

Environmental and Social Policy

Department: Corporate Communications and Sustainability

Document Class: Global Policy

Document Code: CCS.GLB.POL.001/2025

At Tiryaki Agro, we have adopted the principle of minimizing the environmental and social impacts of our activities across all business lines and regions in which we operate. By establishing an effective Environmental and Social Management System (ESMS) fully compliant with national and international legislation, we integrate sustainability into the core of our business processes.

We integrate the environmental and social dimensions of our activities—including anticipated impacts, risks, and opportunities—into our decision-making mechanisms and operations. In doing so, we aim to fulfill our responsibility to the environment and communities while achieving operational excellence.

1. PURPOSE

Through this policy, we demonstrate our commitment to responsible management of environmental and social issues. Our goal is to minimize the environmental and social impacts arising from our operations, maintain transparent and fair relationships with our stakeholders, promote sustainability throughout our value chain, and ensure continuous improvement in line with national and international laws and standards.

2. SCOPE

Our policy covers all activities carried out across Tiryaki Agro's locations and its entire value chain. This policy applies to all our stakeholders, including but not limited to our employees, contractors, suppliers, business partners, and farmers.

3. OUR PRINCIPLES

Environmental Sustainability

As Tiryaki Agro, we consider minimizing the environmental impacts of our operations as a fundamental responsibility. In this context:

- We promote the efficient use of natural resources and take measures to prevent environmental pollution. We plan, design, construct, and operate all our facilities in line with these principles.

- We regularly measure, report, and aim to reduce greenhouse gas emissions arising from our activities.
- We ensure waste segregation at the source, work to minimize waste generation, enhance recycling rates, and foster circular economy practices.
- We prioritize the conservation of biodiversity and plan our production and supply processes to avoid adverse impacts on natural ecosystems.
- We support the sustainable management of agricultural water resources and contribute to the adoption of climate-smart practices in collaboration with our farmers.
- We minimize the use of chemicals in our production facilities and ensure their safe storage, transportation, and handling.
- We encourage practices throughout our supply chain that protect soil fertility and preserve natural ecosystems.

Human Rights and Social Responsibility

As Tiriyaki Agro, we are committed to creating a fair, inclusive, and human rights-respecting work environment in all geographies where we operate. We adopt a rights-based approach that upholds human dignity across our operations and value chains.

- We categorically reject child labor, forced labor, and all forms of discrimination.
- We provide a safe, fair, and inclusive working environment for all employees.
- We promote open communication in employer–employee relations and support mechanisms for social dialogue and collective bargaining.
- We implement transparent and standardized procedures in recruitment, dismissal, promotion, and disciplinary actions.
- We ensure equality of opportunity and non-discrimination in recruitment, remuneration, promotion, and training, regardless of race, gender, age, ethnicity, religion, or disability.
- We maintain a zero-tolerance policy toward harassment, mobbing, and any form of mistreatment.
- We support the personal and professional development of our employees and provide equal access to education and career opportunities.
- We guarantee the full and timely payment of all legal rights to employees whose contracts are terminated.
- We collaborate with farmers and producer communities in line with fair trade principles, supporting their economic and social well-being.
- We treat seasonal, contract, and migrant workers fairly, equally, and with respect to their human dignity.

- We ensure full compliance with all legal regulations and international food safety standards so that the agricultural products we produce do not harm consumer health.

Occupational Health and Safety

As Tirynki Agro, we consider protecting the health and safety of our employees, contractors, and visitors as one of our core responsibilities. We adopt a preventive approach in all our operations and aim to embed a culture of occupational health and safety throughout the organization.

- We ensure that all employees understand, implement, and comply with Occupational Health, Safety, and Environment (HSE) rules.
- We provide a safe, hygienic, and ergonomic working environment for all our employees.
- We supply personal protective equipment (PPE) and provide regular training to ensure its correct, effective and consistent use.
- We implement specific measures to address the health and safety risks faced by our agricultural workforce.
- We regularly conduct risk assessments to prevent workplace accidents, near-miss incidents, and occupational diseases.
- We promote safe behavior and integrate a high level of health and safety awareness into the organizational culture.

Emergency Preparedness and Response

As Tirynki Agro, we consider preparedness for an effective response to all potential emergencies during our operations as a corporate priority. We manage all necessary mechanisms with a proactive approach to safeguard occupational health and safety, protect the environment, and promote community well-being.

- We take all necessary preventive measures against potential occupational health, safety, and environmental risks and establish rapid and effective emergency response mechanisms.
- We develop and regularly update Emergency Response Plans addressing situations such as fires, explosions, environmental accidents, and natural disasters.
- We conduct regular drills to evaluate our preparedness and continuously improve our teams' response capacity.
- We ensure a rapid, organized, and effective response in emergencies to protect the environment, employees, and surrounding communities.

Risk Identification and Management

As Tiriyaki Agro, we adopt a risk-based approach to effectively manage the environmental and social impacts of our operations. We regularly analyze existing and potential risks across all processes and implement preventive and corrective actions to ensure sustainability.

- We allocate the necessary resources to achieve our ESMS objectives, monitor performance under Environmental and Social Management Plans (ESMPs), and ensure continuous improvement.
- We regularly assess environmental and social risks across all activities and plan measures to minimize their impacts.
- For new investments, where applicable, we implement Environmental and Social Impact Assessment (ESIA) processes and develop and execute Environmental and Social Action Plans (ESAPs) based on findings.
- We manage risks following the hierarchy of prevention, mitigation, and compensation, aiming for lasting solutions.
- We analyze current and emerging risks related to climate change, water stress, and crop productivity across our entire supply chain, including agricultural operations, and develop resilience strategies accordingly.

Stakeholder Communication

As Tiriyaki Agro, we regard open, transparent, and sustainable communication with stakeholders as a fundamental principle to continuously improve our environmental and social performance and effectively fulfill our responsibilities.

- We regularly report on our environmental and social performance and share results transparently with stakeholders through meetings and reports.
- We establish continuous and open communication channels with stakeholders and actively incorporate their views and expectations into decision-making processes.
- We carefully listen to the needs of local communities and take these into account in our operations.
- We maintain regular engagement and cooperation with farmers, cooperatives, local communities, and other stakeholders within our value chain.
- We support the dissemination of sustainable agricultural practices by facilitating small-scale producers' access to knowledge, training, and financial resources.

Grievance and Feedback Mechanisms

As Tiriyaki Agro, we operate accessible, transparent, and fair grievance mechanisms for all employees and stakeholders.

- We evaluate all submissions efficiently and impartially, ensuring prompt and effective resolutions.
- We continuously improve our corporate processes and stakeholder relations by considering all feedback received.

Monitoring and Continuous Improvement

As Tiriyaki Agro, we are committed to transparently and reliably monitoring and improving our performance, guided by our core principles of accountability and continuous development.

- We regularly monitor, report, and independently verify our performance indicators.
- We periodically review the effectiveness of this policy and update it as necessary.
- We pursue continuous improvement by integrating international best practices into our operations.
- We conduct comprehensive and regular reporting on agricultural sustainability indicators such as water use, productivity, and climate impact.

Organizational Structure and Responsibilities

As Tiriyaki Agro, we pursue our sustainability objectives through a strong organizational structure and a sense of accountability.

- Under the supervision of senior management, we ensure the active participation of all departments in sustainability processes.
- We organize regular training programs to enhance the knowledge and competencies of our employees.
- We communicate all policies and procedures to employees in a clear, accessible, and understandable manner to promote their full integration into daily operations.

4. APPLICATION

All managers, employees, business partners, and suppliers are responsible for the implementation of this policy. The Corporate Communications and Sustainability Directorate coordinates the process, while senior management holds ultimate oversight and accountability.

5. MONITORING AND REPORTING

We monitor the implementation of this policy through internal audits and independent reviews. The results are transparently shared with our stakeholders through annual sustainability reports and community meetings.

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