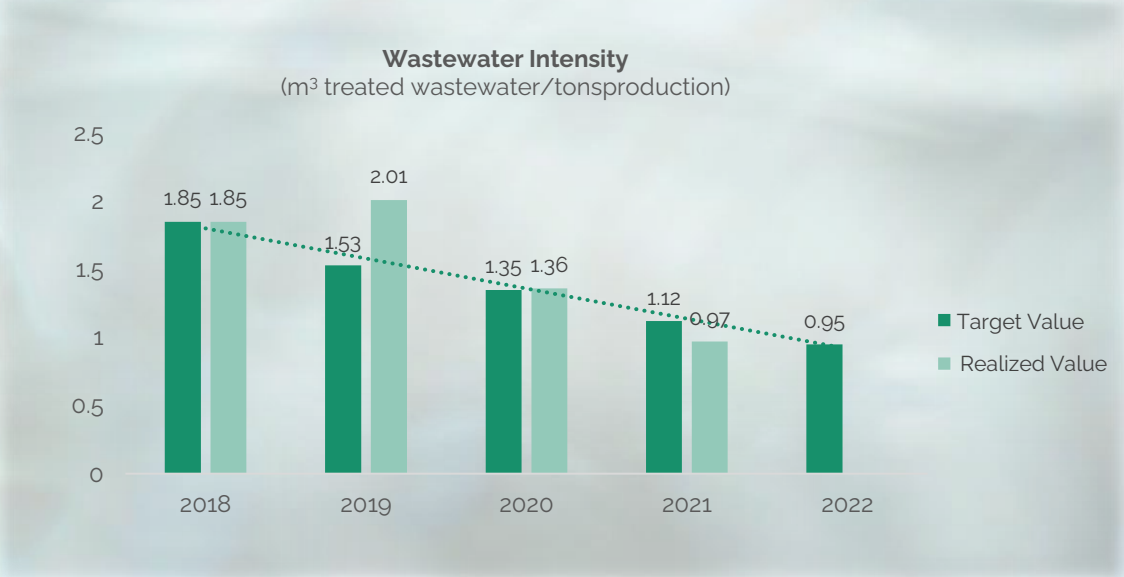
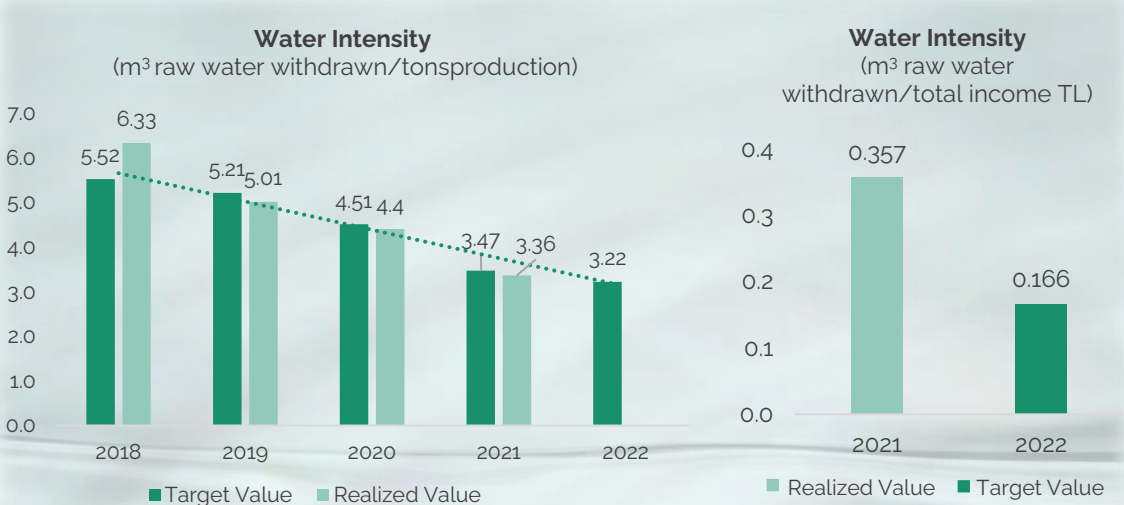
With the Integrated Recovery Unit to be installed in the PTA facility, it is aimed to recover **7,884,000 m³** of water annually.



In the PTA facility, water treatment and biogas formation will be carried out simultaneously with EGSB (Extended Granular Sludge Bed), which is one of the advanced treatment technologies.



Anaerobically treated wastewater in biobased EGSB reactors will be treated with the MBBR (Moving Bed Biofilm Reactor) process, which is an advanced biological treatment method.



Biodiversity

One of our priority goals at SASA is to protect biodiversity in our areas of impact and therefore we identify the species and any risk for these species in these areas of impact; SASA plant is located in Sarıhamzalı district of Adana, Turkey. Specially protected areas around our plant are listed below;

- Adana Lake Seyhan Ramsar Site, Wildlife Protection and Improvement Area, 8.6 km to the northeast
- Adana Lake Akyatan Wetlands and Wildlife Protection and Improvement Area, 31.6 km to the south
- Lake Yumurtalık National Park, Ramsar Site, 43.8 km to the southeast
- Adana Tuzla Wetlands and Wildlife Protection and Improvement Area, 32.6 km to southwest
- Seyhan Delta Ramsar Site, Key Biodiversity Area, 31 km to the south
- Bolkar Mountains, Key Biodiversity Area, 37 km to the northeast
- Ceyhan Delta, Key Biodiversity Area, 40.5 km to the southeast

We, at SASA develop projects that contribute to biological diversity in our plants. The PTA Production Plant which is planned to be operated in 2023 is within the boundaries of the grid C5 in the Davis's Grid system (Flora of Turkey and the East Aegean Islands).

We carried out some special studies in SASA Plants and surrounding region in our PTA Production Plant Environmental and Social Impact Assessment Report. We developed an Environmental and Social Management Monitoring Plan to evaluate the impacts of the production plants in the receiving species and summarized this in the Environmental and Social Impact Assessment (ESIA) report. No endemic or rare species is found within 80 flora, 8 mammal, 21 bird, 4 reptile and 3 amphibian species according to IUCN Red List of Threatened Species. Fauna species identified in the area studied in the ESIA report are not endemic to Adana region and can be found in other geographic regions. It is not expected that the future generations of the species studied in our ESIA report will be endangered as a result of our activities.



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SASA plants were inspected with CORINE 2012 habitat data provided by Copernicus, European Union's World Observation Program to assess ecosystem structure of the project sites.

The European Red List (ERL) which was developed and continuously updated by the International Union for Conservation of Nature includes almost all of the wildlife components recorded also in our country. Most of the animal species in and around our PTA project site are included in the European Red List. Almost all of the animal species are "LC" (Least Concern), in other words "are not a focus of species conservation". Considerations about the species are similar to those mentioned in Bern Convention and MAK resolutions.

The only species which we have studied and is included in the "vulnerable" (VU) category according to the European Red List is Testudo graeca (spur tighed tortoise) . This special tortoise lives generally on dry, rocky and sandy lands. This species can live everywhere in Turkey with a suitable habitat except Eastern Black Sea Region.

Topsoil will be removed before construction of the PTA Production Plant begins. Topsoil will be rehabilitated to minimize the damage. We are planning to store the soil to be rehabilitated in storage areas to minimize the loss of regional flora and fauna. We will make necessary restorations to correct the negative effects of the construction as soon as possible after the project is completed and we will ensure that endemic species of the region are protected during restoration.



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Climate Management

Our company classifies risks of climate change as physical and transitional risks in accordance with the TCFD (Task Force on Climate-Related Financial Disclosures) recommendations.

Physical risks are classified under two categories: acute risks and chronic risks. Acute risks are short-term risks of our company which is usually derived from sudden and extreme climatic events at an uncertain timeframe. The geographic region in which our plants are located has provided guidance to identify acute risks. Our company defines droughts, floods, fires, forest fires, storms, sudden heat waves, extreme weather events, and sudden temperature changes as acute risks. Chronic risks which are a sub-class of physical risks include climate events that show their impact over a longer period and their effects are felt more slowly than acute risks.

Risks that can occur while transitioning to low carbon and climate-friendly economy are called Transitional Risks. Politics, technology, market, and reputation risks are classified as transitional risks according to the TCFD report recommendations. We assess the impact of physical and transitional risks with respect to TCFD, EP4, and Equator Principles Guidance Note on Climate Change Risk Analysis standards.

We adopt a holistic approach to our climate risks and set our carbon reduction goals to manage our risks. We have evaluated the carbon intensity parameter in our goal-setting method taking into consideration the organization's ongoing growth.

Risk Terms

- **Short-term risks:** Risks that may arise within 3 years or a shorter period.
- **Mid-term risks:** These are risks that may arise within 3 to 10 years and have an important impact on the company's strategy and financial outcomes.
- **Long-term risks:** Risks that may arise within a period of 10 or longer years in the company.

Risks and opportunities in our company are managed according to the risk management procedure under the integrated management system and the leadership of Corporate Risk Management. Risks are addressed at the senior management level and continuously updated in our company. We plan to report our actions taken for climate risks for our PTA Production Plant in accordance with the TCFD recommendations in 2022.



Our goal is to reduce
carbon intensity by 50%
in 2030 compared to
2019.*

** Scope 1 and Scope 2 emissions were included in the calculation of carbon intensity.*

The following table shows the impacts of risks on our company strategy and finances.

Climate Related Risks	Potential Financial Impacts
Political and legal risks	- Increasing operational costs - Reduced emission limits in accordance with political and legal changes - Penalties - Financial impacts caused by the Emission Trade System (ETS), European Carbon Border Adjustment Mechanism (CBAM) which will be used in Turkey
Technology	- Changes in the priorities in the use of product and technology - Costs associated with replacement of existing equipment with lower emission equipment - Need for experienced, qualified employees
Market	- Production capacity is affected by natural disasters - Potential problems in raw material supply - Increasing demands of lending institutions
Reputation	- Environmental accidents due to extreme weather events - Difficulties in setting science based greenhouse gas emission targets
Decrease in ground water level	As a result of the use of water during the activities and the decrease in precipitation, there may be a decrease in the groundwater level. With the wastewater treatment plant and water recycle unit plant to be built with advanced treatment technologies, which will be commissioned in 2023, it is aimed to achieve 55-60% water recovery.
Increase in sea levels	Melting ice as a result of global climate change will cause an increase in sea levels with serious consequences for coastal communities however SASA plants will stay above the anticipated rise in sea levels so no direct financial impact is anticipated.
Damage in biological diversity	None of 80 flora species, 8 mammal, 21 bird, 4 reptile and 3 amphibian species are considered as Threatened Species. The impact of the PTA Production Plant being constructed on biological diversity is "negligible".
Long period of high temperatures/heat waves	Heat waves are expected in Adana region according to the RCP 8.5 scenario. The equipment and technologies in the plant have been designed with the best available technologies.
Long periods of drought	Extreme temperatures, less precipitation and thus drought is inevitable in the Mediterranean region according to the RCP scenarios. The process which can be affected most by drought at SASA is water consumption.
Change in precipitation patterns	Long term changes in precipitation patterns can cause drought risk. Drought risk has potential negative financial impacts.
Floods	SASA describes financial losses related to products and services as risks of flood.
Fire	The fire risk is high as a result of high temperatures in the region where SASA plants are located. The plants have their own fire fighting systems. At the same time the plants have the most state of the art technology products and services which reduce financial impacts of a potential fire risk.
Wildfires	SASA plants are not located in forest areas in accordance with the relevant regulations. They are not expected to be directly affected by wildfires.
Extreme weather events	Extreme weather events are estimated to have negative impacts on employee health and equipment in the plants. The management invests in technologies to minimize potential financial material damage. All projects have been designed taking into consideration temperatures, storms and other weather events.
High temperatures/heat waves	The number of days with high temperatures are expected to increase in the long run in Adana region according to the RCP 8.5 scenario. High temperatures may increase the risks on occupational health and safety, fire, and long periods of drought.

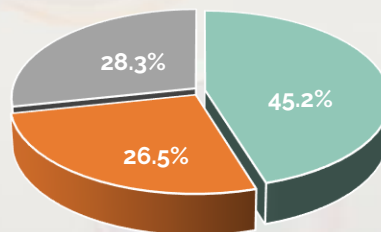
Emission Management

Five of the emission sources in our plant are monitored online; Data on CO, NOx, VOC, and particulate matter emissions in our flue gas is transferred in real-time to the Ministry of Environment, Urbanization, and Climate Change using the Continuous Emission Measurement Systems (CEMS) at these sources. There is no CFC gas emission that damages the ozone layer in the atmosphere in our plant. Additionally, air quality modeling is done for emissions in our plant and cumulative effects are recorded.

Greenhouse Gas Emissions in 2021 are shown in the following table of *Greenhouse Gas Emission Values 2021*.

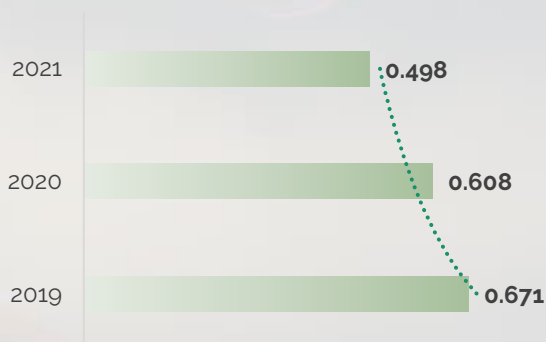
*Greenhouse Gas Emission Values 2021 (tCO2e)**

Scope 1 greenhouse gas emission	488,358
Scope 2 greenhouse gas emission	286,273
Scope 3 greenhouse gas emission	305,776



■ Scope 1 ■ Scope 2 ■ Scope 3

Total greenhouse gas emission intensity
(tCO2e/tons of production)



26% Decrease
in carbon intensity was
achieved.

Our total greenhouse gas emissions per each ton of product manufactured were **reduced by 26%** as a result of the actions taken to decrease emissions in 2021 compared to 2019. Scope 1 and 2 total greenhouse gas emission values in the last three years are shown in the following *Total Green Gas Emission Intensity* table.

Calculations for combusted fuels and greenhouse gas emissions during production of large scale organic chemicals are carried out and therefore emission control is achieved in accordance with the Regulation on the Monitoring of Greenhouse Gas Emissions. Our annual greenhouse gas reports (Scope 1) are approved by TURKAK accredited laboratories in line with the "Greenhouse Gas Emissions" regulation and submitted to the Ministry of Environment, Urbanization and Climate Change. Our greenhouse gas emission calculation and reporting system started in 2020 which is based on ISO 14064-1 2018 standard to determine for all categories and to integrate into our management systems, continued in 2021.

Please [click](#) to see our verification declaration about our Greenhouse Gas Emission report 2021.

The following *Air Emissions* table shows air emission measurements which are executed every 2 years according to the regulations of the Turkish Ministry of Environment, Urbanization and Climate Change.

Air emissions (tons)

Emission Type	2017	2019	2021
SO _x	11.7	490	834.4
NO _x	220.8	747.3	1422.9
Particulate matter (PM)	52.5	32.4	231.9
VOC	4.5	2.1	8.5

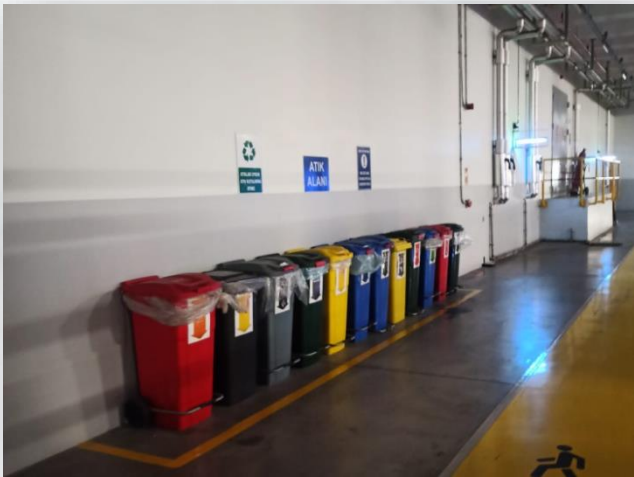
* Mass (kg/h) SO₂, NO₂, VOC (Volatile Organic Compound) and particulate matter values calculated with the flow rates of emission measurement results for each emission source in the plant are converted to the unit of tons assuming that the source is operated every day. Data represents the plant emissions arising from all emission sources.

Waste Management

We identify, control, recover/dispose all kinds of waste generated as a result of operations, from services and departments to prevent direct or indirect harm by such waste to the environment in accordance with applicable laws and regulations. The "Waste Management Procedure" which we developed to efficiently manage this process and identify necessary actions and responsible people covers solid and liquid waste generated during and as a result of all processes and other operations at SASA plants.

Our Environmental Management Unit approved by the Ministry of Environment, Urbanization and Climate Change manages the waste generated in the plant in accordance with the laws and regulations.

All waste generated in our company is documented in forms with information about its source and quantity and sent to the waste storage area and stored according to their types. Waste reduction projects are managed in cooperation with the Sustainability Committee.



Plant waste containers

The senior management and all departments are responsible for implementing this procedure concerning hazardous and non-hazardous waste. The senior management is responsible for supervising the implementation of waste management procedures; providing a qualified labor force for waste storage areas; developing and using clean technologies; for marketing and technical development of products designed to prevent/minimize harm to the environment during use or disposal stages; using environmentally friendly technologies that reduce waste generation at sources and enable waste recovery in order to ensure efficient use of natural sources and energy in all kinds of operations.

Waste generated during processes in our plants, household waste, waste of raw materials, consumable material waste etc. used in the plants is sent to the licensed waste recovery organizations in line with the laws. Necessary declarations and requirements are met for products and packaging of our products under the scope of GEKAP and "Packaging Waste Control" Directive.

Waste Volume Generated in 2021 (in tons)

Waste Volume (in tons)	
Hazardous Waste	1,854
Non-hazardous Waste	46,508
Total	48,462



Our company is certified with the Basic Level **Zero Waste Certificate** as part of the Zero Waste Project of the Ministry of Environment, Urbanization and Climate Change (shown in Appendix-1 on Page 163).

Chemical materials formed as a result of reactions in processes in our plants are re-used as a priority in our plants regarding our product life cycle approach. Waste generated in our plants is firstly stored in our temporary hazardous and non-hazardous waste storage area licensed by the Provincial Directorate of Environment, Urbanization and Climate Change and then sent to the licensed. Bottom sludge collected from the processes of one of our facilities is combusted in our licensed incineration unit to recover energy and reduce the use of fossil fuels. Waste is sorted at the source and stored according to waste types in different color containers as described below.



Zero Waste Recycling Container Colours

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Waste that can be recovered is sorted at source in our company cafeterias. Food waste is sent to animal shelters to be used as food for stray animals.

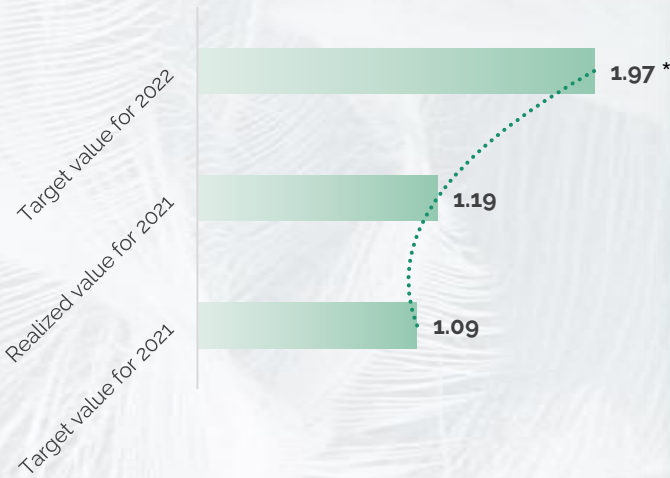
In addition to medical waste from the first aid room, masks and gloves that started to be used during the Covid-19 pandemic are considered infectious waste and managed with the annual waste management plan of the unit and disposed of as medical waste. Industrial waste oil generated in our plants is filtered according to laboratory analysis results and some of it is reused.



Waste Containers of SASA company cafeteria

Our goal is to produce approximately **20%** (approximately 66 thousand tons/year) of our raw materials by using recovered PET chips by 2023. PET waste generated in our plant is sent to and treated in the licensed recovery plant in Merinos Carpet Company, a sister company under the organization of Erdemoğlu Holding, and then used as raw materials in Merinos production plants.

Hazardous waste intensity
(kg hazardous waste/tons production)



**It is estimated that waste generated as a result of the dismantling of old plants which will be replaced by new plants with the maintenance of plant tanks will increase in the waste volume in 2022.*

Hazardous Waste Management

Waste packaged and labeled according to our Hazardous Waste Management system is sent to the hazardous waste storage site every week day. Waste that does not comply with the procedure is returned to the plant that has sent it. The hazardous waste storage site operator accepts the waste to be stored in the relevant section according to the waste code. Hazardous waste is sent to licensed organizations maximum in 180 days after it is accepted in the temporary storage site in accordance with the laws.

Our Environmental Friendly Projects

We continued to work to achieve our goal of leaving clean and healthy environment to future generations with our environmentally friendly projects and with our Clean Production Practices, Energy, Resource and Water Efficiency Practices in all of our processes and plants in 2021 as in previous years.

Our Environmental Friendly Projects and Priority Sustainable Development Goals

Subject	Project	Priority Sustainable Development Goals
Clean Production Practices	PTA wastewater which contains high percentage of organic pollution will be treated anaerobically and with advanced biological treatment methods in EGSB reactors.	
	14.5 million N m³ /year of biogas is estimated to be produced in the biogas plants together with the anaerobic treatment plants.	
	Based on the decision taken during a board meeting in February 2022, 28,000 MWh/year solar power investment is planned to be made on building roofs in SASA plants.	
	We will prepare a "vegan statement" for our food grade packaging and hygiene products in line with customer demands.	
	In our new plants (CP 8-9 and 10 Polymer) less volatile organics of the off-gas system is separated with the stripper column before the gas formed in the process is released into the atmosphere and sent to the closed system to be burned in boilers. Excess water discharged from the system to the same column is douched to eliminate organic materials from water. This way less volatile organics in the off gas system is burned in boilers and the contamination load of wastewater is reduced.	 
	We produce antimony-free biodegradable products as part of our Green Chemistry projects. Methonal DMT produced and recovered in PET production is used as the main input in our plant. Furthermore, process MEG, BDO, TEG, and 2EH from polymer production are purified and reused. Heat transfer oil used in production is purified and reused. In 2021, 22.209-tons of purified MEG, 67 tons of heat transfer oil, 307 tons of TEG, and 287 tons of Purified BDO were reused. We are planning to make 15% of our total production antimony-free by 2025.	

Subject		Project	Savings (GJ/year)	Priority Sustainable Development Goals
Energy Efficiency	Electricity Saving	Capacity change of CP3 Jet Water Condensate Pump	795.5	    
		Quench lighting saving project	460.5	
		Environmental lights improvement project	209.3	
		Optimization of the 12 bar compressed air used in blow guns	1,967.8	
		Increasing CP10 Chiller water temperature from 7 °C to 8.5 °C	1,925.9	
	Natural Gas Saving	Project to improve CP10 HTM boiler combustion efficiency	1,967.8	
		CP 8-g HTM Boiler combustion air temperature increase	3,349.4	
	Resource Use	Project to reduce vapour use in S012 conditioning silo	1,506.2	
		Reduction of CP1234 DMT tank temperature set and elimination of vapor leaks	3,221.6	
		To save energy and 8526 tons/year vapour by heating the water in the finish site with the condensate in atmospheric tank in the first flash vapour system	18,171	
		To save energy and 6366 tons/year vapour by heating the bico hot water bath with the condensate in atmospheric tank in the second flash vapour system	13,560	
		To save energy and 15,271 tons/year vapour by heating hot water baths of mono lines in the recovery system with the flash vapour coming from the atmospheric tank and discharged into the air	32,545	

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Subject		Project	Priority Sustainable Development Goals
Resource Efficiency		MEG (mono ethylene glycol) produced as by-product in our processes is transferred back to the raw material mixing tank and used in PET synthesis as a raw material to achieve resource efficiency.	
		99% material recovery will be achieved with catalyst (cobalt and manganese) recovery in the new PTA facility and benzoic acid recovery in the R2R unit.	
		A daily average of 11,000 bobbins are recovered in the DTY Plant. Currently monthly saving is 1,500,000 TL. (330,000 piece/month).	
		Process improvements were made and bobbins that weigh more were produced; the unit cost of packaging products was reduced and some items were used less. Decrease in bobbin use: 87,185.03 bobbins and reduction rate 7.1%.	
		Hypox cleaning systems are available in all plants including our new plants. With this method polymer particles are removed not by using chemicals but with steam and hot oxygen which is a more environmentally friendly method.	
		Twenty tons of finish is saved in a year with finish recovery in CP8 Fiber Plant.	
		With the opening of the PTA Production Plant, the company plans to produce 1,500,00 tons of local raw materials in a year.	
Water Efficiency		It is aimed to save 29,700 tons/year in CP3 and 26,400 tons/year in CP7 by using the process water as cooling water in our fiber plant, instead of being given to the treatment plant.	
		With the commissioning of the PTA Production Plant, the goal is to recover 55-60% of water.	
		It is aimed to collect water for the garden, maintenance, and cleaning purposes through a special collection system and rainwater collection channels to be installed in the administrative building of wastewater treatment plants.	

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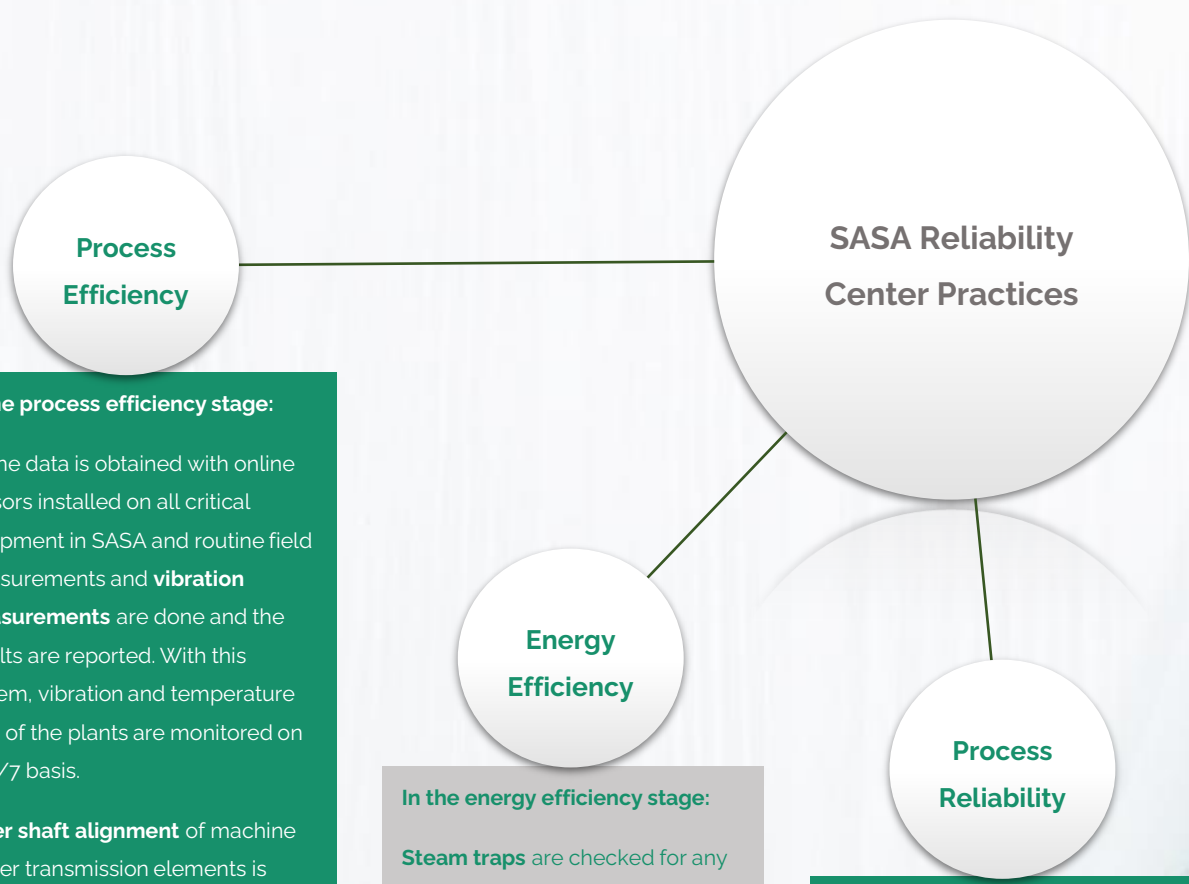
we use new-generation production monitoring devices to achieve the highest quality and keep our production equipment efficiency at the highest level with our experts in the Reliability Center where we monitor the performance and efficiency of all of our equipment in order to achieve our continuous and uninterrupted production goal.

- Avoid unplanned disruptions,
- Increase machinery's economic lifetime,
- Diagnose problems in the machines early,
- Contribute to correct and planned use of the workforce,
- Reduce operational and maintenance costs,
- Help to increase machine performance and reliability.

- Vibration Measurement
- Laser Shaft Alignment
- Engine efficiency measurement
- Oil filtration
- Oil analysis

- Steam trap measurements
- Air leak measurements
- Thermal measurements

- Online safety valve measurements
- Storage tanks measurements
- Board measurements
- Penetrant test



Process Efficiency

In the process efficiency stage:

Online data is obtained with online sensors installed on all critical equipment in SASA and routine field measurements and **vibration measurements** are done and the results are reported. With this system, vibration and temperature data of the plants are monitored on a 24/7 basis.

Laser shaft alignment of machine power transmission elements is done to increase machine performance and save energy.

With **motor efficiency measurements**, voltage, current, power, efficiency and harmonic distortion parameters are checked on electric motors.

Oil analyses done on critical equipment allow us to monitor mechanical wear of the equipment.

According to **oil filtration** measurements :

- Filtered oil in 2020: 28 tons,
- Filtered oil in 2021: 32 tons

Energy Efficiency

In the energy efficiency stage:

Steam traps are checked for any failure with the use of ultrasonic and thermal devices.

Leak measurements are done with ultrasonic devices on the air and nitrogen lines. Energy saved with **air leak measurements** was found to be **1,466,400 TL/year**.

All hot-cold lines at SASA are checked and monitored with thermal cameras for **insulation** and thermal losses are prevented with thermal reporting.



Process Reliability

In the process reliability stage:

Safety valves are tested in place using our **Online Safety Valve Testing** device.

Thickness measurements are done on mechanical equipment to detect corrosion and deterioration. Thickness measurements of metal surfaces including storage tanks, pressure vessels and lines through which fluids pass are done if required by the plant.

Penetrant tests are done to identify problematic areas on welded surfaces and to ensure process safety.



Kingfisher, Adana

Ayhan Öztürk



SASA
POLYESTER SAN. A.Ş.

SUSTAINABLE
PRODUCT
MANAGEMENT

Sustainable Product Management

Our Perspective

As SASA, we adopt a management approach that considers the quality, innovation and environmental, social, and economic impacts of all of our existing and new products. We put **"Circular Economy"** and **"Green Chemistry"** at the core of our sustainable product management strategy, plan our product and process designs according to this perspective and manage all of our value chain processes according to this perspective.

We are a pioneer in our industry in Turkey and in the world with our products developed according to customer demands and requirements in parallel to our sustainability strategies. SASA has Europe's first PET bottle recycling plant and is the world's first direct PET bottle recycling patent owner. At the same time, we actively use our daily progress and continuous improvement mechanism with our newly developed process projects.

In our plants with a strong technological infrastructure, our competent R&D and P&D team continuously tests, updates, and upgrades our processes and products by closely following scientific developments in Turkey and in the world. R&D collaborations we have with leading universities and research centers in Turkey reinforce industry-academy partnerships; create opportunities for Turkey to work and manufacture based on bright ideas taking our country up to a better level.

We follow the Turkish and global regulations for polyester fiber, filament yarn, polyester-based polymer, and other products that make up our distinguished product portfolio that we offer to our customers, and we present the safety data sheets and analysis certificates of our products to our stakeholders. Our goal is to continue to improve our innovative and environmentally friendly production. In line with our goal to improve our company's service quality and customer satisfaction, we integrate customer demands and complaints in our product and process quality improvement processes.

As SASA, we create optimized methods that solve negative environmental and social impacts in such processes by considering all stages including raw material supply, manufacturing, and recycling/recovery stages in line with our cradle-to-cradle life cycle approach for our product designs. Based on this approach, we provide an opportunity to our customers to evaluate our products and strategies with a more comprehensive perspective with our products analyze and reported according to the worldwide acknowledged Life Cycle Assessment (LCA) method.

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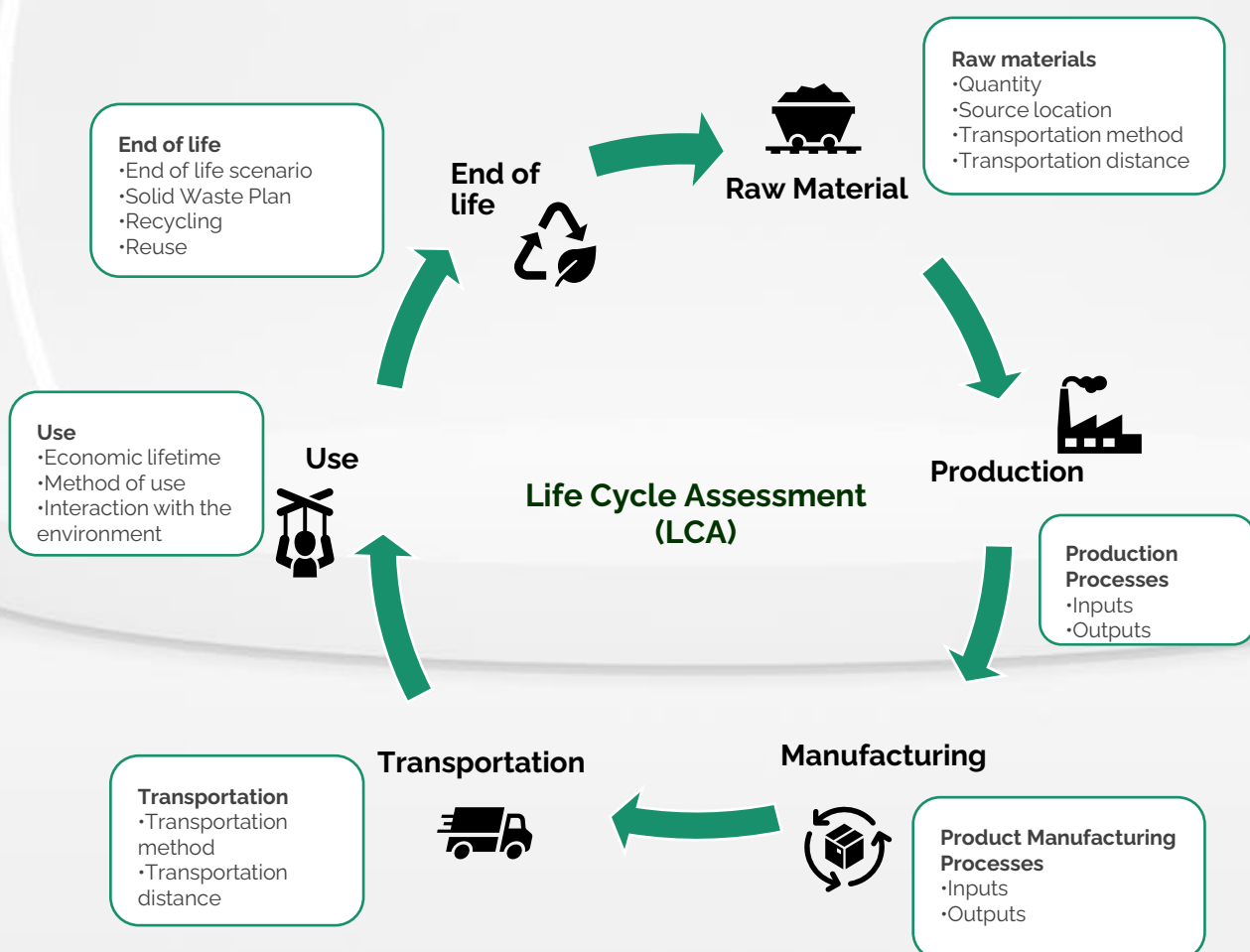
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Circular Economy

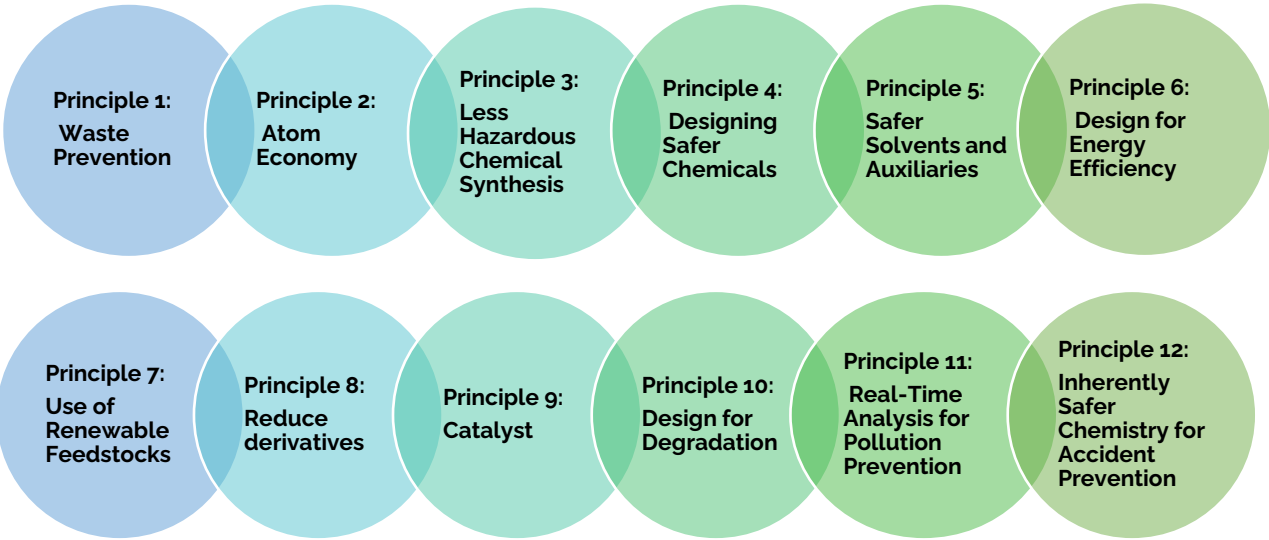
SASA adopts an approach that includes every stage of life cycle in the industry and trade in accordance with the "Circular Economy Action Plan" developed by the European Union's Green Deal transition phase and we integrate Green Deal principles into our business processes with our sustainable waste management certified with the Zero Waste Document based on circularity principle.

The analysis done to examine a product's life cycle as a whole for sustainability is called life cycle assessment (LCA). Each stage of a product's life cycle which are suppliers of raw materials, production of the product, use of the product and end of life stage, and most recycling and disposal stages can have important environmental impacts. In the LCA study, energy and material consumption, environmental emissions released, waste materials management and potential energy recovery are modeled. We, as SASA use a life cycle approach to contribute to the circular economy and we have completed LCA reporting of our PBT and PTA products. We continue to work on our LCA reporting for our other products PET (DMT derivative), PET (PTA derivative), Fiber, POY and Yarn.



Green Chemistry

As the leading company in the chemical and textile industries in Turkey, we based our sustainable product management strategy on **12 principles of "Green Chemistry"**. With Green Chemistry we aim to minimize or eliminate the damage caused by production and use of chemicals on the environment, nature and all living creates and adopt a management philosophy that integrates design approach.



SASA aims to reduce the use of purified MEG and save 24 tons a year using the dilution process and with the green chemistry improvement projects until 2025 in order to prevent hazards that are emerging with the developing and growing industry and to ensure energy and raw material efficiency.

Hubgrade technology will be used in the new wastewater treatment plant currently under construction and be put into use in 2023 and input and output COD, nitrogen-N and phosphorus-P values will be measured automatically and the amount of oxygen and nutrients that the system needs will be calculated automatically, and 1.255 MWh/year-2.330 MWh/year electricity will be saved until 2025.

As a result of this technology, optimization will be achieved in the use of N and P nutrients and a saving of 20 to 40% will be made. The target of chemical savings is between 104.6 tons/year and 209.2 tons/year. Furthermore, the system's efficiency is maintained and improved through continuous optimization.

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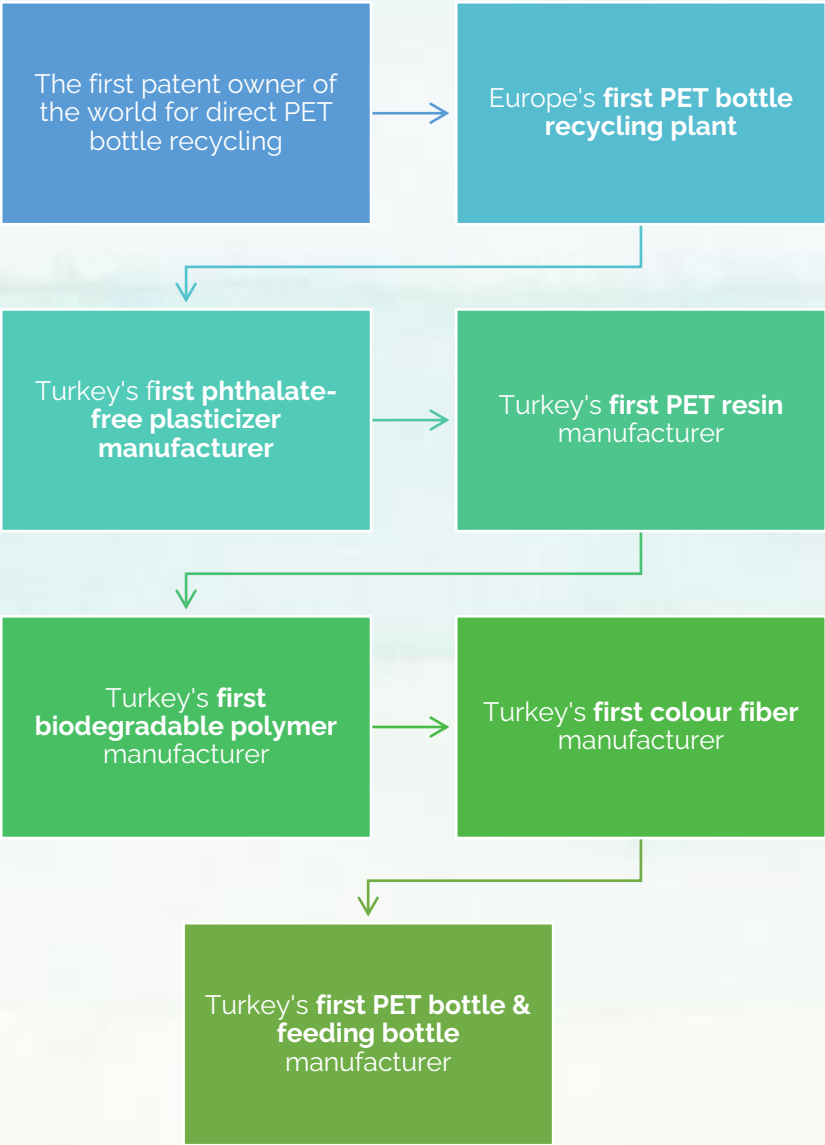
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Eco-Innovation and R&D

SASA has been a pioneer and first in many areas with its strong corporate structure. SASA is the first PET bottle-feeding bottle, first PET resin, first phthalate-free plasticizer, first colored fiber, first biodegradable polymer manufacturer, and the first patent owner for a PET bottle recycling plant in Turkey.



SASA R&D Central Equipment

Our Strong R&D and P&D Team

Our R&D center built in 2002 with the knowledge and experience of over 50 years at SASA and certified by the Ministry of Industry and Technology in 2018 has a strong technical infrastructure. In our R&D center, we have a team of twenty-five specialists, including one Ph.D., three master's, thirteen undergraduate researchers, eight associate degree graduates, and one technician who continue to work to improve the innovative production of SASA.



Our Technological Infrastructure and Laboratories

The following state of the art technology laboratories for chemical and physical analysis in our high technology polymer fiber, and yarn production plants support our R&D and P&D activities and allow us to develop higher quality and longer lasting products together:

- ✓ **Chemistry** Laboratory
- ✓ **Physics** Laboratory
- ✓ **Yarn** Laboratory
- ✓ **Wastewater** Laboratory
- ✓ **Water Treatment** Laboratory. We also have a pilot production plant with 5L capacity , a Furnace SSP and filter test devices to be used in R&D and P&D activities.

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Our R&D and P&D Strategies

SASA, R&D Strategy includes creating a difference with sustainable and innovative products, developing new markets, being a leader and pioneer in the industry, and maintaining this position.

This strategy is also the main goal of the R&D Center. Main parameters for the implementation of the strategy:

- Product focused on meeting customer needs,
- Reliable, environmental-friendly, and high quality product
- Fast product launch.

Our priority is implement projects that are in line with the company goals. When developing a strategy, SASA R&D Center;

- Follows the developments in the industry,
- Analyzes expectations in cooperation with customers and develops market based strategies,
- We participate in local and international trade fairs, build collaborations with suppliers and gain information about new developments.



Our R&D strategy matches our corporate sustainability strategy and is updated for all markets (target markets/main market). Key factors in our strategy are:

- High quality and environmentally friendly product
- Innovative and reliable product
- Product that aligns with the brand image and strategy
- Ability to launch product fast into the market.

Additionally,

- We follow all developments in the industry by following sector journals, publications, and online sources.
- We design and develop new products by using different production techniques and different input materials,
- We evaluate new and different raw materials working together with the supply chain management.

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SASA R&D and P&D team has developed and continues to develop many new and innovative products in the main product groups that are in a wide range of product segmentation.



Black Fiber

SASA is the first company to produce black fiber by using carbon black in Turkey. This increases fastness in textile and decreases costs in fiber. The product is dope-dyed, has a vibrant and deep black colour, perfect thermal stability, high cohesion, and low fiber-metal friction properties.



Flame Retardant Polyester (FR)

The flame retardant copolymer PET product is less likely to catch fire compared to standard PE product inhibit or delay the spread of fire. It is used as an upholstery material in mass transportation vehicles such as busses, trains and planes and public areas such as shopping malls, movie theaters.



Cationic Dyeable Polyester

Standard PET polymer can only be dyed with disperse dyes once it becomes polymer. The cost of dispersed dyes is high; is applied under pressure and the range of colour options is limited. The Cationic Dyeable copolymer PET product is developed to overcome this disadvantage.



Hydrolysis Resistant Polyester

After polymerization of polyester, there are carboxyl end groups in polymer structure. These carboxyl end groups can cause hydrolytic degradation when exposed to moisture or a wet environment. Hydrolysis Resistant Polyester in the product portfolio of SASA is not susceptible to hydrolytic degradation.



Low Melting Point Polyester

SASA products portfolio included PET based and PBT based copolymer products which have lower melting point compared to standard polymers. They are most commonly used as adhesives on a single component or bicomponent fiber nonwoven surfaces.



Water Soluble Polyester

Water Soluble Polyester is waxy product. It does not have clear cut shape due to its low glass transition temperature. Water soluble polyester is used as a coagulant in paint materials, adhesives and cosmetic products and in stone washing of denim products.

Polyethylene Naphthalate (PEN)

PEN is a thermoplastic polyester prepared by polycondensation of mono ethylene glycol (MEG) and naphthalene dicarboxylic acid (NDC). It has a higher glass transition temperature (Tg). It can be used in the production of flat-screen television sets, in printed circuits, and in reusable food packaging as a result of its heat resistance and high mechanical properties.



Polyester Fiber Which Has a High Stretching Properties in High Temperature as an Alternative to Acrylic Fiber Used in High Bulk Yarn Production

With this project a more environmentally-friendly polyester fiber product with high bulk which could be an alternative to acrylic fiber and meet the carpet industry and similar industries.

Flame Retardant Antimony-Free (Sb-free) Polyester

This product group of ours have superior properties for environment and health compared to standard products since they are flame retardant and antimony-free.

Food Contact Compliant Polyester

Polyester fiber that meets both local and international legal requirements for food contact compliant materials is produced.



Polyester Suitable for Vortex Yarn Spinning Technology

Standard recipes used in fiber production have been shown to be unsuitable for fibers used in vortex fiber system and cause twists, contamination, and quality loss. A product with high performance in vortex yarn spinning was developed based on the studies on a process and product properties to develop a product that can be used for this purpose.

Flame Retardant Plasticizer

Products made of flame retardant plasticizers are less likely to catch fire compared to standard products and inhibit or delay the spread of fire. They are used in products used in public spaces, in home textile, gardening products, insulation and electrical materials.

Our Intellectual Properties and Patents

We have been a patent owner since 2009 for the innovative production process and practices we have developed.

Patent No	Patent Name
EP2210911A1	Production of Polymer
EP3257886A1	Process of production of PET
US9373737B2	Biaxially Stretched Polymer film Comprising A Decarboxylation Catalyst, Its Use In Electrical Insulation Applications, And Process For Its Production

Newly Developed Process Projects

Methods to Minimize Monoethylene Glycol (MEG) Amount in the Water Released PTA (purified terephthalic acid) based PET:

With the project, the goal is to lower the energy used to remove MEG from water by reducing the amount of MEG in the post-production water and reducing raw material losses and developing a more environmentalist process. The percentage of MEG in water during production was reduced to 0.5% with this process.

Reducing Tetrahydrofuran (THF) Released as By-Product in Polybutylene Terephthalate (PBT) Production:

THF formation as a by-product of PBT production was reduced to below 2% and raw material and capacity loss were reduced and energy and production costs were lowered.

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Our R&D Collaborations

SASA builds a library in Adana Hacı Sabancı Organized Industrial Zone (AOIZ) Incubator Center which will rekindle the entrepreneur spirit of Adana, one of the first industrialized cities in Turkey.

Eray Şenli, our R&D and Chemistry Laboratory Manager participated in the signing of collaboration protocols between SASA and Adana Hacı Sabancı Organized Industrial Zone (AOIZ) General Managerate, and Alparslan Türkeş Science and Technology University. The following table shows the other universities with which we have done collaborative work.



AOIZ Incubator Center

Collaborating Organization	Country	Subject of Collaboration
Middle East Technical University	Turkey	Feasibility study to produce imported products (Flame retardant polyester-FR production) in Turkey with local technologies
Sabancı University	Turkey	Feasibility study to produce imported products in Turkey with local technologies
		Developing new technology to produce catalyst
Çukurova University	Turkey	Feasibility study to produce imported products in Turkey with local technologies
Mersin University- Environmental Engineering Division of Department of Engineering	Turkey	Process improvement
Ege University	Turkey	Collaborative work for local production technologies
Sabancı University- Chemistry Division of the Department of Engineering Natural Sciences	Turkey	Collaborative work to develop products based on PET product
Middle East Technical University - Chemistry Division of the Department of Science	Turkey	Research on different methods to recover contaminated monoethylene glycol
Sabancı University- Chemistry Division of the Department of Natural Sciences	United Kingdom	Research on additives with different properties

Other organizations we have R&D collaborations are listed below:

Collaborating Organization	Country	Collaboration type/method
TUBİTAK MAM	Turkey	Feasibility study to produce catalyst
TITK Textile Research Center	Germany	Study to improve customer satisfaction in fiber production
Uhde Inventa Fischer	Germany - Switzerland	Feasibility study to replace DMT products with PTA based production technology
Colormatrix	United Kingdom	Developing a reheat additive
Nestle	Italy	A collaborative work to reduce acetaldehyde formaldehyde in the formula
Toyobo	Japan	Research on different catalyst systems
Ciba	Switzerland	Research on effects of additives on polymerization
PFE	USA	Consultancy on determining the best method for bottle to bottle recycling
With Consulting	South Korea	Consultancy on fiber production systems
Oerlikon Barmag	Germany - Switzerland	Studies on fiber and filament production systems

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Customer Health & Safety

As one of the leading manufacturers of polyester fiber, filament yarn, polyester based polymers, special polymers and by-products in the world, we maintain our leader position in the market by providing the best quality product with our wide range of products. With our continuous investments since 1966, we combine our technical knowledge with our innovation culture and grow by increasing our production capacity even further. We minimize our environmental and social effects of our activities of our production network which we carefully manage. We carefully assess the life cycles of our products and send our process scraps and secondary quality product waste to Merinos, a sister subsidiary company under Erdemoğlu Holding organization to be used in carpet production. We carry out studies that will support our sustainable product management with our investments in R&D. **SASA Plus 88™** which we developed for general use is more environmentally friendly and health-conscious.

All product groups of SASA Polyester San. A.Ş. (staple fiber), special chemicals (SPC), and filament (POY & DTY) are regularly tested by Oeko-Tex according to Standard 100 and our products meet the requirements of the standard for baby products. Our products successfully pass these voluntary tests and comply with the requirements of eco-labeling. Oeko-Tex labels and certificates approve human-ecological safety of textile products and leather items in all stages of the production in the textile value chain.

In order to ensure that our fiber product group used in hygiene products such as diapers, and wet tissues is produced in hygiene production conditions and to meet the expectations of our customers in this product group, we take necessary measures to eliminate all kinds of negative factors (entry of birds, pests etc. into the plants) and to prevent contamination which could damage hygiene conditions in fiber productions sites.

No non-compliance with legal requirements and voluntary regulations on health and safety effects of products and services was found at SASA in 2021.

Fiber Facility, one of the strategic businesses of SASA Polyester San. A.Ş signed an agreement with a third-party provider for the Hygienic Plant investments made in September 2021. While the sales rate in the range of products in that plant was 25% before becoming a Hygienic Plant, this increased to 55-60% after the Hygienic Plant was opened.

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Labeling Standards

SASA complies with all local and international standards concerning product information and labeling. Pursuant to the 'Turkish Food Codex Communication on Plastic Materials and Articles Intended to Come into Contact with Food', our products produced to be used for food packaging raw materials are subject to annual migration analysis to confirm their compliance with the regulations. Additionally, our company aims to complete its "FSCC Food Safety" Certification scheme for our plant that produces food packaging raw materials in 2022. All our product groups have materials safety data sheets (MSDS) which include information on the environment, occupational safety, content, etc. in 16 sections. None of our products is classified with any hazard category in section 2 of MSDS. We send analysis certificates containing the technical information of our products to our customers.

Product Quality Standards

We produce products in line with today's requirements according to customer needs in the ecosystem we operate. We assure our products' quality and reliability with international standards. Our company did not have any noncompliance regarding marketing communication in 2021.

Oeko-Tex Standard:

Ingredients of our products are tested and based on the results of these tests our products are confirmed to have no negative effect on human health according to the international standards.

[Click to access.](#)

Reach Regulation:

Our Polymer Chips products are produced in accordance with REACH regulation of the EU adapted to improve the protection of human health and the environment from the risks that can be posed by chemicals.

[Click to access.](#)

Allergen Test:

Our PET BG polymer products were undergone allergen tests in accordance with the Regulation (EU) No 1169/2011 of the European Parliament and of the Council and it was confirmed that our products do not contain any allergen (gluten, dairy products, nuts, sesame etc.)

[Click to access.](#)

Compliance for Food Contact:

We frequently take samples during production and test these samples in line with the GMP (Good Manufacturing Practices). The goal of these tests is to keep our quality at the highest standards and facilitate traceability. We retain all data obtained in accordance with the ISO standards. Our products comply with US FDA 21 CFR (Code of Federal Regulations Title 21).

[Click to access.](#)

ISO 9001 Quality Management System:

We implement a worldwide acknowledged ISO 9001 Quality Management System in order to meet customers' expectations and needs and improve customer satisfaction.

[Click to access.](#)

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Our Customer Relations Practices

We provide a service model that intends to meet our customers' expectations regarding delivery, environmental and social sustainability, and other subjects. At the same time, we continuously work to improve this service model to increase customer satisfaction. Therefore, it is important for us to correct any problem regarding a sold product or service and to effectively and correctly manage complaints.

- One of our priority goals in our company is to increase customer satisfaction by designing a production system that fully meets customer demands and minimizes customer complaints/problems.



We manage customer complaints with the 8D method. Any customer complaint received by us is first analyzed by our technical experts. Then our technical experts forward the complaint to the relevant team leaders. The relevant team solves the problems and takes action and prepares necessary reporting. The main goal of the 8D method is to ensure that a problem is systematically addressed by a team to find the root cause and plan effective corrective and preventive actions.

- We maintain our service quality and find fast and effective solutions to customer complaints with our Customer Complaints System.



We care about consumer/customer privacy and sign confidentiality agreements with the customers upon their demand. No customer complaint regarding violation of customer privacy or customer data loss was received by our sales teams. The following table shows the average time passed to solve customer problems in the last three years.

Complaint Type	Target Period to Solve the Complaint (day)	Average period to solve complaints			
		2018	2019	2020	2021
Production	20	29*	20	17	7
Transportation	10	10	8	7	6
Service	7	7	5	9**	6
Technical specification	5	4	4	3	-

* depends on the sample import process

** due to the pandemic



Black-crowned, Adana

Ayhan Öztürk



SASA
POLYESTER SAN. A.Ş.

SOCIAL SUSTAINABILITY

Social Sustainability

Our Perspective

We focus on important issues that ensure the existence of society for many years, particularly education, health, welfare, human and employee rights, safe life, quality of life, and social relations through our Social Sustainability approach, which focuses on the sustainability of social conditions.

As SASA, we are aware that we are a part of our society, and that the development of society contributes greatly to us. Therefore, we strive to contribute to the development of society and the reduction of inequalities through the commitments we make, the policies we create, and the projects we conduct.

In the Social Sustainability section, we addressed the Occupational Health and Safety, Emergency and Fire Safety, Our COVID-19 Precautions, Human Rights, Human Resources Management, Employee Rights, Community Relations, and Social Investments in line with the "Materiality Topics" we determined according to the result of the materiality analysis we conducted together with our stakeholders and the activities we carried out in 2021.

We conduct our Social Sustainability activities in communication with the relevant departments under the leadership of the Sustainability Committee, and we periodically report our activities and objectives to the Senior Executives and the Board of Directors.



Occupational Health and Safety

As SASA and its employees, we operate as an integrated polyester and chemicals manufacturer in the industry, and we base our sustainable development strategies in line with the UN Sustainable Development Goals and circular economy principles. We aim to be a leader in occupational health and safety (OHS) on a national and international scale and to maximize our performance by continuously improving it.



The number of recordable occupational disease cases and deaths in our company is **ZERO**.



We have **ISO 45001** (Occupational Health and Safety Standard) Certificate.



Since 2000, our company has been integrated into the **Process Safety and Risk Management**.



We state, implement, and present our commitments to all our stakeholders in line with the purpose and scope of our **OHS Policy**.



We follow **the requirements of TR Occupational Health and Safety Law No. 6331**



We hold an **OHS meeting regularly every month**, and we closely follow up on the processes and update our knowledge.

We follow the requirements of the TR Occupational Health and Safety Law No. 6331 of the Republic of Turkey. Pursuant to this law, very hazardous, hazardous, and less hazardous workplaces within our company are covered by the Occupational Health and Safety Management System. The legal requirements we fulfill in accordance with the Occupational Health and Safety Law No. 6331 are as follows:

- | | |
|---|--|
| ✓ Liabilities of the employer | ✓ Training of the employees |
| ✓ Principles of protection from risks | ✓ Getting opinions of the employees and ensuring their contribution |
| ✓ Occupational health and safety services | ✓ Liabilities of the employees |
| ✓ Supporting occupational health and safety services | ✓ Appointment of an employee representative |
| ✓ Occupational physicians and occupational safety experts | ✓ Establishing occupational health and safety board and holding board meetings |
| ✓ Procedures for employing other healthcare staff | ✓ Inspection, examination, investigation, and undertaking of the authority, liabilities, and responsibility of the inspector |
| ✓ Determination of workplace hazard class | ✓ Shut down of work |
| ✓ Risk assessment, control, measurement, and research | ✓ Administrative fines and enforcement |
| ✓ Emergency plans, fire fighting, first aid, and emergency evacuation | ✓ Prohibition of the use of addictive substances |
| ✓ Right to abstain from work | ✓ Preparation of a safety report or major accident prevention policy document |
| ✓ Registration and notification of occupational accidents and occupational diseases | ✓ Implementation of various regulations on occupational health and safety |
| ✓ Health surveillance | |
| ✓ Informing the employees | |

Risk management is performed in our occupational health and safety management system. We prepare risk assessments in accordance with the Occupational Health and Safety Risk Assessment Regulation. According to the workplace hazard classes, risk assessments are carried out every 6 years in the workplaces in the less hazardous class, every 4 years in the class of the hazardous workplace and every 2 years in the class of the very hazardous workplace.

We ensure the continuity of the process by evaluating the hazards and risks related to general, health, technical, and major industrial accidents that may arise in direct connection with our company's activities, products, services, and business relationships within the scope of all national and international legislation. We create a Risk Assessment Team in accordance with the OHS Risk Assessment Regulation. The members of this team are the employer or employer representative from SASA, our occupational safety specialists and workplace physicians who carry out healthcare and safety services, employee representatives from SASA, our employees in the support team, and our unit representatives from SASA. Thanks to our Risk Assessment Team, we carry out risk assessments and process management.

In the risk assessment prepared by the risk assessment team, we determine the persons responsible for preventing the identified risks and their service period. We follow up on the process and evaluate the prevention of identified risks. In accordance with the "Regulation on Occupational Health and Safety Boards", we provide training to SASA OHS Board and assign persons to the board. We notify our OHS Board members of the meetings at least 48 hours in advance, and we hold the meetings periodically at regular intervals stipulated by the regulation.



OHS Employee Representatives Meeting, Adana/Central Facility

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We record work-related incidents in our system. According to the results of the meetings we held with the participation of the unit responsible for the incident, the unit official for the OHS, and the employees involved in the incident, we review the current risk assessment, procedures and instructions, and the measures taken to prevent the recurrence of the incident. We define the tasks of the responsible persons and follow up on the tasks until they are completed.

In cases related to health problems that may occur in our company, our employees apply to our infirmary. Our healthcare team intervenes in the mild health problems in the infirmary. In other health cases, we provide a vehicle from the infirmary to the scene and get our medical team to the scene as quickly as possible. Our employees are informed by our occupational physicians in the infirmary via e-mail. We also provide necessary information and support for our employees when they are employed and applied to the infirmary on non-occupational health issues for themselves and their families. No occupational disease has been detected in our company.

We ensure that our employees receive the "Safety Culture" training on reporting hazardous occupational cases, which is stated in the Regulation on the Procedures and Principles of OHS Training, at their recruitment and in legal periods. Moreover, our employees receive the "Basic OHS Training" before their recruitment in accordance with the regulation. In these training programs, we provide training on general, healthcare, technical, and job-specific issues. Then, we provide our employees with procedural and instructional training for their respective duties and responsibilities. Besides, we provide periodic training to our employees on 5S Occupational Safety, Emergency Response, OHS Supervision, Radiation Protection, Working at Height, Work Permit System for Private Jobs, Environment, Protection of Personal Data, and Work Discipline, etc.



OHS Warning Screens, Adana/Central Facility



OHS Exercise, Adana/Central Facility

In accordance with the "Occupational Health and Safety Risk Assessment Regulation", we inform employee representatives, employees coming from other workplaces, their employers about the health and safety risks that may be encountered in the workplace and corrective and preventive measures. All our employees can access all information and documents related to occupational health and safety through the "SASAILE" information system.

We provide training to our employees on related issues in accordance with the "Regulation on the Procedures and Principles of OHS Training". We inform our employees about risks in the workplace, health surveillance, recruitment, and periodic health examinations, and we complete their examinations during the employment period and periodically in accordance with the "Regulation on Duties, Rights, and Responsibilities of Occupational Physicians and Other Healthcare Staff".



OHS Training, Adana/Central Facility

Occupational Health and Safety Training

We aim to inform our employees about all kinds of accidents and to take the necessary precautions by providing regular OHS training programs.

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Emergency and Fire Safety

As SASA, we manage our fire safety systems based on automatic detection, automatic extinguishing, and manned intervention philosophy.

Our support staff, which consists of Search, Rescue and Evacuation, Fire Fighting, and First Aid Teams, work in coordination for Extinguishing, Rescue, Protection, and First Aid activities in accordance with the relevant regulations.

Our fire fighting staff have all the licenses, certificates, and training required by the procedures. Periodic maintenance of our vehicles, pumping stations, and equipment is carried out systematically and refresher training of our staff is conducted by performing fire, injury, chemical spillage, earthquake, flood, night drills, A-B-C-D-E-F class fires, and unannounced weekly emergency drills carried out throughout the year. Also, fire safety systems can be monitored online 24 hours a day.

Scheduled Drill	Drill Performed	Percentage of Performance
50 exercises were scheduled in 2018	49 exercises were performed	98%
52 exercises were scheduled in 2019	52 exercises were performed	100%
56 exercises were scheduled in 2020	56 exercises were performed	100%
52 exercises were scheduled in 2021	52 exercises were performed	100%



We have an Emergency and Fire Safety staff of 16 members, 1 of whom is an expert.
They are on duty 24 hours a day in 4 shifts.

With our experienced Emergency Response Team of 86 members we are always ready for the hazards that may arise.

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Our COVID-19 Precautions

Our company has prepared a comprehensive Infection Prevention and Control Emergency Action Plan to protect against the COVID-19 outbreak in order to ensure public health and employee health, as well as business continuity.

The emergency action plan we have created covers all businesses within our company and all actions to prevent epidemic hazards that may come from outside our company. We act in accordance with the information and circulars to be published by the TR Ministry of Health in the implementation of our action plan.

Our company defines different levels of COVID-19 risks in the Risk Assessment Form and creates the Action, Control, Precaution mechanism to prevent or reduce these risks. We have set five precautionary levels based on the spread rate of the outbreak. The measures to be taken for levels 1, 2, and 3 are customized under the following issues:

- Things to do for employee health
- Personal protection measures
- Travel precautions
- Things to do while working
- Issues to be considered during the in-house/external meetings and training programs

In cases of Level 4 and Level 5 risks, the Board of Directors decides either the continuity of the business or that strategic production will not be carried out under high-density isolation and hygiene.

Level 1	Level 2	Level 3	Level 4	Level 5
Awareness	Caution	Serious	Severe	Critical
No documented cases of infection in Turkey	Suspicion of presence of a documented case in Turkey	Presence of a documented case in a restricted area in Turkey	Highly spreading among people in Turkey	Rapid spread of the virus and occurrence of the case at every point in Turkey

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Our Human Rights Approach

As SASA Polyester Sanayi A.Ş., we respect all dimensions of Human Rights together with almost 5000 employees and all stakeholders. We acknowledge and undertake all articles of the United Nations Global Compact, the European Convention on Human Rights, the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, and the International Labour Organization (ILO) Declaration on Social Justice for a Fair Globalization.

We aim to ensure that human rights and fundamental freedoms are adopted by all our employees and stakeholders and prevent poverty, hunger, gender inequality, climate crisis, and discrimination in accordance with the UN Sustainable Development Goals.

Our commitments and current work on Human Rights aim to be binding for SASA Polyester Sanayi A.Ş. employees, suppliers, contractors, customers, as well as third party stakeholders, and the public that has any commercial or industrial relationship with SASA Polyester Sanayi A.Ş. [Click here](#) to access our Human Rights Policy. Within the framework of respect and compliance with human rights, the SASA Board of Directors is committed to fulfilling the requirements set out in this policy, while also expecting SASA employees to fulfill the same commitments.

The management and its activities on human rights within SASA are carried out by the Sustainability Committee and Human Resources Department in mutual consultation.

SASA does not accept and apply any conditions that violate fundamental human rights in any part of its supply chain. It observes human rights in its agreements with suppliers and subcontractors. Moreover, it always avoids working conditions and behaviors that violate Human Rights in operations.

We update the contents of our Human Rights Training by taking the opinions of all our stakeholders, especially our employees. We prepare to increase the number of these training programs and provide training to more employees in the coming period.



Human Rights
Training is given to all
our newly recruited
employees during
OHS training.

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Human Resources Management

With its approach that invests in humans, SASA considers long-term cooperation with all its employees (company employees, contracted staff, sub-employers, subcontractors, etc.), protection of company culture, knowledge, and core values of the company are the basic elements of success.

Human rights and employee rights are among the most important issues that need to be addressed in order to ensure the welfare of our employees. These rights are more crucial than ever in the pandemic conditions we experience. We develop policies and procedures to protect our employees and reduce inequalities, from ensuring health and safety at our facilities to ensuring fairness among employees.



We follow the international standard of ISO 45001 to ensure a healthy and safe workplace for our employees. We minimize these risks by identifying the accident and disease risks that may arise from our activities.

We adopt a fair approach to human resources processes to ensure a safe and happy working environment for our employees. We provide the required conditions and environment to ensure the employees' satisfaction and development during this journey that they started with the recruitment to our company.



Our [Human Resources Policy](#) aims to be binding for all our employees, job applicants, contractor employees, as well as all stakeholders and local communities who have any commercial and/or industrial relationship with our company.

SASA's management and activities on human resources are carried out in cooperation with the Sustainability Committee and the Human Resources Department in line with the opinions of its stakeholders. We develop our Human Resources Policy and activities in line with the feedback of our stakeholders.



Diversity = Creativity

Under no circumstances do we discriminate against our employees on grounds of race, color, belief, ethnic and national origin, religion, gender, marital status, age, physical disability, etc. We benefit from the creativity and innovative characteristics of people with different experiences, perspectives, and cultures. We believe that a diverse workforce helps our company, as well as our employees, unlock their true potential. Moreover, our diversity approach enables us to better understand our diverse and changing customer network around the world, respond to their desires and expectations, also adapt to social changes. [Click here](#) to review our Diversity Policy, which includes our commitments to create and maintain a non-discriminatory working environment where employees are treated with dignity and respect.



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Ensuring "Employee Profile Diversity" is one of the high materiality topics in our materiality analysis, in which our employees are also involved. In line with this materiality topic, we have been taking action to increase women's employment. Thus, we aim to create a more equal working environment by improving the women/men ratio in our company.

We aim to create a common corporate culture for our employees in a safe, healthy, and participatory working environment which is open to change and where the values of SASA Business Ethics are kept alive and they can use their potential for the development of practices and approaches that will increase corporate loyalty. Also, we take all necessary measures to create a fair business environment in accordance with the Code of Ethics and Ethical Policy. [Click here](#) to access the SASA Code of Ethics and Ethical Policy.

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Being a Member of SASAILE

In our recruitment practices, no discrimination is made based on language, race, color, gender, political opinion, belief, religion, sect, age, physical disability, etc. under any circumstances, and child and young workers under the age of 18 are not recruited or employed. The recruitment process, which is managed by our Human Resources Department, is carried out by selecting and assigning staff suitable for the nature of the job in accordance with the "Recruitment and Dismissal Regulation". The dismissal process is also managed fairly and systematically as in the case of the recruitment process. The required legal process for the employees who decide to resign or who are dismissed is carried out by Human Resources and Industrial Relations in accordance with the "Recruitment and Dismissal Regulation".

Within the framework of our vision of being one of the leading polyester manufacturers on a global scale, we care about talent management in recruitment processes, and we create an environment where candidates and employees can reveal their talents in all our processes such as evaluation of the applications, interview, placement, and retention processes.

Our newly recruited employees are included in an orientation program that lasts for 6 months so that white-collar employees can reveal their emotional, cognitive, and technical abilities. In this period, employees find the opportunity to improve their technical skills by observing the production processes in the enterprises while they develop their communication skills by conducting interviews with the chiefs of the units.

After the interviews conducted during the recruitment processes of prospective white-collar employees, we provide them with positive and negative feedback, thus, supporting their self-talent management processes of them. In these feedbacks, we explain to our prospective employees the areas where they can improve themselves and where they are competent.

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Talent Management

We provide appropriate conditions for our employees to develop and train themselves in accordance with their skills. We provide talent management in the company by positioning our employees in line with their abilities and skills. We ensure career management by defining the knowledge, skills, experience, and competencies of our employees, and we train our employees for the management positions within the company in accordance with the SASA Talent Management Regulation.

We support the talent acquisition processes of employees through SASA Academy and Personal and Professional Development training programs. Before the organization of the training programs, we identify the strengths and weaknesses of each employee, and we support them to receive training in areas where they can improve themselves accordingly. With all these activities, we aim to work together within SASA for many years by ensuring the loyalty of our employees.



OHS Training, Adana/Central Facility



Sustainability Training, Adana/Central Facility

Sustainability Training Programs

We have begun to provide sustainability training in our company in December 2021. The training programs were provided by SEGM Sustainable Education Development and Excellence Association.

A total of 15 SASA employees, particularly the members of the Sustainability Committee, participated in these training programs. With these training programs, our employees gained knowledge about the main aspects of sustainability, learned how to apply the concept of sustainability within the corporate structure, and had knowledge about sustainability and other related standards.

The Sustainability Expertise Certificate Program has also provided our employees with the skills they will need while performing their duties within the organization, such as the continuous improvement approach, problem analysis, solution techniques, teamwork, relationship management, measurement and analysis skills, and reporting techniques, etc.

With these training programs, we aim to create and develop a sustainability culture in SASA, beginning with our employees, one of the most important stakeholders of our company.

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Our Remuneration Approach

As SASA, our basic principles in the management of remuneration policies of all our employees are transparency and fairness and maintaining a policy that encourages sustainable achievement (competitive and rewarding the employee) and is compatible with our long-term goals.

Our Private Pension System

Our employees who have completed their sixth month can voluntarily participate in the Employer Contributed Private Pension System for 2.25% of their gross wage.



Health Rights of Our Employees

Periodic examinations of the employees, as well as the preliminary examinations of the prospective employees who will be recruited, are carried out at our workplace health center. We give away masks to our employees at security entrances as part of the COVID-19 measures. In addition, our employees can benefit from discounted prices offered by our contracted dental outpatient clinic.

Our Award and Suggestion System

We have a reward system to support our employees' value-adding activities and encourage them to put forward their ideas on various projects. In this context, we have a reward system for our employees who put forward project ideas that may be a subject of process security or R&D activities. We also reward all our employees based on their annual performance. Our Award and Suggestion System Regulation addresses the principles of presenting the relevant employee activities and project ideas and awarding them in detail.

We Stand by Our Employees

We are with our employees not only in their business lives but also on their good days and bad days. We provide incentives to support the family lives of our employees. We share their happiness by sending celebration messages and granting special day leaves on their special days. We strive to provide our employees with the support they need not only on their good days but also in cases of death, health problems, and occupational accidents.

Parental Leave Rights of Our Employees

Our male employees who become a father are granted parental leave of 5 days while our female employees who become a mother are granted parental leave of 8 months in accordance with the provisions of the TR Labor Law No. 4857.

The Opinions of Our Employees are Significant To Us

Working conditions and durations, personal rights, duties and responsibilities of our unionized Blue-Collar employees are determined by the collective bargaining agreements signed between SASA and Petrol-İş Union, and the relations between the employee and the employer are carried out through the representatives and managers of the said union. All the working conditions, rights, duties and responsibilities of our non-unionized Blue-Collar employees have been determined within the framework of the Labor Law No. 4857 and related regulations.

Our Human Resources Department makes weekly meetings with White Collar employees. Our employees provide feedback on their wishes, requests, and suggestions through these meetings. The managers of our new employees give feedback about their career plans at least once a month. The relevant managers regularly report their opinions on the person to the General Manager.

SASA employees can make all their applications regarding their wishes and complaints by sending e-mails and using the request boxes placed at various points in the facility. All applications are submitted to the Board of Directors for evaluation.

Duty Period

In line with the legal regulations, the working hours of our white-collar and blue-collar employees at SASA are as follows:

- ✓ Staff working during the daytime: They work a maximum of 45 hours, five days a week. They have weekend holidays on Saturdays and Sundays.
- ✓ Staff working in shifts: They work a maximum of 45 hours a week. Employees working in shifts have a 2-day holiday after working for 6 days.
- ✓ Overtime work is carried out in accordance with the TR Labor Law No. 4857. Labor Law No. 4857 stipulates that a worker can work a maximum of 11 hours a day. Therefore, an employee who works 7.5 hours on a normal day may work 3.5 hours of overtime at a maximum a day.
- ✓ As SASA, we act in accordance with the International Labor Standards on working hours, i.e., ILO (International Labor Organization) Hours of Work (Industry) Convention, 1919 (No. 1) and ILO Hours of Work (Commerce and Offices) Convention, 1930 (No. 30).

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Employee Rights



Child Labor: We do not have employees under the age of 18 in our company considering the healthy development of children and respect for their right to education. We act in accordance with the procedures and principles of employing young workers, and we ensure that people are not forced to work against their will at any stage of production.



Working Hours: We comply with applicable laws and regulations during working hours and overtime hours to ensure an efficient working environment within the framework of respect for human rights.



Freedom of Association and Collective Bargaining Agreement: We respect the right of employees to become members of the union and to represent in a free and democratic manner through employee representatives.



Training: The training level of the employees determines the general level of the company. With this understanding, we hold in-house or external training programs in order to increase the occupational health and safety awareness of our employees and support their professional and personal development, and we ensure the continuous development of the company due to the development of the employees through the training programs held.



Wages and Payments: We take the minimum wage as the subsistence level that employees can afford to cover their living expenses, and we ensure that overtime wages are paid by making additions as required by law.



Recruitment: In order to ensure the continuity of ethical criteria, we consider compliance with company rules and company social compliance requirements as necessary and essential criteria, as well as technical and professional knowledge during recruitment. Starting from the recruitment phase, we enforce policies for the prevention of discrimination, harassment, and ill-treatment.



Prevention of Harassment and Maltreatment: We ensure that the working environment is peaceful and that there is no verbal, physical, or psychological harassment or coercion to ensure that our employees work happily.



Forced and Involuntary Servitude: We ensure that the employees may not be forced to work due to contractual obligation or debt and that they must be voluntary to work.



Bribery and Corruption: We do not accept bribery, corruption, and/or commission under any circumstances. We act in accordance with the established and published SASA Code and Policy of Business Ethics.



Discrimination: Based on the equal rights of all employees, we undertake that there will be no discrimination in terms of employment, compensation, access to training, and promotion or termination of employment or forcing to retirement based on race, social class, religion, national origin, gender, or political affiliation.

Our Community Relations

As SASA, we care about our relationship with society, we follow an approach that considers both national and international standards to protect the health and safety of the society. We make it a rule to provide better environmental, social, and economic conditions to the local communities near our facilities and to take remedial actions in line with the suggestions, demands, and complaints they have notified us. [Click here](#) to access our Community Relations Policy. Our community relations approach covers all production and auxiliary facilities of SASA, all employees of SASA, and all staff involved in contracts with suppliers, contractors, subcontractors, and other organizations. The SASA Board of Directors is committed to meeting the requirements set out in the Community Relations Policy and expects SASA employees to meet the same commitments. SASA carries out its management and activities on community relations, together with the Sustainability Committee and the Human Resources Department, in line with the opinions of its stakeholders. In 2021, no cases were detected to violate the rights of local communities.

As part of the Environmental Social Impact Assessment (ESIA) conducted for the PTA Production Plant, our main stakeholder groups have been identified as local communities, government agencies, media, NGOs, private sector, municipality, and academia. We interviewed 72% of these stakeholder groups. Refugees, daily agricultural workers, illiterate women, and low-income households were identified as vulnerable groups, and we interviewed the neighborhood headmen on behalf of these groups. The important issues identified as a result of the ESIA are as follows: it was concluded that together with the existing, under construction, and planned investments, the transportation density in the settlements and the increase in the migrant worker population, the public health and social risks on the local communities should be evaluated.

It has been determined that cooperation with local communities and responsible authorities is required to increase the visibility of traffic signs and to improve general traffic safety, especially in areas where schools are located or actively used by children.

Our company carries out the required studies including actions against the events determined within the scope of the PTA Project, and that may potentially have an adverse effect on the local communities. The construction of the PTA Production Facility started in September 2021 and is planned to be commissioned in 2023. It is estimated that there will be about 6,000-6,500 employees during the construction phase while there will be about 400 employees during the operation phase. We prioritize the employment of local communities at the PTA Production Plant as the main element of our community development strategy. Although our local employment target at this facility is 50%, we continue to work for the improvement and follow-up of this target.

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We care about our community relations and pay attention to the following criteria.



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Whistleblowing Policy

In order to achieve our Sustainable Strategic Development Goals, we ensure that all our employees and stakeholders convey their wishes, suggestions, and complaints about our company 24/7 and anonymously if they prefer. Moreover, the wishes, suggestions, and complaints can be submitted to our system in Turkish and English. We evaluate these messages by considering them in terms of our company's ethical principles and sustainable institutionalism and take the required actions. Thus, we aim to reinforce the sense of belonging of all our stakeholders to our company, regardless of whether they are inside or outside the boundaries of our facility. We do not retaliate against any of our stakeholders for their wishes, suggestions, and complaints. [Click here](#) to access our Corporate Whistleblowing Policy, which we have designed to increase the effectiveness and reliability of our company's internal control system.

All messages transmitted through the request boxes and webpage are evaluated. Incoming messages are reported to the SASA Board of Directors every 15 days, and necessary actions are taken. All incoming messages in 2021 have been evaluated, and all of them have been resolved.

Year	Number of Wishes/Complaints/ Suggestions
2021	213
2020	286
2019	278

Social Investments

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With the understanding of corporate social responsibility, our company gives aid and donations to individuals, non-governmental organizations, associations or foundations, universities, public institutions, and organizations that operate in the fields of education, culture, arts, environment, and sports in accordance with the principles specified in the Capital Market Law and regulations.

[Click here](#) for detailed information about SASA Donation and Contribution Policy.

In 2021, we donated to the Turkish Red Crescent Society Disaster and Emergency Management Presidency (AFAD), Directorate General of Child Services, Turkish Police Force Foundation, and Seyhan Municipality, and we provided food aid to families in need in Adana. Also, we provide scholarships to the children of our employees who study at university through a scholarship program that we have been continuing since 2017.

SASA at Campus



Every year, we contact the career centers of universities and publish job advertisements. In addition, we meet the technical trip and conference demands of the leading universities in Turkey and convey SASA's experience in the industry to our young people who prepare for business life.

In 2021, we made donations to Boğaziçi University, Middle East Technical University, Karadeniz Technical University, Çukurova University, and Kılıçarslan Secondary School in Adana. We participated in Boğaziçi University and METU career days and the Boğaziçi University engineering summit. In addition, shopping coupons for buying food were given away to all our employees as part of the Ramadan package aid. Besides our donations to NGOs, we will continue to develop Social Responsibility Projects in our company in the coming years.



Incubation Center

We have established the Business Incubator Center Library of the Directorate of the Adana Organized Industrial Zone, and we continue to contribute to the development of the industry by providing mentoring services. We supply candidates with a 6-month training and then offer employment opportunities as part of the Iskur Trainee Training Program.

As SASA, we take further actions to increase our industrial-academic cooperation within the scope of this cooperation. With this cooperation, we also aim to collaborate with the academy on several issues including the following ones:

- Application for TUBITAK project, providing information and support to prepare project documents,
- Inform and training on TUBITAK, Energy Management, and Ministry of Commerce supports,
- Providing training programs within the scope of the requirement for the R&D Center.

The foundation of Yeşiloba Neighborhood "SASA Mehmet Erdemoğlu Nursery", which we undertook to build, was laid on 5 September 2020, and it started its activities in 2021.

SASA Mehmet Erdemoğlu Nursery



It is planned to provide preschool education to 160 children between the ages between 3 and 6 in the nursery designed to adapt children to formal education through preschool education. Modern education centers are equipped with materials suitable for age groups and designed to be available for many sportive activities (children's gymnastics, yoga, traditional children's games, ballet, folk dances, dance, etc.) that support physical and cognitive development.

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White-throated Kingfisher, Adana

Ayhan Öztürk



SASA
POLYESTER SAN. A.Ş.

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Corporate Governance

Our Perspective

We create corporate sustainability processes **by involving all our stakeholders** in areas such as environmental awareness, ethical behavior, corporate strategy, compensation, and risk management in line with **accountability, transparency, fairness, and responsibility**, which are the basic principles of corporate governance.

Our Governance Body undertakes the role of structure in making Corporate Governance processes more sustainable.

We take corporate governance principles as a basis for the dissemination of SDGs in all units of the company.

We create long-term solutions for environmental, social, and economic issues for the benefit of key stakeholders by involving our customers and suppliers in the entire value chain.

Our company complies with the required principles of the CMB's "Corporate Governance Communiqué" published in TR Official Gazette No. 28871 and enacted on 3 January 2014, and it applies these principles. [Click here](#) for the SASA Sustainability Principles Compliance Framework for 2021.

[Click here](#) for the Corporate Governance Principles Compliance Report of our company.



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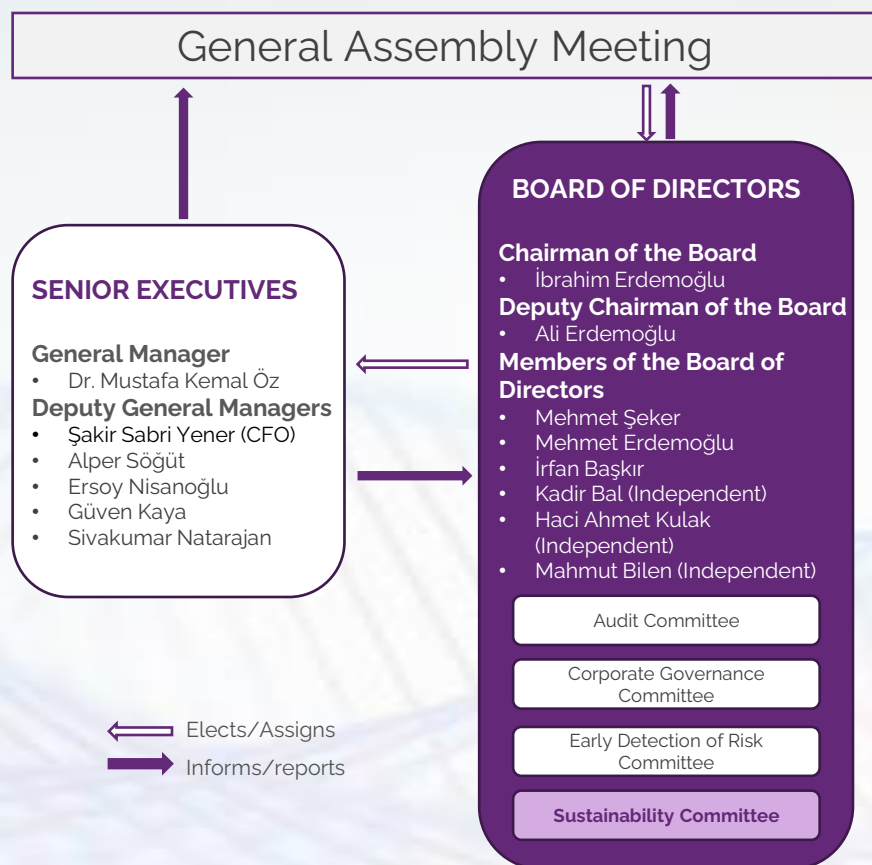
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Our Governance Body



Our Governance Body consists of the following elements:

- Board of Directors,
- Committees of the Board of Directors,
- Internal and External Auditors,
- Senior Executive Body.

We have an internal auditor and an independent external auditor within Erdemoğlu Holding.

In order to meet corporate targets, information transfer is ensured between senior executives, the board of directors, and stakeholders through reporting and meetings, as in our governance body. Thus, consultation processes on economic, environmental, and social issues are established between stakeholders and the highest governance body.

Our governing body consists of all members of the SASA Board of Directors and all Senior Executive Body. Our governance body is led by Mr. İbrahim Erdemoğlu, the Chairman of the Board of Directors. SASA Articles of Association and Its Amendments include the details about the selection process of our governance body and the committee. [Please click](#) here for details. The Board of Directors is elected by General Assembly, and the delegation of authority is not allowed.

The Sustainability Committee established under the Board of Directors started its activities in 2021. [Click here](#) for details about the Sustainability Committee Activities.

Board of Directors Structure

The experienced and qualified Board Members of our company are actively and effectively committed to raising the company's values by following the governance approach.

The Board of Directors of our company establishes company strategies by considering company activities and performance and the interests of all stakeholders. Our Board of Directors, which is in the committees of our company, also provides risk oversight and supervises the proper management and continuation of operations by ensuring that the company's activities are carried out in accordance with the laws.

In line with our Diversity Policy, we have completed all our preparations for enabling female members to take part in our Board of Directors in the coming period. Please click [here](#) to review the SASA Diversity Policy for more information on our company's approach to diversity.

For detailed information about the Board of Directors [click](#) on the Annual Report 2021.

Members of the Board of Directors	Role	Independent Member	Member of the Executive Board	Experience in the Industry or Education	Finance/ Business/ Experience in Accounting or Education	Date of Election to the Board of Directors	External Roles
İbrahim Erdemoğlu	Chairman of the Board	X	✓	✓	✓	30.04.2015	Erdemoğlu Holding A.Ş., Chairman of the Board of Directors; Merinos Halı San. ve Tic. A.Ş., Deputy Chairman of the Board of Directors; Merinos Mob. Teks. San. ve Tic. A.Ş., Chairman of the Board of Directors; Dinarsu İmalat ve Tic. A.Ş., Chairman of the Board of Directors; Merinos Halı Mob. ve Teks. Ürünleri Paz. A.Ş., Chairman of the Board of Directors; İlke Yer Kap. Mob. ve Teks. Ür. Paz. A.Ş., Chairman of the Board of Directors; Erdemoğlu Proje Mşv. İnş. A.Ş., Chairman of the Board of Directors; Erdemoğlu Enerji Elek. Ürt. A.Ş., Chairman of the Board of Directors; Bali Rüzgar Elek. Ür. San. ve Tic. A.Ş., Chairman of the Board of Directors; Erdemoğlu Dış Tic. A.Ş., Chairman of the Board of Directors; SASA Dış Tic. A.Ş., Chairman of the Board of Directors.

Members of the Board of Directors	Role	Independent Member	Member of the Executive Board	Experience in the Industry or Education	Finance/ Business/ Experience in Accounting or Education	Date of Election to the Board of Directors	External Roles
Ali Erdemoğlu	Deputy Chairman of the Board	X	X	✓	✓	30.04.2015	Erdemoğlu Holding A.Ş., Deputy Chairman of the Board of Directors; Merinos Halı San. ve Tic. A.Ş., Chairman of the Board of Directors; Merinos Mobilya Tekstil San. ve Tic. A.Ş., Deputy Chairman of the Board of Directors; Dinarsu İmalat ve Ticaret A.Ş., Deputy Chairman of the Board of Directors; Erdemoğlu Proje Müşavirlik İnşaat A.Ş., Deputy Chairman of the Board of Directors; Erdemoğlu Enerji Elektrik Üretimi A.Ş., Deputy Chairman of the Board of Directors; Bali Rüzgar Elektrik Üretim Sanayi ve Ticaret A.Ş., Deputy Chairman of the Board of Directors; SASA Dış Tic. A.Ş., Deputy Chairman of the Board of Directors,
Mehmet Şeker	Member of Board of Directors	X	✓	✓	✓	11.07.2016	Erdemoğlu Holding A.Ş., Member of the Board of Directors
Mehmet Erdemoğlu	Member of Board of Directors	X	X	✓	✓	30.04.2015	Erdemoğlu Proje Müşavirlik İnşaat A.Ş., Member of Board of Directors; Erdemoğlu Enerji Elektrik Üretimi A.Ş., Member of Board of Directors; Bali Rüzgar Elektrik Üretim Sanayi ve Ticaret A.Ş., Member of Board of Directors; SASA Dış Tic. A.Ş., Member of Board of Directors; Erdemoğlu Dış Tic. A.Ş., Deputy Chairman of the Board of Directors.
İrfan Başkır	Member of Board of Directors	X	✓	✓	✓	25.03.2021	-
Kadir Bal	Member of Board of Directors	✓	X	✓	✓	07.04.2020	-
Hacı Ahmet Kulak	Member of Board of Directors	✓	X	✓	✓	29.03.2018	İdeal Bağımsız Denetim A.Ş., Member of Board of Directors
Mahmut Bilen	Member of Board of Directors	✓	X	✓	✓	01.08.2016	Sakarya University, Faculty of Political Sciences, Department of Economics, Faculty Member

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CORPORATE GOVERNANCE COMMITTEE

Chairman: Mahmut Bilen

Independent Member of the Board of Directors

Member: Hacı Ahmet Kulak

Independent Member of the Board of Directors

Member: Ali Bülent Yılmazel

Financial Affairs and Investor Relations Group Manager

8 Corporate Governance Committee meetings were held in 2021..

Studies were carried out on current issues about Corporate Governance.

EARLY DETECTION OF RISK COMMITTEE

Chairman: Mahmut Bilen

Independent Member of the Board of Directors

Member: Hacı Ahmet Kulak

Independent Member of the Board of Directors

Member: Ali Bülent Yılmazel

Financial Affairs and Investor Relations Group Manager

Early Detection of the Risk Committee was convened 7 times in 2021.

The actions taken in line with risk management were periodically followed up and evaluated.

AUDIT COMMITTEE

Chairman: Mahmut Bilen

Independent Member of the Board of Directors

Member: Hacı Ahmet Kulak

Independent Member of the Board of Directors

Member: Ali Bülent Yılmazel

Financial Affairs and Investor Relations Group Manager

The Audit Committee convened 5 times in 2021.

The studies conducted by the Internal Audit Unit have been reviewed and actions have been taken according to the evaluations.

The studies of the independent audit firm have been reviewed.

The agenda items on Business Ethics and Code of Conduct Violations and Reviews were discussed

SUSTAINABILITY COMMITTEE

Chairman: Kadir Bal

Independent Member of the Board of Directors

Deputy Chairman: Hacı Ahmet Kulak

Independent Member of the Board of Directors

The committee members were established. The duties and responsibilities of the committee were determined.

The Internal Regulation of the Sustainability Committee was prepared.

It was decided that the Committee would meet at least twice a year and inform the Board of Directors.

No conflict of interest occurred in our committees in 2021. Our Conflict of Interest Policy is included in the Code of Ethics and Policy. [Click here](#) for detailed information.

Senior Executive Body

Our Senior Executive Body represents the company in relations with third parties and set sustainable strategies that have an impact on the economy, society, and the environment in line with SASA's vision and mission.

SASA Senior Executive Body

Members of the Board of Directors	Role	Experience in the Industry or Education	Positions Performed in the Last Five Years
Mustafa Kemal Öz	General Manager	Chemical Engineer	Head of Investments Group, Deputy General Manager
Şakir Sabri Yener	Deputy General Manager, CFO	Business and Management Professional	Finance Manager
Güven Kaya	Deputy General Manager	Chemical Engineer	Head of the Polymer Businesses Group
Alper Söğüt	Deputy General Manager	Mechanical Engineer	Head of Energy Group
Ersoy Nisanoğlu	Deputy General Manager	Chemical Engineer	Plant Manager
Sivakumar Natarajan	Deputy General Manager	Textile Technologies	POY Businesses Manager

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Sustainability Committee Activities

With the decision of the Board of Directors of SASA Polyester Sanayi A.Ş. dated 13.12.2021 and numbered 64, the Sustainability Committee was established in our company based on the regulation of the "Sustainability Principles Compliance Framework", which was published with an amendment on 2 October 2020 in the Corporate Governance Communiqué of the Capital Markets Board (CMB), and the Paris Agreement also signed by Turkey as part of the Climate Change Movement and the UN Sustainable Development Goals.

The Sustainability Committee aims to create sustainability strategies and policies in the field of sustainability, set scientific-based targets, carry out, monitor, and supervise the implementation within these scopes by increasing the value that our company produces in the fields of environmental, social, and corporate governance.

- Sustainability goals, declarations, strategies, and policies determined in line with the decisions taken by the committee, constitute the data of our sustainability reports. The Committee also ensures that these decisions are approved, audited, and updated. SASA Sustainability Committee Working Groups carry out the implementation of the decisions taken by the Committee.
- The Sustainability Committee is the highest committee that formally reviews and approves our company's sustainability reports and ensures that all materiality topics are covered.
- The Committee carries out studies and projects in order to integrate sustainability into the structure of our company in line with the UN SDGs. It also follows national and international involvement on current sustainability issues. The Sustainability Committee proactively manages the social, environmental, and corporate governance risks of our company. Other duties of this committee include carrying out projects to inform all our employees in line with our company's **Sustainability Policy** and Targets and internalizing these policies, as well as ensuring stakeholder engagement in our sustainability strategy, policy, and practices. The Sustainability Committee informs the Board of Directors about its activities and outputs at least twice a year.

As SASA, we ensure that all our stakeholders are informed, and our employees internalize these policies in line with the Sustainability Policy and Targets determined by the Sustainability Committee.

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Sustainability Governance

We consider it as our duty to maintain our sustainability efforts in line with the SDGs so that our company can reach future generations. We are aware of the importance of corporate governance to increase the effectiveness of our sustainability efforts and ensure long-term achievements. The sustainability governance of our company is carried out under the leadership of the SASA Board of Directors.

We create our strategies to achieve the goals we set by involving third parties in the governance mechanisms of sustainability. Also, we constantly control this mechanism and evolve it through the continuous learning cycle.

Sustainability Governance Activities in 2021

The Sustainability Committee was established in 2021 to determine our sustainability strategies by increasing the value produced by our company related to environmental, social, and corporate governance, and to carry out, monitor, and supervise our policies, targets, and practices in the field of sustainability.

The studies carried out in 2021 under the leadership of the Sustainability Committee and under the umbrella of governance are as follows:

- Working procedures and principles were defined together with the regulation, vision, purpose, and scope of the Sustainability Committee established in 2021.
- The Sustainability Report 2020 was published.
- Our company's ESG Policies have been updated.
- Sustainability Targets 2025 and Carbon Targets 2030 were set under the leadership of the Sustainability Committee.
- The CMB Sustainability Compliance Report was published and approved by the CMB.
- By-laws were updated.
- ISO 14064-1 Management System Certificate was obtained.

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Our Sustainable Supply Chain

SASA Polyester Sanayi A.Ş. ranked 20th in the Top 500 Industrial Enterprises Report 2021 prepared by the Istanbul Chamber of Industry (ICI), it was the 38th company in the previous year. Moreover, our company ranked 83rd in the export ranking of Turkey in 2021.

Our supply chain is efficient on the international scale; therefore, our company has a complex and integrated supply chain consisting of upstream, operation, and downstream main chains. Our supply chain covers both upstream (input providers) and downstream (distribution and post-marketing services) flows of all material and information in the chain from the entry of the raw material into the system to its delivery to the end-user.

We are a member of the EcoVadis global platform to strengthen our ethical supply chain and reduce our corporate footprints in line with our corporate governance principles, and this supervisory collaboration guides us to accelerate our responsible sourcing program. In 2019, we were rated as a Silver EcoVadis company. With this rating, we determine strategies for how to maximize our supply chain mechanism in the coming years.

We are aware that supply chain management is one of the most significant factors affecting the success and competitiveness of our company. Therefore, we state our activities as a value chain related to each other in order to differentiate the existing and potential resources in the supply chain according to their costs.



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Upstream

Raw materials, energy, and water are our upstream resources. We use six kinds of raw materials in production. We supply two of our main raw materials from a petrochemical company based in Turkey.

All production activities and procurement operations of our company are carried out in Adana Central Facility and storage is carried out at Iskenderun Tank Site.

Our company has adopted sustainable development as a principle, including respect for accepted standards related to the environment, human rights, work, and ethical values. Therefore, we want to ensure that all our suppliers comply with the standards specified within the framework of the Supplier Code of Conduct. [Click here](#) for our Supplier Code of Conduct Policy. In addition, with our Green Procurement Policy, we adopt the principle of procuring energy-efficient equipment, products, and services that are expected to have a significant impact on the energy performance of our company. Thus, we contribute to the reduction of greenhouse gas emissions. [Click here](#) to access our Green Procurement Policy.

We have a total of four procedures for our supplier relations. These procedures support achieving coordination, collaboration, and feedback system with suppliers, thus strengthening our responsible supply chain.

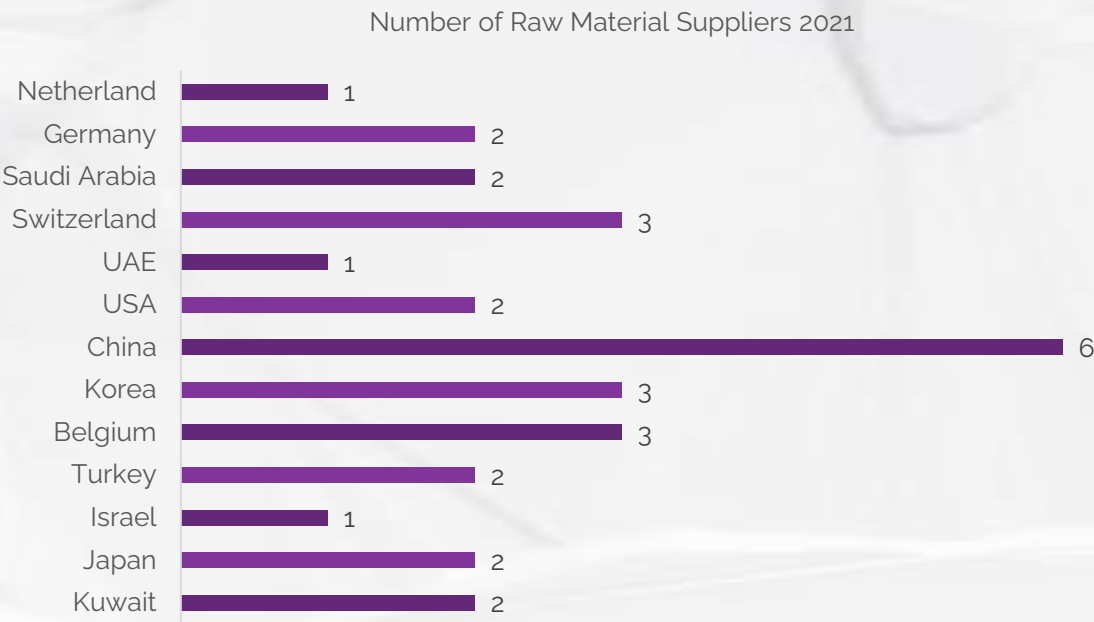
Title of the Procedure	Scope of the Procedure
Approved Supplier Selection Procedure	It covers the selection of our suppliers according to certain criteria in order to ensure the continuity and development of quality.
Supplier Performance Evaluation Procedure	It covers the processes of evaluating the performance of our existing suppliers, classifying them, or removing them from the list.
Supplier Audit Procedure	It covers the preparation of the annual audit plan for our existing suppliers, and the inclusion of the suppliers in the audit process.
Supplier-Based Non-Conformance Management Procedure	It covers the notification, registration, permanent resolution, and improvement processes of non-conformities arising from the supplier.
Procurement Procedure	It covers the procurement of the necessary goods and services in accordance with the standard procurement specifications and OHS rules within the framework of the specified powers and responsibilities.

In order for all our suppliers to be included in the approved supplier list, ISO 14001 Environmental Management System Certificate and ISO 45001 Occupational Health and Safety Management System Certificate are questioned as an important criteria. A certificate is a legal requirement and suppliers that do not comply with these basic criteria are not included in the approved supplier list without considering other criteria. According to the results of the on-site audits, the detection of these deficiencies is regarded as a major deficiency, and it causes the termination of the relationships with the direct supplier. Moreover, we prioritize the following environmental, social, and governance (ESG) issues in the Supplier Audit Assessment Form, and we prioritize our relations with suppliers that take action in these areas. We aim to develop both our environmental and social supplier standards and reinforce our responsible supply chain in the coming period.

- Do they employ child labor?
- Do they have ethical rules in place?
- Is there any discrimination regarding human rights (race, gender, religion, etc.)?
- Do they carry out a risk assessment for suppliers?
- Do they have a procedure or risk management system in place?
- Do they perform carbon footprint tracking?
- Do they have a tracking system and a target?
- Do they have a social responsibility policy procedure?

All our suppliers are subject to the aforementioned evaluations.

We have 30 suppliers for all raw material items in total. We procure 4 main raw materials from our 18 suppliers. We have 12 suppliers for our other 2 spot raw materials. The following table shows the numbers and countries of the raw materials procured.



Operation

The supply chain within SASA consists of Design, R&D, Marketing and Sales, and Operations departments. We carry out administrative, operational, and support (resource) processes of our company in nineteen main process categories. Each main process includes sub-processes and detailed processes. In this way, we manage our complex operation network effectively and in an integrated manner using the deductive approach. In addition, we record our developments in the process and collect information for improvements using our Process Tracking Forms.

Downstream

The products in our wide range of products reach national and international companies. We assist our customers to achieve their goals of sustainable development related to production and consumption through our high product safety and quality standards, our annual reports, our cooperation projects, and continuous communication. Moreover, we enhance procedures to further develop our relations with our customers and increase customer satisfaction. Thus, we improve the company-customer relationship and ensure its continuity.

We have three main product groups: Fiber, Special Polymers and Chemicals, and Filament. [Click here](#) for detailed information about our product groups.

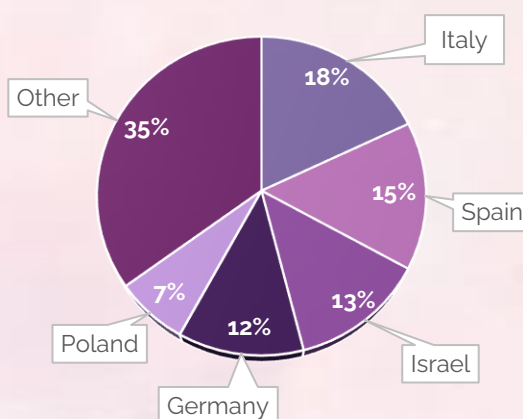
We carry out the processes of receiving customer requests and orders, planning and performing the production and delivery schedule, and providing sales and post-shipment services following the "Customer Marketing Relationship Procedure" covering the pre-sales, during-sales, and after-sales customer marketing relationship processes of our products. We aim to provide quick and effective feedback on customer complaints about our products, investigate root causes and ensure that corrective and preventive actions are taken quickly and effectively, increase awareness by sharing customer complaints with the relevant departments to prevent their recurrence, measure the effectiveness of all activities, and increase customer satisfaction by following the Customer Service, Complaint and Compensation Procedure.

With our Sales and Shipment Procedure, we aim to describe the sales and shipment processes and the duties, powers, and responsibilities within the framework of this procedure. Thus, we procure that our products reach our customers safely.

Fiber Sales

In 2021, we performed 288,446 tons of domestic sales and 137,380 tons of international sales. All our domestic and international sales are spot sales. Fiber products were delivered to 242 customers in Turkey and 190 customers abroad. The chart on the right presents the percentages of the countries to which we exported products.

Percentages of Fiber Export in 2021



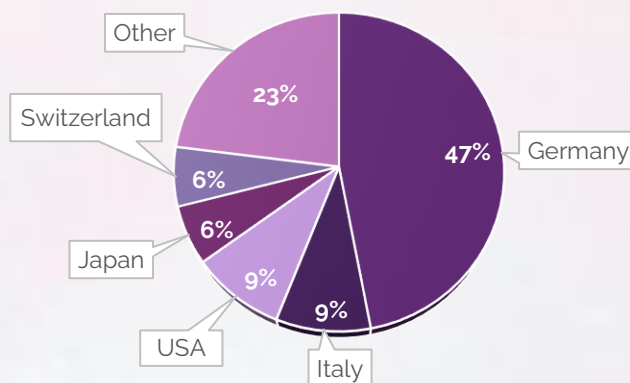
Filament Sales

In 2021, we performed 302,232 tons of domestic sales and 310 tons of international sales. All domestic and international sales were made as spot sales. Our filament product group was exported only to Italy, and it was delivered to 113 customers in Turkey and 4 customers abroad.

SPC (Special Polymers and Chemicals) Sales

In 2021, we performed 339,668 tons of domestic sales and 149,998 tons of international sales. SPC products were delivered to 190 customers in Turkey and 143 customers abroad. No contractual domestic sales are performed in the SPC unit. According to export figures for 2021, 66% were contracted sales while 34% were spot sales. The chart on the right presents the percentages of the countries to which we exported products.

Percentages of SPC Export in 2021



Business Continuity

Business continuity requires having a detailed and organized business continuity plan that can maintain a predefined and acceptable level of business practices for business interruptions. With this business continuity plan, the organization should be able to develop strategic and tactical skills to respond to and plan for incidents, determine the priorities and critical processes and follow up on the changes. Our Company has a detailed **"Business Continuity and Emergency and Unexpected Situation Plan"** in order to prevent emergencies and unexpected situations causing consequences that may adversely affect the normal operation of the company and to ensure that it can continue services during and after these situations. In the case of natural disasters that are considered within the scope of emergencies, our priority is to protect the safety of the staff and the customer. Our Business Continuity planning includes evaluating the risks related to the continuation of business operations and processes and taking measures to be prepared for these risks. Business processes include people, resources (buildings, hardware, telephones, and other communication tools), physical data (files, digital files, etc.), and centralized or decentralized automated systems. Our continuity plan aims to ensure an acceptable level of business continuity of critical processes in the absence of resources due to any breakdown, disaster, or other major service disruptions.

The most significant element of success in business continuity planning is information systems recovery planning. All kinds of records, negotiable papers, and information stored electronically about our company are classified by the relevant process owners and reviewed regularly. All kinds of information determined as valuable data according to the result of this classification, the records and negotiable papers that are obliged to keep in accordance with the current legislation are backed up electronically, in line with the schedule under the supervision of the Emergency and Contingency Official. In order to test the preparations of the Information Systems against a disaster situation, return attempts are made through scenarios. These tests are carried out at least once a year. Every week on Friday, the recovery tests of the important servers are carried out and recorded.

ISO 27001 Information Systems Management Systems and **ISO 45001** OHS Management Systems are actively implemented in our company; therefore, audits of Business Continuity, Emergency and Contingency Plan, and Emergency Plan considering ISO requirements, and audits of the Information System Department are carried out regularly every year by an independent audit organization. Our company was evaluated in terms of Information Systems and Digitalization by Turquality in 2021 and received 88/100 points for the information systems and 83/100 points for digitalization.

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Our Risk Management

With our corporate business management perspective, we plan the behaviors or actions that may affect the operation of our company and our strategies in advance and thus make them manageable. In our company, we carry out Corporate Risk Management in accordance with the requirements of ISO 31000/Risk Management-Principles and Guidelines Standard and the Corporate Risk Management Policy we have prepared in line with our knowledge and experience. In this policy, we ensure the establishment and effective implementation of Corporate Risk Management systems and the assurance of the execution of corporate risk management activities. [Click here](#) for SASA Corporate Risk Management Policy.

The Early Detection of Risk Committee (EDRC), which reports to the Board of Directors, and manages the process of risk identification, assessment, and mitigation, is the main risk management body in our company and ensures the continuity of the risk management cycle. The purpose of the committee is the early detection of all kinds of strategic, operational, and financial risks that may jeopardize the existence, development, and continuation of our company, the implementation of necessary measures and solutions for these risks, and the management of the risk. This committee provides updates and reporting on risk development and trends, as well as the execution of risk reduction strategies every year.

Risk Assessment

We identify, analyze, and prioritize our risks in line with our risk assessment instructions. Our company evaluates the possible risks under four main risk categories: financial, operational, strategic, and environmental. Environmental, social and governance risks, including climate crisis risks, are managed in an integrated manner under these categories. The ESG risk categories addressed by our company are as follows:

- Environmental Safety and Climate Crisis
 - Technological Innovations
 - Occupational Health and Safety
 - Corruption
- Business Interruption
 - Employee Satisfaction
 - International Impact
 - Ethics

We define the impact and probability ranges of the risks and include the relevant business units responsible for taking actions that can minimize these risks using the risk impact assessment table we have created in accordance with the categories.

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With our corporate business management perspective, we plan the behaviors or actions that may affect the operation of our company and our strategies in advance and thus make them manageable.

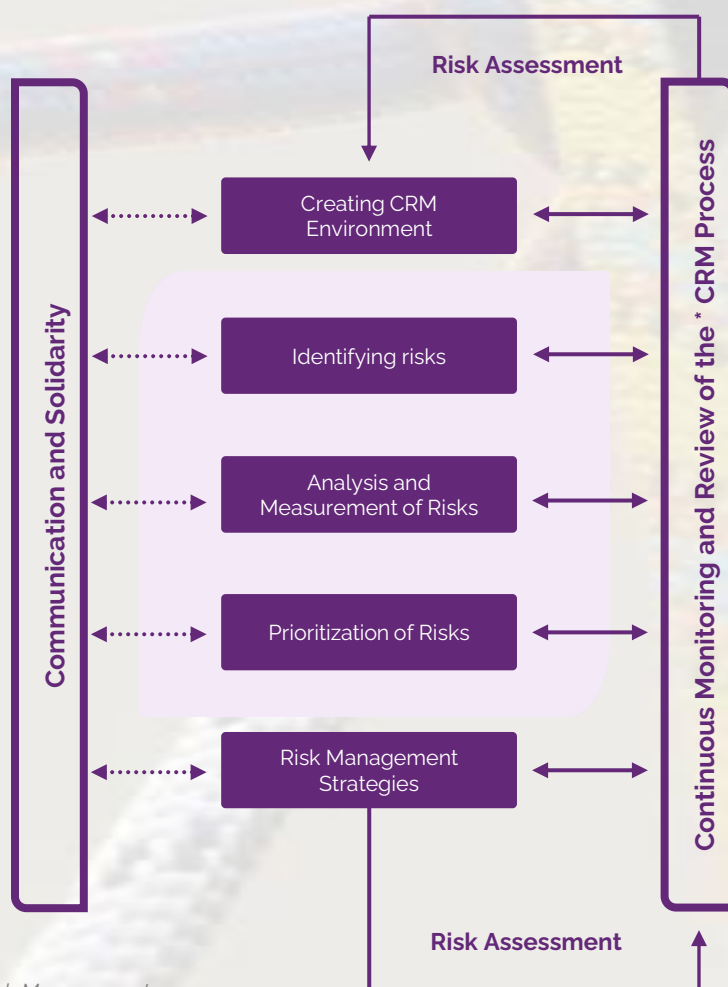
Our Corporate Risk Management Process

With the Corporate Risk Management Procedure that we created in line with the Corporate Governance Policy, we ensure that the relevant activities are carried out.

We create the risk management process according to the risk management flow defined in our corporate risk management procedure.

Thanks to our corporate risk management process,

- Risk awareness is ensured in our company, and surprises are minimized by proactive management in line with the determined risk appetite.
- The losses and costs that may arise due to the risks are reduced.
- Sustainable growth with revenue stability is achieved.
- The company improves its reputation and trust as part of its social responsibility activities.
- Continuity of compliance with legal regulations is ensured.



*CRM: Corporate Risk Management

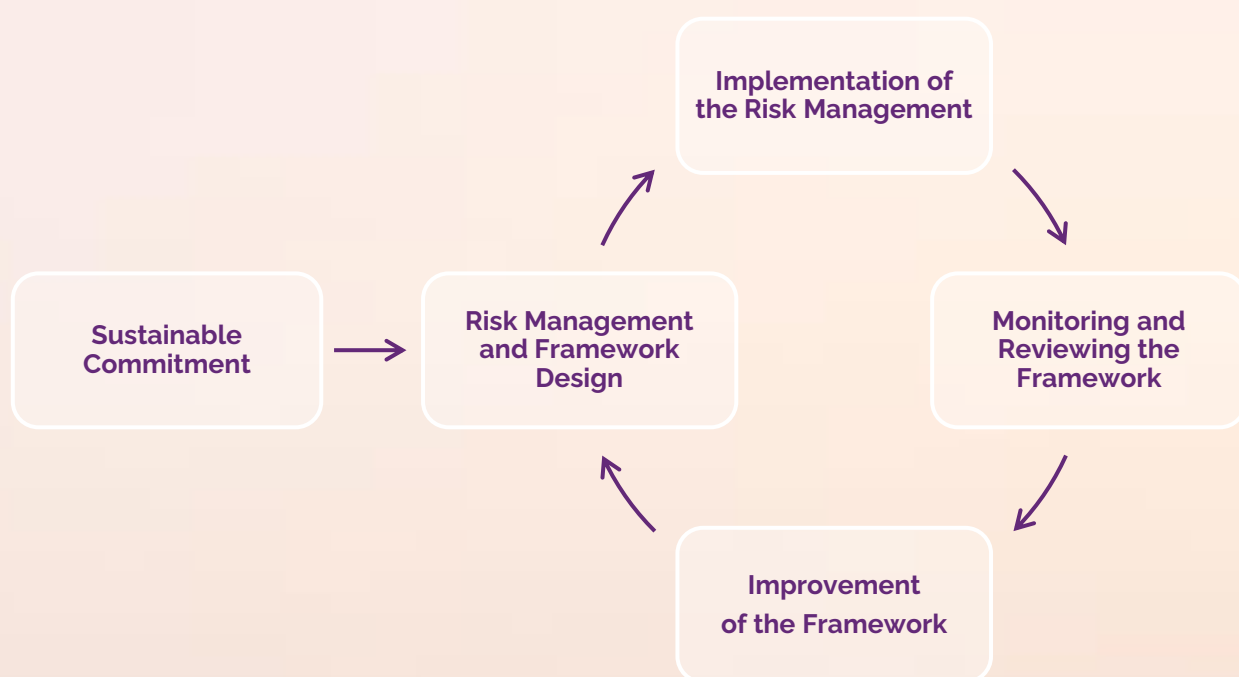
Our Corporate Risk Cycle

We activate the risk management process using our risk management cycle. The continuity of risk management and the fulfillment of commitments at all levels require strategic and careful planning as well as strong and sustainable commitments by the company management.

We also consider the compliance of our risk management policy, which is compatible with our company culture, with the company's performance indicators and legal regulations to ensure the sustainability of our commitments. We stay in touch with stakeholders and take their views into account to ensure the appropriateness of the risk management framework.

As part of risk management processes, our risk management plan, created at all relevant levels and implementations in the company, ensures the implementation of the risk management process. We periodically measure risk management performance using relevant indicators in terms of compliance to support our company's performance and demonstrate that risk management is effective and continuous. We make periodic observations in line with the risk management plan and report on the monitoring of the risk management policy. Thus, we review the effectiveness of the risk management framework.

We decide how to improve the risk management framework, policy, and plan depending on the results of the monitoring and review and design the framework according to these decisions.



SASA Corporate Risk Management Cycle

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Company Senior Executive Body is responsible for the effective implementation of the SASA Code of Ethics and for creating a culture in which this is supported. SASA Code of Ethics and all kinds of related policies are reviewed, revised, and documented by Human Resources and Industrial Relations Department and announced to the company upon the approval of the Deputy General Managers.

In the event of an ethical rule violation requiring an investigation, SASA Ethics Committee Advisor convenes the Ethics Committee consisting of 3 members i.e., himself, the Human Resources and Industrial Relations Manager, and the Audit Manager. The Ethics Committee Advisor chairs the Ethics Committee. The Committee shall meet with the Chairman and at least one of the members and shall take its decisions unanimously.

The activities of the Ethics Committee have conducted the following principles:

- It shall keep the reports and complaints, as well as the identity of those who report or complain, confidential. It shall carry out the investigation following the confidentiality principles as much as possible.
- It has the authority to request information, documents, and evidence related to the investigation directly from the existing unit.
- The investigation process is documented as a report from the beginning. The information, evidence, and documents are added to the report. The report is signed by the chairman and the members.
- The investigation is carried out urgently and the result is attained as quickly as possible. Decisions taken by the committee shall be implemented immediately.
- Relevant units and authorities are informed about the result. While fulfilling their tasks on this issue, the chairman and members of the committee act independently from their department managers and the hierarchy within the organization without being affected by them. They may not be subject to pressure and suggestion.
- The Committee may seek expert opinion if it deems necessary and does not violate the confidentiality principles during the investigation.

In addition to our legal responsibilities, we take care to fulfill our responsibilities listed below towards our customers, employees, shareholders, suppliers and business partners, competitors, society, humanity, and the name of SASA. Also, we develop our ethical norms in line with our stakeholder's feedback.



Our Legal Responsibilities

We carry out all our activities and operations under the laws of the Republic of Turkey and international law as well as provide timely, accurate, and comprehensible information to regulatory agencies and institutions.

While carrying out all our activities and operations, we stand equally distant from all public institutions and organizations, administrative organizations, non-governmental organizations, and political parties without any expectation of interest and fulfill our obligations in accordance with this responsibility.



Our Responsibilities Towards Our Customers

We work with a proactive approach focused on customer satisfaction, responding to the needs and demands of our customers in the shortest time and in the most correct way. We offer our services on time and on the terms, we promise; we approach our customers based on respect, honor, fairness, equality, and courtesy.



Our Responsibilities Towards Our Employees

We ensure that our employees use their personal rights completely and properly. We approach our employees in an honest and fair manner and commit to them a non-discriminatory, safe, and healthy working environment. We make the necessary efforts for the personal development of our employees, support them to volunteer in appropriate social activities, and respect the balance between their business and private life.



Our Responsibilities Towards Our Partners

We aim for sustainable profitability by giving priority to the continuity of our company and in line with the goal of creating value for our partners. We act within the framework of financial discipline and accountability, and we manage our company's resources and assets as well as our working time with an awareness of efficiency and savings. We pay attention to investments that increase our competitiveness and have growth potential. In our public statements, we provide timely, accurate, complete, and comprehensible information about our financial statements, strategies, investments, and risk profile.



Our Responsibilities Towards Our Suppliers/Business Partners:

We act fairly and respectfully, as expected from a good customer, and show due diligence to fulfill our obligations on time.

We carefully protect the confidential information of the individuals and organizations we work with, as well as our business partners.



Our Responsibilities Towards Our Competitors

We effectively compete only in legal and ethical fields, and we avoid unfair competition. Our company competes under the conditions stipulated by market competition and does not engage in anti-trust or monopoly activities.



Our Responsibilities Towards Society and Humanity

Protection of democracy, human rights, the environment, education and charity activities, and the elimination of crime and corruption are very important to us.

Our Responsibilities as SASA

Our business partners, customers, and other stakeholders rely on us for our professional competence and honesty. We try to keep our reputation at the highest level. We offer our services in accordance with our company policies, professional standards, commitments, and ethical rules; we make self-sacrifice to fulfill our obligations. We take care to provide services in areas that we believe we are and will be professionally competent, and we aim to collaborate with customers, business partners, and employees who meet the criteria of accuracy and legitimacy. We do not collaborate with those who damage public morality and harm the environment and public health. In areas where the public and the audience think that we speak on behalf of our company, we express only our Company's views, not our own.

If a SASA employee or stakeholder witnesses any action or practice related to bribery and corruption and reports this situation to Human Resources and Industrial Relations Unit, or if the relevant case is detected by Human Resources, Industrial Relations, and authorized units;

- Our Disciplinary Committee convenes for SASA employees, and if it is detected that the employee has attempted or committed an act related to bribery and corruption, upon receiving the employee's defense statement or giving him/her the time to submit his/her defense statement, necessary sanctions are applied immediately, taking into account the principle of proportionality. Sanctions such as warnings, reprimands, and wage cuts may be applied, or the employment contract may be terminated in accordance with the principle that termination is the last resort.
- In the event that our company's stakeholders, customers, suppliers, and/or a party with whom SASA has any commercial or industrial relationship has any attempt or act that may have any relation with bribery and/or corruption, we immediately file it to the legal authorities.

Gift Acceptance Policy:It is essential that employees do not accept any gifts or benefits that may affect their impartiality, decisions, and behaviors, and not attempt to give gifts or benefits to third parties and organizations that may create similar effects.

Trading of Company Shares Policy: Employees are required to comply with the relevant legal regulations regarding the buying and selling of company shares and to avoid cases that may cause a conflict of interest.

Bribery, corruption, and business ethics issues are handled by Erdemoğlu Holding at the highest level. These issues are elaborated by documented procedures prepared and put into effect based on various topics beyond a general regulation. Cash Collection and Payment Procedure, Procurement Procedure, Use of Service Vehicles Procedure, Warehouse Stock and Movement Procedure, Work and Staff Advance Payment Procedure, and several other issues were prepared by considering the bribery, corruption, and business ethics issues in the Erdemoğlu Holding. Disciplinary Procedure and Internal Audit Procedure were prepared to implement uncompromisingly; therefore, a Supervisory Board has been established to inspect the holding and subsidiary companies. Erdemoğlu Holding Supervisory Board is positioned and authorized to report directly to SASA Board of Directors and follows the issue with regular and irregular audits on these issues. All members of the SASA governance body and all employees are subject to the Anti-Corruption Policy. Our company conducted a risk assessment for bribery and corruption in all its operations, and no negative findings were found from any of the audits carried out in the last 8 years by the holding to which our company is affiliated.

All our Board members and employees are trained in the fight against corruption. No cases of corruption were detected in 2021. Moreover, our company treats equally all institutions in Turkey and does not financially support any political opinion or political organization.

Our Tax Approach

Our company, which was founded in 1966 and has a long history, implements a tax strategy that is fully compliant with the law and has not encountered any criticism about the fulfillment of tax duties.

In addition to the contributions and examinations of the company's expert and experienced staff in terms of tax, the company's financial statements are also examined by companies providing financial consultancy in accordance with the principle of transparency, and by an independent audit firm as per legal regulations.

The Company has been traded in Borsa Istanbul since 1996 and in addition to sharing all its financial and tax activities with regular quarterly reports, it immediately presents the situations that arise/may arise in relation to these issues to Public Disclosure Platform (PDP).

Our company does not report on a country basis due to its partnership structure, and it is taxed and inspected only in accordance with Turkish Tax Laws. Certified Public Accountants and Senior Executives of the Company carry out the decision and approval stages of the company's tax strategy together.

The Senior Executives Team, including the Financial Affairs Group Manager, leads the way in building a strong tax risk management culture. This team is responsible for the group's tax affairs and, in turn, oversight of tax risk, which is overseen by the board. They act in conjunction with the Early Detection of Risk Committee and the Audit Committee. These two committees ensure that tax risk and governance arrangements and all-important tax-related decisions are reviewed and approved by qualified and experienced staff, fulfilling all tax obligations, and getting external advice when needed.

We work with the tax authorities, including the tax offices of the Revenue Administration, with honesty, integrity, respect, and fairness, and in a spirit of cooperative harmony. Recognizing that early resolution of risks is in the interests of all, we establish professional and constructive relationships with tax authorities and continue providing transparent disclosure. We make our tax returns as clear as possible and proactively raise important issues so that tax authorities can effectively focus on their resources. We will meet with the tax authorities, when necessary, before carrying out tax-related transactions to confirm that the tax law is correctly implemented. We aim for zero penalties for non-compliance with laws and regulations in the social and economic fields.

Stakeholder Engagement

Stakeholders are defined as individuals or groups that can be influenced by the implementation and results of production and project activities, that may affect them, and/or that may have a legitimate interest in them. With an ethical perspective and to create value, we, as SASA, care about stakeholder engagement, and we constantly interact with our stakeholders due to our business model. We care about the interests, expectations, and needs of all our stakeholders in our activities, so we are benefited from their opinions while determining our goals and strategies. Thus, we could enrich our value chain with the contributions of our stakeholders.

Our long-term and collaborative relationship with our stakeholders to achieve our goals promote directly to our strategies and sustainability activities. We care about the contributions of our stakeholders directly involved in our value chain to bring our works for sustainability further, and we act with the awareness of strengthening our relations with other stakeholders consisting of NGOs, industrial associations, and governments.

Our Stakeholder Engagement Table has been prepared in consultation with the relevant departments and stakeholder groups under the management of the Sustainability Committee. The Stakeholder Engagement Table, which was created by the Sustainability Committee and presented to the members of the Senior Executives and the Board of Directors, was added to the SASA Sustainability Report 2021 by making the necessary updates in line with their feedback.

We first identified our stakeholder groups while preparing our Stakeholder Engagement Table. Our stakeholder groups, whose opinions we received during the determination of our materiality topics, were determined by considering the groups in which SASA interacted in its products, services, projects, and other processes. In the Stakeholder Engagement Table, we presented our company's approach to stakeholder engagement depending on its type and stakeholder group, and its contributions to the development of our sustainability activities. Moreover, we identified important issues related to our stakeholders, including the sustainability reporting process, and set out our responsibilities regarding these issues.

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Our Stakeholder Engagement Table

Our Stakeholder Groups	Selection Process of Our Stakeholder Groups	Our Relationship with the Stakeholder	Important Issues & Our Responsibilities in Important Issues
Employees	We care about the proactive feedback provided to us by all our colleagues to make our working system and the processes we create more sustainable.	Face-to-face and online interviews, periodic surveys, employee performance and satisfaction evaluations with the request of our employees, Online (SASA website provides 24/7 feedback) and on-site wish/complaint/suggestion boxes, social media channels, and periodic training programs.	Monitoring and improvement of employee rights, ensuring occupational health and safety, retaining employees; improving employee engagement; timely and complete payment of employee wages, improving the complaint mechanism and following up the feedback, career development, and talent management, providing social benefits, protecting ethical values, emphasizing diversity, creating a sense of belonging to the employee, carrying out sustainability studies.
Customers	With our responsible production and service approach, we create the product and service processes that our customers need, we improve our products and services in line with the feedback they provide regarding these processes.	Holding face-to-face and online meetings periodically and in line with the demands of our customers, SASA customer service channel, industry meetings, periodic customer satisfaction surveys, annual SASA sustainability and activity reports, social media channels.	Ensuring product safety & quality and improving them in line with consumer expectations, ensuring the environmental, social, and economic sustainability of products and service processes, increasing product circulation, climate change; increasing the use of renewable energy, and observing energy efficiency in processes, providing ethical and human rights compliant services.
Shareholders	Since we are a publicly-traded company, shareholders are not evaluated by an election or by an application. The shares of the company can be bought and sold on the stock exchange within the framework of the communiqués of the Capital Markets Board. Our shareholders' views on our sustainability performance are important for our sustainable growth.	Annual Sustainability and Activity Reports, ESG Risk Rating results, periodically published financial statements, Public Disclosure Platform (PDP) disclosures and reports; media releases, social media announcements, and SASA website.	Providing timely, accurate, complete, and comprehensible information about financial statements, strategies, investments, and risk profiles; publishing reports giving information about the shareholders publicly on the PDP, improving the sustainability index by improving the sustainability performance, informing all shareholders about the activities carried out on sustainability issues in a transparent manner with the sustainability report.
Suppliers	We have a variety of suppliers in terms of their size, geography, product, and service types. Our supplier selection process is carried out using our Supplier Approval Form including supplier procedures, social and environmental issues, our Supplier Code of Conduct, and our Supplier Diversity Policy.	Periodic supplier surveys, periodic environmental, social, product quality & safety audits, periodic supplier reporting, supplier tracking systems, SASA website (wish, complaint, and suggestion box), and social media channels.	Monitoring and controlling the safety and quality of the supplied products; encouraging suppliers to increase their ESG targets, reinforcing supplier relations in line with feedback, attaching importance to supplier diversity, implementing the SASA Green Procurement Policy and commitments.

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Our Stakeholder Groups	Selection Process of Our Stakeholder Groups	Our Relationship with the Stakeholder	Important Issues & Our Responsibilities in Important Issues	ABOUT US
Media	We present our activities to all our stakeholders through local, national, and international communication channels (newspapers, magazines, social media channels, television, etc.). The power of the media is important to announce our sustainability activities and new investments to all our stakeholders.	Press releases, interviews, press statements, SASA website, and social media posts, Public Disclosure Platform (PDP) announcements.	Conveying accurate and reliable information on new investments and other important developments to all stakeholders transparently.	OUR SUSTAINABILITY STRATEGY
Private Sector	We develop our strategies and contribute to our sustainable growth through cooperation, information sharing, and partnerships with private institutions and organizations in the same activity and geographical area together with SASA.	Sharing common ecosystem and industrial space, using the natural resources together, establishing sector and regional partnerships, meetings with the private sector, providing cooperation in disaster and emergency situations.	Contributing to sustainability with conscious production and consumption that respects the common ecosystem and other producers, transfer of knowledge and experience through the industry and regional partnerships and ESG issues, contributing through cooperation in disaster and emergency situations, and contributing to industrial development with project partnerships.	ENVIRONMENTAL SUSTAINABILITY
Certification Bodies	We take into account the accreditation scope of the certification bodies and our company's ESG requirements.	Audits and ratings (ISO, Ecovadis, Sustainalytics, Refinitiv, etc.), training programs, audit reports, in-process meetings, and outcome evaluation meetings.	Sharing relevant information in an accountable and transparent manner during the audit processes in accordance with the basic principles of corporate governance, evaluation of process outputs that can contribute to the sustainability of the company, setting sustainability targets, and developing strategies based on the results of ESG ratings.	SUSTAINABLE PRODUCT MANAGEMENT
Government and Public Agencies	With our power in the domestic and international markets, we establish relationships with the governments and public agencies at the global level. We determine our sustainability strategies and goals at the global level by following the work and regulations of countries and national unions.	Face-to-face and online meetings, public institutions' platforms, local and international audits, sustainability and activity reports.	Full implementation of national and international laws, regulations, and standards in all operations contributing to the UN SDGs through our ESG strategies and objectives; acknowledging and undertaking all articles of the SASA Human Rights Policy and the UN Global Compact, the European Convention on Human Rights, the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, and the International Labor Organization (ILO) Declaration on Social Justice for a Fair Globalization.	SOCIAL SUSTAINABILITY
Industry and Association Groups	We share our experiences on the industry agenda, sustainable product management, corporate governance, and climate change with the industry and association groups we collaborate with, as well as benefit from the knowledge of these organizations.	Periodic face-to-face and online industry and association meetings, seminars, webinars, joint projects, training programs.	Being a member of important industry and association groups related to the industry and production area and contributing to risk management by participating in the meetings of these organizations and sharing industrial experience and opinions, developing a sustainability perspective, and following up trends by participating in seminars and training programs on ESG issues provided by relevant industry associations and groups.	CORPORATE GOVERNANCE
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Our Stakeholder Groups	Selection Process of Our Stakeholder Groups	Our Relationship with the Stakeholder	Important Issues & Our Responsibilities in Important Issues
Non-Governmental Organizations	Social responsibility projects that are carried out together with Non-Governmental Organizations and these organizations are important in terms of ensuring the social sustainability of our company. We take into account the contributions we will make to the UN SDGs in our cooperation with non-governmental organizations.	Financial and moral support to the activities of non-governmental organizations; project partnerships; periodic online and face-to-face meetings.	Charity donations; supporting the activities of non-governmental organizations for the benefit of society, creating public awareness, contributing to raising public awareness on human rights, ethics, diversity, etc.
Local Communities	For SASA, the local community is the neighborhoods and villages where our production and storage sites are located. We make significant contributions to both the development of the local community and our business continuity by benefiting from the contributions of the local people in our activities, raw material supply, and employment needs. We prioritize not to damage the flora and fauna in our new investments and current field of activity.	Labor, raw material supply, SASA website (wish, complaint, and suggestion box), wish and suggestion posters, meetings with the headmen of the neighborhoods in the immediate vicinity, meetings with the local community, EIA and ESIA reports, and sustainability reports.	Creating positive impact and value in the local community where we operate; providing employment opportunities for local people; supporting local suppliers, and farmers and improving their livelihoods, ensuring business continuity, making local social responsibility projects, sensitivity to the local ecosystem, respect for local life, protecting the rights of minorities, collaborations for emergency and disaster.
Academy and Universities	Collaborations are made by taking into account the demands of universities and the issues that our company can provide organizational guidance or that are on our agenda. These collaborations are carried out by transferring the knowledge and experience of our expert staff to the students, contributing materially and morally to academic activities, adding a young perspective to SASA with internship programs, and increasing our sustainable product range through R&D project partnerships, etc.	Sponsorship for the events at universities, coaching and mentoring university students, sharing SASA experiences and activities with students at seminars and career organizations in universities, project management and consulting, sustainable product management projects.	Sponsorship for the events at universities, coaching and mentoring university students, sharing SASA experiences and activities with students at seminars and summits at universities, project management and consulting, supporting university R&D activities by providing knowledge and physical space (SASA R&D center and laboratories), developing sustainable product management through R&D activities within SASA, contributing to the literature.

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Our ESG Policies

All of our policies determined in the fields of environmental, social, and governance and their scopes are listed in the following table. [Click here](#) to access our policies.

Title of the Policy	Scope of the Policy
Conflict Minerals Policy	This policy covers the non-use of tantalum, tin, tungsten, and gold which are called "conflict minerals", also known as 3TG, which fuel illegal conflicts or are considered to violate human rights.
Cookie Policy	This policy applies to all websites operated on behalf of SASA, branded websites (Google, Facebook, etc.) on third-party platforms, and third-party applications accessed or used through these websites or third-party programs.
Environmental Policy	It covers the goals of going on integrated polyester and chemicals production activities by continuously improving our environmental performance in line with the United Nations Sustainable Development Goals (SDGs) and circular economy principles.
Diversity Policy	It covers that a diverse workforce, which leverages the creativity and innovation of people with different experiences, perspectives, and cultures, realizes the potential of our company and our employees.
Privacy Policy	With this policy, by which we show maximum sensitivity to the personal data security of all our stakeholders and undertake to protect their privacy, we ensure that personal data is processed and stored in accordance with the Law on the Protection of Personal Data No. 6698 ("KVKK").
Related Party Transactions Policy	It includes the approval processes of all contracts and agreements with the Audit Committee, except for the exempted subsidiaries in which the Company participates 100%.
Occupational Health and Safety Policy	It covers identifying all the risks and near misses related to Occupational Health and Safety that may be caused by our activities and impair the health and motivation of our employees in our facilities, continuously performing and updating risk assessments following a proactive approach and determining the actions for preventing work accidents and occupational diseases.
Whistleblowing Policy	This policy manages the wishes, complaints, and suggestions that may arise due to activities in our facilities to meet the needs of SASA employees, all subcontractor employees within the boundaries of the facility, and all parties within the scope of the policy and to increase the effectiveness and reliability of the SASA internal control system, and to improve the sense of belonging.

Title of the Policy	Scope of the Policy
Corporate Risk Management Policy	It covers the processes of establishing and implementing a risk management system in line with strategic objectives based on the principles of protecting the values of assets, operational safety, and sustainability.
Code of Ethics and Policy	This policy covers the priority of integrity and honesty in all our business processes and relationships, our responsibilities to our stakeholders, the protection of privacy and personal data, and the working principles of the Ethics Committee.
Human Rights Policy	It covers the objectives of ensuring that human rights and fundamental freedoms are embraced by all our employees and stakeholders and preventing poverty, hunger, gender inequality, climate crisis, and discrimination within the framework of the United Nations Sustainable Development Goals (SDGs).
Human Resources Policy	It specifies the basic principles to be considered in the recruitment, performance, training, development, orientation, talent management, working relations, payroll, scoring, and all other "Human Resources" and "Industrial Relations" applications.
Supplier Code of Conduct	It covers that all SASA employees and all our domestic and international stakeholders in cooperation with SASA adopt the supplier code of conduct.
Social Responsibility Policy	It ensures that our company carries out activities to fulfill its duties and responsibilities to society.
Sustainability Policy	It adopts the goals that meet the needs of today without neglecting future generations and facilitate the sustainability of natural resources to tackle global problems such as climate change, poverty, hunger, inequalities, water scarcity, and loss of biodiversity.
Supplier Diversity Policy	It covers the principles of developing long-term and sustainable relationships with a variety of suppliers that add value to our supply chain and make open and continuous improvements to innovations.
Community Relations Policy	It covers our principles of taking remedial actions in line with the suggestions, demands, and complaints of local communities around our production facilities to offer better environmental, social, and economic conditions to them.
Green Procurement Policy	This policy aims to ensure that SASA procures equipment, products, and services that have high energy efficiency and environmental sensitivity and are expected to have a significant impact on energy performance and the environment.
Management Systems Policy	SASA aims to have a say in the global market and sustainable growth by growing with high-level investments in accordance with international corporate governance standards.

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Pied Kingfisher, Adana

Ayhan Öztürk



Lizard, Adana

Ayhan Öztürk

ECONOMIC PERFORMANCE INDICATOR

Economic Performance

Direct economic value generated and distributed (TL)

		2018	2019	2020	2021
Direct economic value generated (Revenues)	Fiber	1,035,605,000	1,392,102,000	2,348,140,000	4,804,534,000
	SPC	932,885,000	1,085,032,000	1,495,879,000	5,457,784,000
	Filament	73,470,000	213,333,000	1,132,654,000	4,366,720,000
	Other (Commercial commodities etc, sales)	136,994,000	73,278,000	64,275,000	15,915,000
Economic value distributed	Employee wages	62,302,595	89,218,960	159,681,064	257,478,956
	Insurance	26,122,341	34,453,776	46,048,195	84,800,982
Others	Operating costs	1,746,285,058	2,441,625,816	3,827,303,000	10,675,976,881
Payments to government	Income tax	3,227,000	885,000	0	64,701
Other payments	Community investments	11,500	0	515,000	4,411,000

GRI 201-1

Financial assistance received from government (TL)

	2018	2019	2020	2021
R&D grants	0	0	2,113,340	1,843,126

GRI 201-4

	2018	2019	2020	2021
Economic value retained (TL)	344,244,005	198,446,447	1,007,915,740	3,626,696,181

"Direct economic value generated" less "economic value distributed".

GRI 201-1

Market Presence

Ratios of standard entry level wage by gender compared to local minimum wage

	2018				2019				2020				2021			
	Women		Men		Women		Men		Women		Men		Women		Men	
	Entry level wage (TL)	Ratio	Entry level wage (TL)	Ratio	Entry level wage (TL)	Ratio	Entry level wage (TL)	Ratio	Entry level wage (TL)	Ratio	Entry level wage (TL)	Ratio	Entry level wage (TL)	Ratio	Entry level wage (TL)	Ratio
Executive	6,250	109%	5,750	100%	6,500	1	7,000	108%	7,400	100%	7,400	100%	8,000	100%	8,000	100%
Production	5,500	100%	5,500	100%	7,000	1	7,000	100%	7,400	100%	7,400	100%	8,800	100%	8,800	100%
Technical	6,750	108%	6,250	100%	7,000	1	7,000	100%	7,400	100%	7,400	100%	8,800	100%	8,800	100%

GRI 202-1

Proportion of senior management hired from the local community

2018				2019				2020				2021			
Local		Foreign		Local		Foreign		Local		Foreign		Local		Foreign	
Headcount	Ratio	Headcount	Ratio	Headcount	Ratio	Headcount	Ratio	Headcount	Ratio	Headcount	Ratio	Headcount	Ratio	Headcount	Ratio
36	100.0%	0	0%	36	97.30%	1	2.7%	37	97.8%	1	2.6%	38	95%	2	5.0%

GRI 202-2

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Materials

Reclaimed products and their packaging materials (kg)

	Raw materials	2018	2019	2020	2021
Renewable packaging materials	Metal	390,872	292,781	233,286	129,150
	Plastic	707,537	1,161,848	2,426,865	3,439,194
	Paper	764,763	1,131,853	3,856,486	7,758,646
	Wood	3,367,206	3,627,403	6,238,085	19,726,739
	Composite	10,798	9,973	15,054	17,270

GRI 301-3

Renewable materials used (kg)

Materials	2018	2019	2020	2021
MEOH	82,096,000	76,450,000	74,714,000	87,562,000
Total	82,096,000	76,450,000	74,714,000	87,562,000

GRI 301-1

Recycled input materials (%)

2018	2019	2020	2021
20.2%	15.55%	8.03%	5.88%

GRI 301-2

Non-renewable materials used (kg)

Materials	2018	2019	2020	2021
PX	135,279,000	121,788,000	119,857,000	144,764,000
PTA	68,150,000	145,301,000	452,459,000	818,808,000
MEG	109,782,000	139,268,000	258,622,000	414,446,000
BDO	8,036,000	6,929,000	6,378,000	11,440,000
TEH	1,726,000	1,556,000	6,435,000	9,560,000
IPA	0	0	0	2,512,000
Imported POY	1,864,000	407,000	12,256,000	0
Total	324,837,000	415,249,000	856,007,000	1,401,530,000

GRI 301-1

*PX: Paraxylene

PTA: Pure Terephthalic Acid

MEG: Monoethyleneglycol

BDO: Butanediol

TEH : 2-Ethylhexanol

IPA: Isopropyl Alcohol

POY: Partially Oriented Yarn

MEOH: Methanol

Energy

Energy consumption within the organization (GJ)

	2018	2019	2020	2021
Natural gas	2,589,993	2,163,431	2,430,288	3,810,196
Coal	0	1,074,276	1,723,816	1,772,628
Diesel	11,101	12,687	21,780	25,644.81
LPG	2,164	2,219	2,424	4,637.75
Trade waste	143,890	147,933	144,291	174,631.55
Total	2,747,148	3,400,547	4,322,599	5,787,738.84

GRI 302-1

Energy intensity (GJ/ton production)

	2018	2019	2020	2021
Energy Intensity (GJ/ton production)	7.14	7.00	6.11	5.17

GRI 302-3

*Reduction of energy consumption (GJ)

	2018	2019	2020	2021
Coal	0	0	0	25,405
Natural Gas	146,607	502	0	22,250
Electricity	15,188	4,142	2,510	6,661

GRI 302-4

* Saved energy amount through efficiency projects are presented.

Energy consumption from renewable sources (GJ)

	2018	2019	2020	2021
Biomass	77,605	70,361	116,325	43,167
Total	77,605	70,361	116,325	43,167

GRI 302-1

	2018	2019	2020	2021
Electricity consumption (GJ)	849,242	964,380	1,659,276	2,204,467

GRI 302-1

	2018	2019	2020	2021
Total energy consumption (GJ)	3,673,995	4,435,288	6,098,200	8,035,553

GRI 302-1

Water and Effluents

Water withdrawal (m³)

	2018	2019	2020	2021
Groundwater	3,276,569	3,003,898	4,423,154	5,223,021

GRI 303-3

Water discharge (m³)

	2018	2019	2020	2021
Surface water	2,435,391	2,438,197	2,885,163	3,409,464

GRI 303-4

Water consumption (m³)

	2018	2019	2020	2021
Total water consumption from all areas (m³)	841,178	565,701	1,537,991	1,813,557

GRI 303-5

Emissions

GHG emissions (tCO₂e)

	2018	2019	2020	2021
Scope 1	220,424	300,024	391,641	488,358
Scope 2	109,954	124,862	215,607	286,273
Scope 3	0	0	655	305,776
Total (Scope 1 and Scope 2)	330,378	424,886	607,903	1,080,407

- Scope 3 emissions are included in the calculations as of 2020
- 2020 Scope 3 emissions calculated as limited.

GRI 305-1, 305-2, 305-3

Reduction of GHG emissions – offset projects (tCO₂e)

	2018	2019	2020	2021
Offset projects	0	9,609	12,087	9,935

GRI 305-5

GHG emissions intensity (tCO₂e/ton production)

	2018	2019	2020	2021
Scope 1	0.428	0.474	0.392	0.314
Scope 2	0.214	0.197	0.216	0.184
Total (Scope 1 and Scope 2)	0.642	0.671	0.608	0.498

GRI 305-4

Significant air emissions (ton)

	2017	2019	2021
SO _x	11.7	490	834
NO _x	220.8	747.3	1,423
Dust emissions	52.5	32.4	232
VOC*	4.5	2.1	8.5

*VOC: Volatile Organic Compounds

GRI 305-7

Waste

Waste diverted from disposal: recycled/recovered hazardous wastes(ton)

	2018	2019	2020	2021
Chemicals	2.634	1.285	732.9	815
Contaminated package	67,6	32	112,7	312
E-waste	3,2	2,4	2,3	1,4
Battery	12,1	13	0	18,3
Total	2.716	1.332	848	1.147

GRI 306-4

Waste diverted from disposal: recycled/recovered non-hazardous wastes(ton)

	2018	2019	2020	2021
Paper	222	343	2,386	3,120
Plastic	2.155	3,966	7,309	7,149
Metal	2.951	1,313	1,730	1,905
Wood	1,175	1,261	4,426	3,038
Ash	0	0	8,339	28,997
End-of-life tire	1,7	8,4	13,4	12,4
Total	6,505	6,892	24,203	44,222

- Our recyclable hazardous and non-hazardous wastes are disposed to licensed recycling facilities located outside our facilities.

GRI 306-4

Waste generated (ton)

	2018	2019	2020	2021
Hazardous waste	3.551	1.784	1.459	1.854
Non-hazardous waste	6.627	6.991	24.205	46.608
Total	10.178	8.775	25.664	48.462

GRI 306-3

Waste directed to disposal: hazardous wastes (ton)

	2018		2019		2020		2021	
	Tesis dışı	Tesis içi	Tesis dışı	Tesis içi	Tesis dışı	Tesis içi	Tesis dışı	Tesis içi
Incineration (with energy recovery)	834	5,729	451	5,890	609	5,745	704	6,953
Incineration (without energy recovery)	0.047	0	0.074	0	0.539	0	1.02	0
Landfill	0.66	0	1.52	0	1.16	0	2.47	0
Total	835	5,729	453	5,890	611	5,745	707	6,953

GRI 306-5

Waste directed to disposal: non-hazardous wastes (ton)

	2018	2019	2020	2021
Incineration (with energy recovery)	121.52	99.48	2.58	2,382.43
Total	121.52	99.48	2.58	2,382.43

- Our non-recyclable hazardous and non-hazardous wastes are disposed of within the facility or by licensed institutions.

GRI 306-5

SOCIAL PERFORMANCE INDICATORS

Human Resources Management

New employee hires by age group and gender

	2018				2019				2020				2021			
	Women		Men		Women		Men		Women		Men		Women		Men	
	Head count	Ratio	Head count	Ratio	Head count	Ratio	Head count	Ratio	Head count	Ratio	Head count	Ratio	Head count	Ratio	Head count	Ratio
<Age 30	12	6%	185	94%	5	11%	448	99%	9	0.5%	1,725	99%	32	6%	518	94%
Age 30 - 50	1	0.6%	157	99.4%	8	4.3%	176	96%	7	1%	604	99%	8	4%	219	97%
>Age 50	0	0%	18	100%	1	12.5%	7	88%	0	0%	17	100%	1	7%	13	93%
Total	13	4%	360	96%	14	2%	631	98%	16	1%	2,346	99%	41	5%	750	95%

GRI 401-1

Employee turnover by age group and gender

	2018				2019				2020				2021			
	Women		Men		Women		Men		Women		Men		Women		Men	
	Head count	Ratio	Head count	Ratio	Head count	Ratio	Head count	Ratio	Head count	Ratio	Head count	Ratio	Head count	Ratio	Head count	Ratio
<Age 30	3	15%	17	85%	4	7%	53	93%	2	1%	176	99%	15	5%	276	95%
Age 30 - 50	7	7%	90	93%	1	1%	94	99%	4	4%	98	96%	3	2%	153	98%
>Age 50	0	0%	30	100%	3	10%	27	90%	0	0%	37	100%	1	3%	30	97%
Total	10	7%	139	93%	8	4%	174	96%	6	2%	311	98%	19	4%	459	96%

GRI 401-1

The total number of employees that took parental leave returned to work after parental leave ended that was still employed

	2018	2019	2020	2021
Women	2	3	1	2
Men	53	77	161	258

GRI 401-3

Percentage of individuals within the organization's governance bodies by genders (%)

	2018	2019	2020	2021
Women	0	0	0	0
Men	100	100	100	100

GRI 405-1

Percentage of individuals within the organization's governance bodies by age groups (%)

	2018	2019	2020	2021
<Age 30	0	0	0	0
Age 30 - 50	3	3	1	1
>Age 50	3	3	6	7

GRI 405-1

Percentage of employees by genders (%)

	2018	2019	2020	2021
Women	4	3	2	2
Men	96	97	98	98

GRI 405-1

Percentage of employees by age groups (%)

	2018	2019	2020	2021
<Age 30	23	34	53	49
Age 30 - 50	73	62	44	47
>Age 50	4	4	3	3

GRI 405-1

Human Resources Management

Percentages of collective bargaining among total employees

2018	2019	2020	2021
%35	%25	%12	%12

GRI 102-41, 407-1

Employee training on human rights policies or procedures

	2018		2019		2020		2021	
	Number	Ratio	Number	Ratio	Number	Ratio	Number	Ratio
Facility	2	%100	2	%100	2	%100	2	%100

Adana Central and Iskenderun Facilities

- All of our operations and investments are subject to human rights reviews and impact assessments

GRI 412-1

Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening

	2018		2019		2020		2021	
	Number	Ratio	Number	Ratio	Number	Ratio	Number	Ratio
Contracts	5	%100	Contracts for new investments signed in 2017 in accordance with international standards were consolidated between 2018 and 2020.				1	%100

- In 2017, investment contracts in accordance with IFC standards were signed for our CP 9 and CP 10 business investments.
- Contract for PTA investment in 2021 in accordance with IFC standards.

GRI 412-3

Percentages of total employees who received a regular performance development review (%)

	2021
Women	7.55
Men	92.45

	2021
Production	43.4
Executive	28.3
Technical	28.3

GRI 404-3

Average hours of training that the employees have undertaken

	2018	2019	2020	2021
Average (employee/hour)	20.05	22.19	16.68	19.82
Total (hours)	30.32	43.89	67.10	88.74

GRI 404-1

Average hours of training that the employees have undertaken by gender

	2018	2019	2020	2021
Women	19.82	21.63	17.45	19.42
Men	20.28	22.75	15.91	20.22

GRI 404-1

Average hours of training that the employees have undertaken by gender

	2018	2019	2020	2021
Production	21.60	20.87	16.54	16.85
Executive	16.35	22.37	16.35	17.45
Technical	22.20	23.33	17.15	17.21

GRI 404-1

Employee training on human rights policies and procedures

	2018	2019	2020	2021
Total (hour)	104	104	104	104

GRI 412-2

Security personnel trained in human rights policies or procedures (%)

	2018	2019	2020	2021
Security personnel	%100	%100	%100	%100

GRI 410-1

Occupational Health and Safety

Workers covered by an occupational health and safety management system

	2018		2019		2020		2021	
	Personnel	Subcontractor	Personnel	Subcontractor	Personnel	Subcontractor	Personnel	Subcontractor
Within the scope of occupational health and safety	1,512	2,358	1,978	4,099	4,022	1,378	4,477	2,591
Within the scope of occupational health and safety who are covered by such a system that has been internally audited	1,512	2,358	1,978	4,099	4,022	1,378	4,477	2,591
Within the scope of occupational health and safety who are covered by such a system that has been audited or certified by an external party.	1,512	2,358	1,978	4,099	4,022	1,378	4,477	2,591

GRI 403-8

Work-related injuries
Being struck
Trips, slips and falls
Crashes/collisions
Cuts

The number of hours annual worked

	2018	2019	2020	2021
Personnel	2,638,781	3,338,894	5,671,706	8,122,039
Subcontractor	2,217,710	3,826,953	4,026,545	1,960,446

GRI 403-9

Rate of recordable work-related injuries (%) (TRC)

	2018		2019		2020		2021	
	Number	Ratio	Number	Ratio	Number	Ratio	Number	Ratio
Personnel	14	%1.06	13	%0.78	91	%3.21	95	%2.27
Subcontractor	41	%3.7	102	%5.33	158	%7.85	52	%5.10

GRI 403-9

The number and rate of work-related injuries

	2018		2019		2020		2021	
	Number	Ratio	Number	Ratio	Number	Ratio	Number	Ratio
Personnel	0	%0	0	%0	0	%0	2	%0.049
Subcontractor	0	%0	0	%0	0	%0	1	%0.102

GRI 403-9

The number and rate of fatalities as a result of work-related injury

	2018		2019		2020		2021	
	Number	Ratio	Number	Ratio	Number	Ratio	Number	Ratio
Personnel	0	%0	0	%0	1	%0.035	0	%0
Subcontractor	0	%0	0	%0	0	%0	0	%0

GRI 403-9

Socioeconomic Compliance

Ratio of basic salary and remuneration of women to men

	2018	2019	2020	2021
Executive	%109	%92	%100	%100
Production	%100	%100	%100	%100
Technical	%108	%100	%100	%100

GRI 405-2

Minimum notice periods regarding operational changes

Service period	Notice period
<6 months	2 week
6-18 months	4 week
18-36 months	6 week

GRI 402-1

GRI Content Index

 MATERIALITY DISCLOSURES SERVICE

2022

For the Materiality Disclosures Service, GRI Services reviewed that the GRI content index is clearly presented and the references for Disclosures 102-40 to 102-49 align with appropriate sections in the body of the report

GRI STANDARD	GENERAL DISCLOSURES	TITLES, PAGE NUMBERS AND/OR DIRECT ANSWERS
GRI 101: FOUNDATION (2016)		
GRI 102: GENERAL STANDARD DISCLOSURES		
GRI 102: GENERAL DISCLOSURES (2016)	Organizational Profile	
	102-1 Name of the organization	p. 7, 10-11
	102-2 Activities, brands, products and services	p. 7-11, 17-24, 26, 79-71
	102-3 Location of headquarters	p. 7, 10-11
	102-4 Location of operations	p. 7, 10-11
	102-5 Ownership and legal form	p. 7-8, 10-11
	102-6 Markets served	p. 7, 10-11, 17-19
	102-7 Scale of the organization	p. 7, 10-11
	102-8 Information on employees and other workers	p. 7, 9, 105
	102-9 Supply chain	p. 74-75, 120-124
	102-10 Significant changes to organization and its supply chain	p. 7, 66-70, 120-124, 138-139
	102-11 Precautionary principle or approach	p. 38, 57-60, 95-96, 113, 126-128
	102-12 External initiatives	p. 27-28, 80-81
	102-13 Membership of associations	p. 28
	Strategy	
	102-14 Statement from senior decision maker	p. 12-16
	102-15 Key impacts, risks and opportunities	p. 36-47
	Ethics and Integrity	
	102-16 Values, principles, and norms of behavior	p. 31-32, 125, 129-130
	102-17 Mechanisms for advice and concerns about ethics	p. 125, 129-131

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GRI STANDARD	GENERAL DISCLOSURES	TITLES, PAGE NUMBERS AND/OR DIRECT ANSWERS
GRI 102: GENERAL DISCLOSURES (2016)	Governance	
	102-18 Governance structure	p. 113-117
	102-19 Delegating authority	p. 113
	102-20 Executive level responsibility for economic, environmental and social topics	p. 113-118
	102-21 Consulting stakeholders on economic, environmental, and social topics	p. 3, 33-34, 134
	102-22 Composition of the highest governance body	p. 113-117
	102-23 Chair of the highest governance body	p. 113
	102-24 Nominating and selecting the highest governance body	p. 113
	102-25 Conflicts of interest	p. 116
	102-26 Role of highest governance body in setting purpose, values, and strategy	p. 112- 118
	102-27 Collective knowledge of highest governance body	p. 114-115, 117, 119
	102-28 Evaluating the highest governance body's performance	p. 113
	102-29 Identifying and managing economic, environmental, and social impacts	p. 33-35, 59-60, 118, 126-128, 134
	102-30 Effectiveness of risk management processes	p. 116, 126-128
	102-31 Review of economic, environmental, and social topics	p. 25, 38-47, 59-60, 66-70, 126-128
	102-32 Highest governance body's role in sustainability reporting	p. 118
	102-33 Communicating critical concerns	p. 113, 116, 126-128
	102-34 Nature and total number of critical concerns	p. 107, 129-131
	102-35 Remuneration policies	p. 132
	102-36 Process for determining remuneration	p. 132
	102-37 Stakeholders' involvement in remuneration	p. 132
	102-38 Annual total compensation ratio	p. 132
	102-39 Percentage increase in annual total compensation ratio	p. 132

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GRI STANDARD	GENERAL DISCLOSURES	TITLES, PAGE NUMBERS AND/OR DIRECT ANSWERS
GRI 102: GENERAL DISCLOSURES (2016)	Stakeholder Engagement	
	102-40 List of stakeholder groups	p. 135-137
	102-41 Collective bargaining agreements	p. 103, 149
	102-42 Identifying and selecting stakeholders	p. 135-137
	102-43 Approach to stakeholder engagement	p. 135-137
	102-44 Key topics and concerns raised	p. 135-137
	102-45 Entities included in the consolidated financial statements	p. 3, 8
	102-46 Defining report content and topic Boundaries	p. 3
	102-47 List of material topics	p. 35
	102-48 Restatements of information	p. 3
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	102-51 Date of most recent report	p. 3
	102-52 Reporting cycle	p. 3
	102-53 Contact point for questions regarding the report	p. 165
	102-54 Claims of reporting in accordance with the GRI Standards	p. 3
	102-55 GRI content index	p. 152 - 162
	102-56 External assurance	p. 3
List of material topics		
ECONOMIC		
Economic Performance		
GRI 103: Management Approach (2016)	103-1 Explanation of the material topic and its boundary	p. 74, 126, 128
	103-2 The management approach and its components	p. 74, 126, 128
	103-3 Evaluation of the management approach	p. 74, 126, 128
GRI 201: Economic Performance (2016)	201-1 Direct economic value generated and distributed	p. 74, 142

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GRI STANDARD	GENERAL DISCLOSURES	TITLES, PAGE NUMBERS AND/OR DIRECT ANSWERS
GRI 201: Economic Performance (2016)	201-2 Financial implications and other risks and opportunities due to climate change	p. 59-60.
	201-3 Defined benefit plan obligations and other retirement plans	p. 102
	201-4 Financial assistance received from government	p. 142
Market Presence		
GRI 103: Management Approach (2016)	103-1 Explanation of the material topic and its boundary	p. 132
	103-2 The management approach and its components	p. 132
	103-3 Evaluation of the management approach	p. 132
GRI 202: Market Presence (2016)	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	p. 143
	202-2 Proportion of senior management hired from the local community	p. 143
Indirect Economic Impacts		
GRI 203: Indirect Economic Impacts (2016)	203-1 Infrastructure investments and services supported	p. 25
	203-2 Significant indirect economic impacts	p. 25
Procurement Practices		
GRI 103: Management Approach (2016)	103-1 Explanation of the material topic and its boundary	p. 121
	103-2 The management approach and its components	p. 121
	103-3 Evaluation of the management approach	p. 121
GRI 204: Procurement Practices (2016)	204-1 Proportion of spending on local suppliers	p. 121
Anti-corruption		
GRI 103: Management Approach (2016)	103-1 Explanation of the material topic and its boundary	p. 131
	103-2 The management approach and its components	p. 131
	103-3 Evaluation of the management approach	p. 131
GRI 205: Anti-corruption (2016)	205-1 Operations assessed for risks related to corruption	p. 131
	205-2 Communication and training about anti-corruption policies	p. 131
	205-3 Confirmed incidents of corruption and actions taken	p. 131

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GRI 103: Management Approach (2016)	103-1 Explanation of the material topic and its boundary	p. 131
	103-2 The management approach and its components	p. 131
	103-3 Evaluation of the management approach	p. 131
GRI 206: Anti-competitive behavior (2016)	206-1 Legal actions for anti-competitive behavior, anti-trust, monopoly practices	p. 130
Taxes		
GRI 207: Tax (2019)	207-1 Approach to tax	p. 133
	207-2 Tax governance, control, and risk management	p. 133
	207-3 Stakeholder engagement and management of concerns	p. 133
	207-4 Country-by-country reporting	p. 133
ENVIRONMENTAL		
Materials		
GRI 103: Management Approach (2016)	103-1 Explanation of the material topic and its boundary	p. 122
	103-2 The management approach and its components	p. 122
	103-3 Evaluation of the management approach	p. 122
GRI 301: Materials (2016)	301-1 Materials used by weight or volume	p. 75, 144
	301-2 Recycled input materials used	p. 75, 144
	301-3 Reclaimed products and their packaging materials	p. 65, 144
Energy		
GRI 103: Management Approach (2016)	103-1 Explanation of the material topic and its boundary	p. 51-52
	103-2 The management approach and its components	p. 51-52
	103-3 Evaluation of the management approach	p. 51-52
GRI 302: Energy (2016)	302-1 Energy consumption within the organization	p. 145
	302-2 Energy consumption outside of the organization	*This table is not be attached due to different method is followed for the calculation of Scope 3 emission.
	302-3 Energy intensity	p. 52, 145

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GRI 302: Energy (2016)	302-4 Reduction of energy consumption	p. 67, 69-70, 145
	302-5 Reductions in energy requirements of products and services	p. 51-52, 66-70, 73, 76-83
Water and Effluents		
GRI 103: Management Approach (2016)	103-1 Explanation of the material topic and its boundary	p. 53-56
	103-2 The management approach and its components	p. 53-56
	103-3 Evaluation of the management approach	p. 53-56
GRI 303: Water and Effluents (2018)	303-1 Interactions with water as a shared resource	p. 53
	303-2 Management of water discharge-related impacts	p. 54-56
	303-3 Water withdrawal	p. 54, 145
	303-4 Water discharge	p. 54, 145
	303-5 Water consumption	p. 54, 145
Biodiversity		
GRI 103: Management Approach (2016)	103-1 Explanation of the material topic and its boundary	p. 57-58
	103-2 The management approach and its components	p. 57-58
	103-3 Evaluation of the management approach	p. 57-58
GRI 304: Biodiversity (2016)	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	p. 57
	304-2 Significant impacts of activities, products, and services on biodiversity	p. 57-58
	304-3 Habitats protected or restored	p. 58
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	p. 57
Emissions		
GRI 103: Management Approach (2016)	103-1 Explanation of the material topic and its boundary	p. 59-62
	103-2 The management approach and its components	p. 59-62
	103-3 Evaluation of the management approach	p. 59-62
GRI 305: Emissions (2016)	305-1 Direct (Scope 1) GHG emissions	p. 61, 146
	305-2 Energy indirect (Scope 2) GHG emissions	p. 61, 146
	305-3 Other indirect (Scope 3) GHG emissions	p. 61, 146

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GRI 305: Emissions (2016)	305-4 GHG emissions intensity	p. 61, 146
	305-5 Reduction of GHG emissions	p. 61, 146
	305-6 Emissions of ozone-depleting substances (ODS)	p. 61
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	p. 62, 146
Waste		
GRI 103: Management Approach (2016)	103-1 Explanation of the material topic and its boundary	p. 63- 64
	103-2 The management approach and its components	p. 63- 64
	103-3 Evaluation of the management approach	p. 63- 64
GRI 306: Waste (2020)	306-1 Waste generation and significant waste-related impacts	p. 63-65
	306-2 Management of significant waste-related impacts	p. 63-65
	306-3 Waste generated	p. 63-65, 147
	306-4 Waste diverted from disposal	p. 147
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Environmental Compliance		
GRI 103: Management Approach (2016)	103-1 Explanation of the material topic and its boundary	p. 50, 73, 76-83
	103-2 The management approach and its components	p. 50, 73, 76-83
	103-3 Evaluation of the management approach	p. 50, 73, 76-83
GRI 307: Environmental Compliance (2016)	307-1 Non-compliance with environmental laws and regulations	p. 50
Supplier Environmental Assessment		
GRI 103: Management Approach (2016)	103-1 Explanation of the material topic and its boundary	p. 122
	103-2 The management approach and its components	p. 122
	103-3 Evaluation of the management approach	p. 122
GRI 308: Supplier Environmental Assessment (2016)	308-1 New suppliers that were screened using environmental criteria	p. 122
	308-2 Negative environmental impacts in the supply chain and actions taken	p.122

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Employment		
GRI 103: Management Approach (2016)	103-1 Explanation of the material topic and its boundary	p. 134
	103-2 The management approach and its components	p. 134
	103-3 Evaluation of the management approach	p. 134
GRI 401: Employment (2016)	401-1 New employee hires and employee turnover	p. 148
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	p. 102
	401-3 Parental leave	p. 148
Labor-Management Relations		
GRI 103: Management Approach (2016)	103-1 Explanation of the material topic and its boundary	p. 89, 112
	103-2 The management approach and its components	p. 89, 112
	103-3 Evaluation of the management approach	p. 89, 112
GRI 402: Labor-Management Relations (2016)	402-1 Minimum notice periods regarding operational changes	p. 151
Occupational Health and Safety		
GRI 103: Management Approach (2016)	103-1 Explanation of the material topic and its boundary	p. 90
	103-2 The management approach and its components	p. 90
	103-3 Evaluation of the management approach	p. 90
GRI 403: Occupational Health and Safety (2018)	403-1 Occupational health and safety management system	p. 90-91
	403-2 Hazard identification, risk assessment, and incident investigation	p. 92-94
	403-3 Occupational health services	p. 92-94
	403-4 Worker participation, consultation, and communication on occupational health and safety	p. 92-94
	403-5 Worker training on occupational health and safety	p. 92-95
	403-6 Promotion of worker health	p. 92-94
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p. 92-94

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	403-9 Work-related injuries	p. 150
	403-10 Work-related diseases	p. 90-93
Training and Education		
GRI 404: Training and Education (2016)	404-1 Average hours of training per year per employee	p. 149
	404-2 Programs for upgrading employee skills and transition assistance programs	p. 101
	404-3 Percentage of employees receiving regular performance and career	p. 149
Diversity and equal opportunity		
GRI 405: Diversity and Equal Opportunity (2016)	405-1 Diversity of governance bodies and employees	p. 148
	405-2 Ratio of basic salary and remuneration of women to men	p. 151
Non-discrimination		
GRI 406: Non-discrimination (2016)	406-1 Incidents of discrimination and corrective actions taken / human resources	p. 99
Freedom of Association		
GRI 407: Freedom of Association and Collective Bargaining (2016)	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	p. 149
Child Labor		
GRI 408: Child Labor (2016)	408-1 Operations and suppliers at significant risk for incidents of child labor	p. 104
Forced or Compulsory Labor		
GRI 409: Forced or Compulsory Labor (2016)	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	p. 100, 104
Security Practices		
GRI 410: Security Practices (2016)	410-1 Security personnel trained in human rights policies or procedures	p. 149
Rights of Indigenous People		
GRI 103: Management Approach (2016)	103-1 Explanation of the material topic and its boundary	p. 105-106
	103-2 The management approach and its components	p. 105-106
	103-3 Evaluation of the management approach	p. 105-106
GRI 411: Rights of Indigenous People (2016)	411-1 Incidents of violations involving rights of indigenous people	p. 105-106

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	103-2 The management approach and its components	p. 97-98, 129, 131
	103-3 Evaluation of the management approach	p. 97-98, 129, 131
GRI 412: Human Rights Assessment (2016)	412-1 Operations that have been subject to human rights reviews or impact assessments	p. 97, 149
	412-2 Employee training on human rights policies or procedures	p. 97, 149
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	p. 97, 149
Local Communities		
GRI 103: Management Approach (2016)	103-1 Explanation of the material topic and its boundary	p. 108-109
	103-2 The management approach and its components	p. 108-109
	103-3 Evaluation of the management approach	p. 108-109
GRI 413: Local Communities (2016)	413-1 Operations with local community engagement, impact assessments, and development programs	p. 105-106, 108-109
	413-2 Operations with significant actual and potential negative impacts on local	p. 105-106
Supplier Social Assessment		
GRI 103: Management Approach (2016)	103-1 Explanation of the material topic and its boundary	p. 120
	103-2 The management approach and its components	p. 120
	103-3 Evaluation of the management approach	p. 120
GRI 414: Supplier Social Assessment (2016)	414-1 New suppliers that were screened using social criteria	p. 122
	414-2 Negative social impacts in the supply chain and actions taken	p. 122
Public Policy		
GRI 103: Management Approach (2016)	103-1 Explanation of the material topic and its boundary	p. 131
	103-2 The management approach and its components	p. 131
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GRI 415: Public Policy (2016)	415-1 Political contributions	p. 131

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	103-2 The management approach and its components	p. 84
	103-3 Evaluation of the management approach	p. 84
GRI 416: Customer Health & Safety (2016)	416-1 Assessment of the health and safety impacts of product and service	p. 84
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	p. 84
Marketing and Labeling		
GRI 103: Management Approach (2016)	103-1 Explanation of the material topic and its boundary	p. 85
	103-2 The management approach and its components	p. 85
	103-3 Evaluation of the management approach	p. 85
GRI 417: Marketing and Labeling (2016)	417-1 Requirements for product and service information and labeling	p. 85
	417-2 Incidents of non-compliance concerning product and service information	p. 85
	417-3 Incidents of non-compliance concerning marketing communications	p. 85
Customer Privacy		
GRI 103: Management Approach (2016)	103-1 Explanation of the material topic and its boundary	p. 132
	103-2 The management approach and its components	p. 132
	103-3 Evaluation of the management approach	p. 132
GRI 418: Customer Privacy (2016)	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	p. 86
Socioeconomic Compliance		
GRI 103: Management Approach (2016)	103-1 Explanation of the material topic and its boundary	p. 3
	103-2 The management approach and its components	p. 3
	103-3 Evaluation of the management approach	p. 3
GRI 419: Socioeconomic Compliance (2016)	419-1 Non-compliance with laws and regulations in the social and economic area	p. 133

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Appendix-1. Zero Waste Certificate



T.C.
ADANA VALİLİĞİ
Çevre ve Şehircilik İl Müdürlüğü



Belge No: TS/1/B2/15/2

Tarih: 18/03/2020

SIFIR ATIK BELGESİ (Temel Seviye)

Adı : SASA POLYESTER SAN. A.Ş.
Adresi : ADANA,SARIHAMZALI Mahallesi, TURHAN CEMAL BERİKER BULVAR, No: 559-,
SEYHAN,Türkiye
Vergi No : 7520002730

12/07/2019 tarihli ve 30829 sayılı Resmi Gazete'de yayımlanarak yürürlüğe giren Sıfır Atık Yönetmeliği'nce Sıfır Atık Yönetim Sistemi'ni kurarak **Sıfır Atık Belgesi**'ni almaya hak kazanmıştır.

e-imzalıdır

Halit ERGİN

Belge Son Geçerlilik Tarihi: 18/03/2025

Çevre ve Şehircilik İl Müdürü

Not: 5070 sayılı Elektronik İmza Kanunu gereği bu belge elektronik imza ile imzalanmıştır.
Evrak Doğrulama Kodu : PARVRMXV Evrak Takip Adresi: <https://www.turkiye.gov.tr/cevre-ve-sehircilik-bakanligi>

ABBREVIATIONS

ADASO: Adana Chamber of Industry
ADSIAD: Adana Industry and Business Association
AKIB: Mediterranean Exporters' Association
AKMIB: Mediterranean Chemicals and Products Exporters' Association
AOSB: Adana Sabancı Organized Industrial Zone
ATO: Adana Chamber of Commerce
BIST: Borsa Istanbul
CDP: Carbon Disclosure Project
CMB: Capital Markets Board
CP: Continuous Process
DEG: Diethylene Glycol
DMT: Dimethyl Terephthalate
DSİ: General Directorate of State Hydraulic Works
DTO: Chamber of Shipping
DTY: Drawn Textured Yarn
EBITDA: Earnings Before Interest, Depreciation and Taxes
EIA: Environmental Impact Assessment
ESG: Environment, Social and Governance
ESIA: Environmental and Social Impact Assessment
EU: European Union
GIZ: German International Cooperation Agency
GRI: Global Reporting Initiative
IFC: International Finance Corporation
ISO: International Organization for Standardization
İSO: Istanbul Chamber of Industry
KAP: Public Disclosure Platform
KVKK: Law on Protection of Personal Data
LCA: Life Cycle Assessment
MEG: Monoethylene Glycol
METU: Middle East Technical University
MSDS: Material Safety Data Sheet
NGO: Non-Governmental Organization
NOx: Nitrogen Oxides
OHS: Occupational Health & Safety
P&D: Product Development
PET: Polyethylene Terephthalate
POY: Partially Oriented Yarn
PTA: Purified Terephthalic Acid
R&D: Research and Development
SDG: Sustainable Development Goals
SOx: Sulphur Oxides
SPC: Special Polymer and Chemicals
SPP: Solar Power Plant
TAPDK: Tobacco and Alcohol Market Regulatory Authority
TCFD: Task Force on Climate-related Financial Disclosures
TUBITAK: The Scientific and Technological Research Council of Turkey
UN: United Nations
WWTP: Wastewater Treatment Plant

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