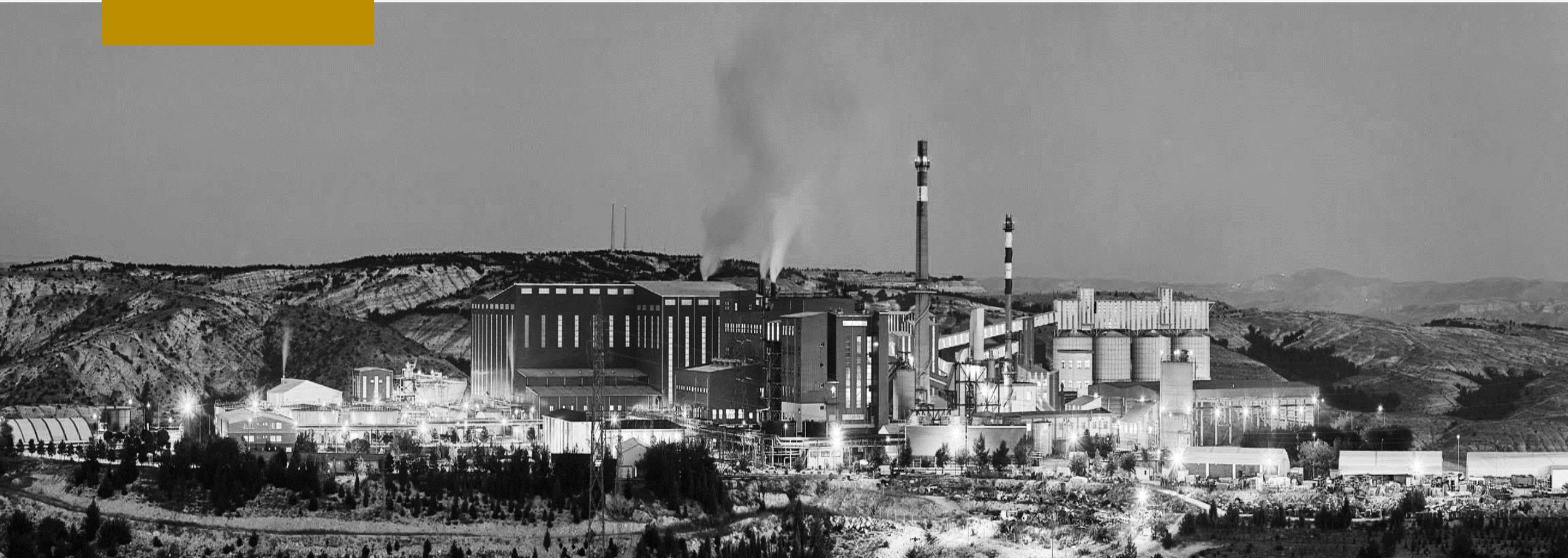


YEAR
1

2017-2018 ETI SODA SUSTAINABILITY REPORT



CONTENT

MESSAGE FROM THE GLASS AND CHEMICAL GROUP HEAD	4	2023 Sustainability Targets	38
MESSAGE FROM THE GENERAL MANAGER	5	Supply Chain	39
ABOUT THE REPORT	6	Initiatives and Memberships	40
ABOUT ETI SODA	7-8	ESAPA (European Soda Ash Producers Association)	41
Development Process	9-10	Risk Management	42
Eti Soda Organizational Structure	11	ETHICAL VALUES & EMPLOYEE DEVELOPMENT	43
CORPORATE MANAGEMENT	12	Ethical Values	44
Mission and Vision of Eti Soda	13	Ethical Codes, Wage Policy	45
Governance	15	Employee Development and Communication	46-48
NATURAL SODA PRODUCTION	16	Occupational Health and Safety Policy	49
Solution Mining and Production Technique	17	Sustainable Work Areas	50
World Trona Reserve	18	ENVIRONMENTAL RESPONSIBILITY	51
Ciner Group Trona Rezerves	19	Environment Management	52
PRODUCTS AND AREAS OF USE	20	Environment Friendly Production	53
Sodium Carbonate	21	Water Management	54-55
Sodium Bicarbonate	22	World Water Stress Map	56
SALES, MARKETING, EXPORT AND CUSTOMER RELATIONS	23	Natural Resource Management	57
Sales & Marketing	24	Waste Management	58
Sales Network	25	Biodiversity	59
Sales and Export Data	26	Climate Change and Energy Efficiency	60
Customer Relations	27-28	Social Responsibility	61-62
SUSTAINABILITY INSIGHT	29	PERFORMANCE DATA	63
Sustainability Management	30-32	Financial Data	64
Stakeholders	33-34	Social Data	65
Communication with Stakeholders	35	OHS and Environmental Data	66
Sustainability Priorities	36-37	GRI CONTENT INDEX	67-70



"We don't need anything, we need only one thing: to be industrious!"

K. Atatürk

MESSAGE FROM THE GLASS AND CHEMICAL GROUP HEAD

Dear Stakeholders,

As Ciner Group, we continue our business life, which we started in the mining and energy sector, with media and maritime activities.

We have transferred our experience in energy and mining sector to our manufacturing facility of Eti Soda producing Soda Ash and Sodium Bicarbonate where we use the solution mining technique as the first in our country and unique in Soda Ash Industry. With this method that consumes less energy and reduces emission rate, we aim an environment friendly sustainable production.

Thanks to the active stakeholder participation and communication process we have started, we are now building an Eti Soda that not only manufactures but also supports stakeholder development being aware of its social responsibilities.

As Ciner Group, our most important target is to carry this geography we live in to the future in economic, social and cultural sense. In this context, we are now in the leading place in the world trona manufacturing by means of our young, dynamic and experienced staff we have built on the basis of qualification without any discrimination such as gender, religion, language and race.

As the sector leader, we take it as our duty to constantly move forward and break new grounds such as Environmental Product Declaration (EPD) in the sector that would add value stakeholders. On this road, I express my thanks to our local authority and the public who accompany us in the mine site, to our customers and suppliers who accelerate our development process, to you our valued stakeholders who are with us at every step, and particularly to our employees.

Glass and Chemicals Group Head

Gürsel Usta



MESSAGE FROM THE GENERAL MANAGER



Dear Stakeholders,

With our environment- and people-oriented approach, we take climate change, natural resource use, stakeholder expectations and socio-economic developments thus contribute to Eti Soda and Stakeholder development.

We continue to this journey, which we started in 1998, internalizing our long-term strategic targets and the 10 basic principles included in the United Nations Global Compact.

We contribute to country economy and employment policy by increasing our production volume by 35% from 1.1 million tons to over 1.7 million tons a year through our capacity increase Project which we completed in 2017.

In our company policy which we built up on the basis of the awareness that the first step of being a brand in the sector is through a sustainable production based on ethical codes, we commit to

Comply with legal obligations, with the management systems standard provisions established in our company in all our activities, regarding quality, business ethic, occupational health and safety, environment and food safety, and consider the other party's expectations and requirements to meet them to the extent it is applicable;

Contribute to country and regional economy by presenting quality and environment friendly, and sustainable products to the world market; meet the customers requests timely and completely to carry customer satisfaction to the highest level possible; Meet the educational needs of our employees, contribute to their personal developments, elevate the

employee satisfaction;

Ensure the unit and company targets to be reached by creating team spirit in our employees, increase the awareness of our employees regarding quality, ethics, environment and occupational health and safety;

Make our suppliers embrace our management systems to contribute them in improving their product and service quality;

Show an approach and lead in effective management of resources, and in issues such as sector-specific innovation, technological improvement, etc. that are of high concern for our company;

Take precautions that will minimize the effects that will harm public health and environment, achieve the ultimate target of «Zero Environmental and Occupational Accident» by preventing environmental pollution and climate change stemmed from our operations, assessing and eliminating the risk that may cause occupational illness and accidents, and constantly improving working conditions;

Share our policies and cooperate and communicate effectively with our stakeholders, and thank to you valued stakeholders who contribute to the development our first sustainability report we prepared in accordance with the standards of Global Reporting Initiative (GRI) and stand next to us at every stage of it.

General Manager

M. Tanzer Ergül

ABOUT THE REPORT

We are publishing the first sustainability report covering the 2-year period between January 01, 2017 and December 31, 2018, which transparently conveys the activities ETI SODA Inc. conducted in economic, environmental and social areas and its corporate management performance.

This report has been prepared in accordance with the GRI Standards: Core option

Materiality analysis, participation of stakeholders and sustainability content, that are contained in the report comply with the principles of importance and completeness.

The financial tables, corporate water, carbon footprints and Environmental Product Declaration (EPD) reports contained in the report is independently audited and verified data.

You can get in contact through sustainability@etisoda.com.

The image shows a close-up, low-angle view of a white, curved structure, possibly part of an aircraft or a large container. The sun is shining brightly from the upper left, creating a lens flare effect. The text "ETI SODA" is printed in large, bold, blue capital letters on the white surface. Above the text, there are three stylized human figures: a green one on the left, a blue one in the center, and another green one on the right. The structure has a perforated metal ceiling and various mechanical components like cables and brackets are visible.

ETI SODA

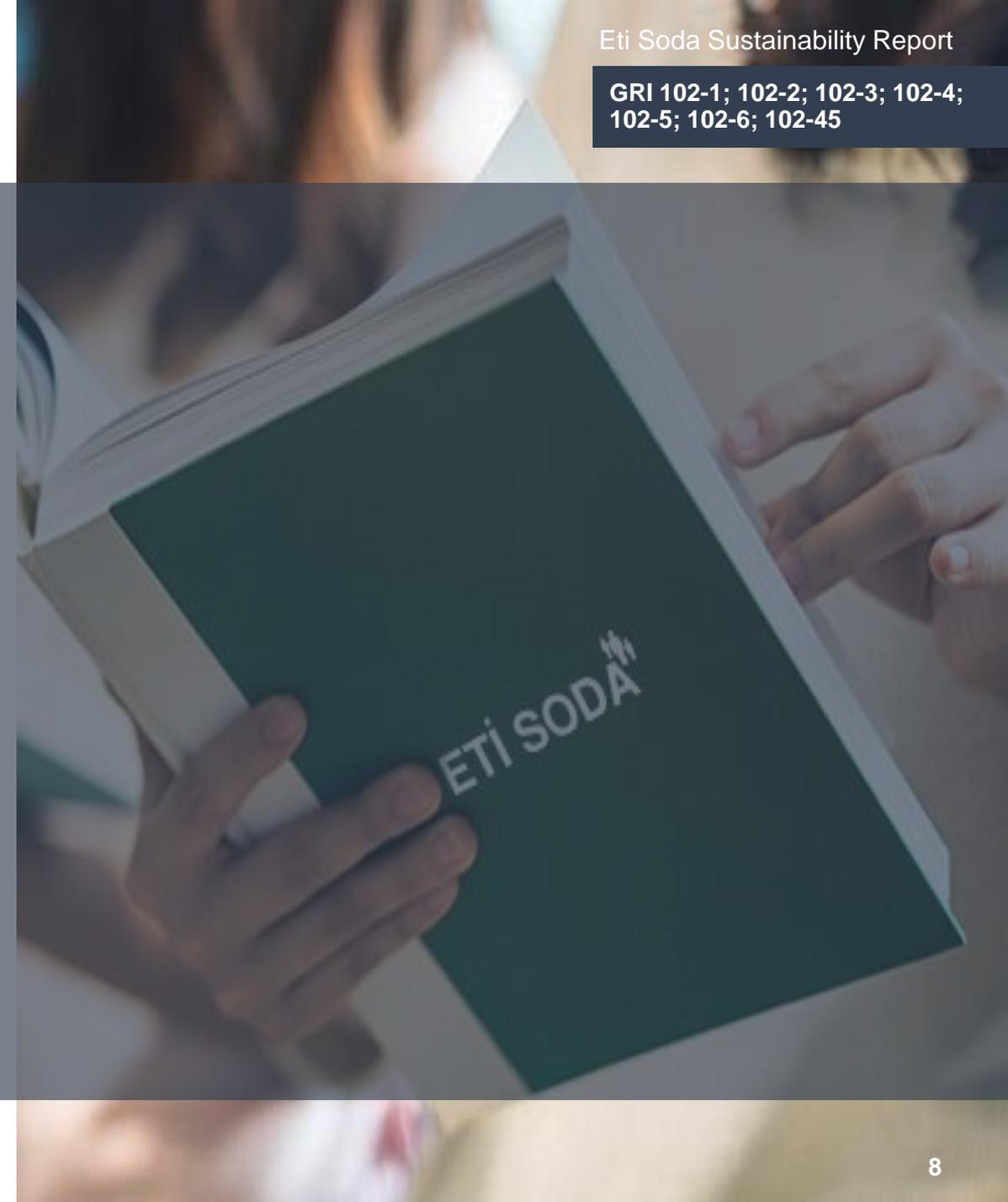
**ABOUT
ETI SODA**

ABOUT ETI SODA

Eti Soda Inc., is one of the most successful government-private sector partnerships with 74% of the shares being owned by Ciner Group and 26% by Eti Maden İşletmeleri Inc.

Located in the Beypazarı district of Ankara, trona mine is unearthed using a solution mining which is a reliable and ecological production technique. In our manufacturing facilities, trona solution is processed in a crystallization process, and turned into Sodium Carbonate and Sodium Bicarbonate products.

Eti Soda, one of the biggest chemical exporters of Turkey, supplies the Sodium Carbonate (Soda Ash) and Sodium Bicarbonate manufactured to the entire world market. 60% of the manufactured products are exported. 80% of the export is to European countries, the remaining 20% is to the North&South America, Africa and Asia-Pacific countries.



DEVELOPMENT PROCESS

Trona reserve was
discovered

1979

ETI SODA Inc. was
founded

1998

Manufacturing Plant was
established

2008

2009

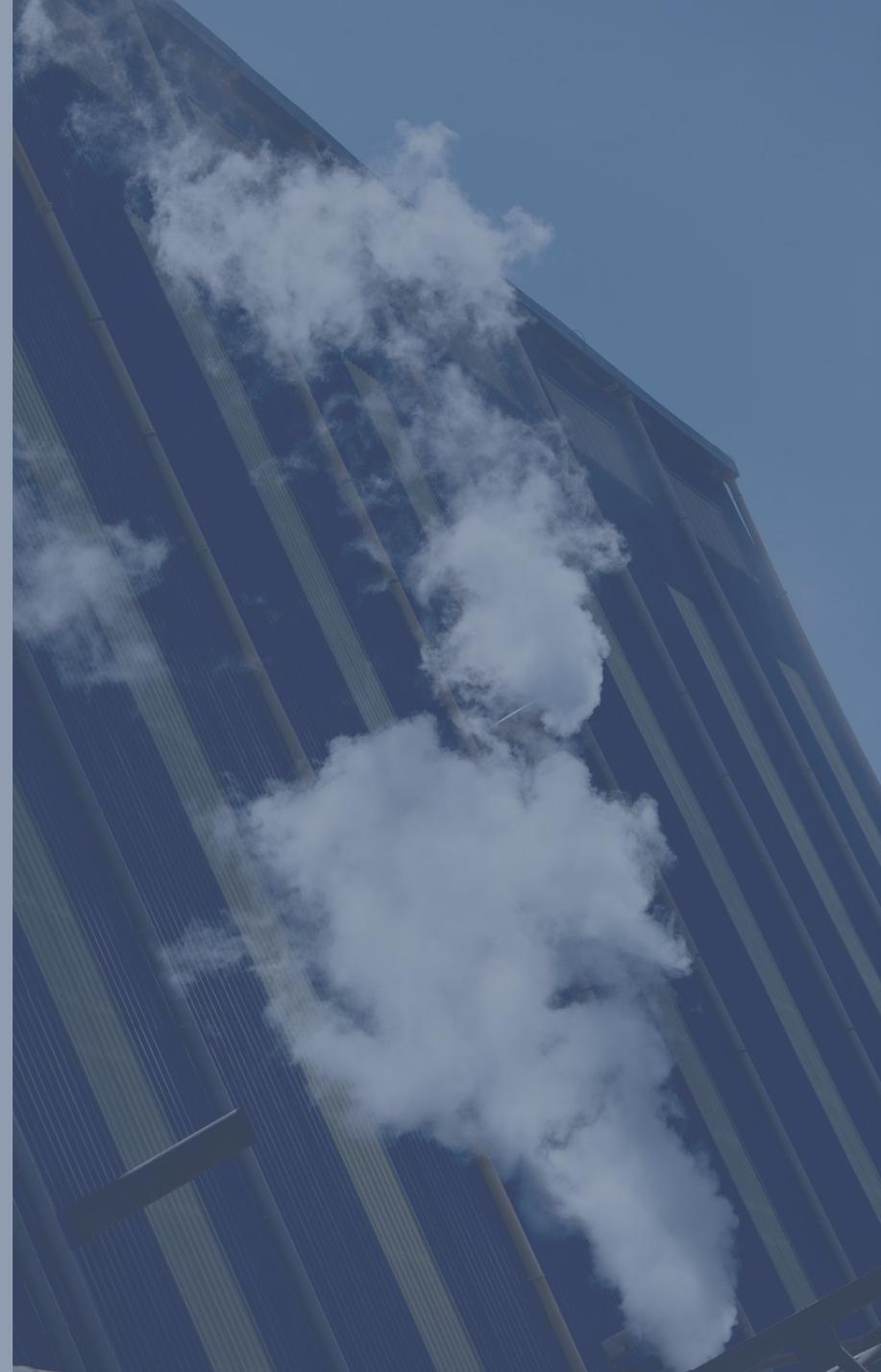
First commercial production
was achieved. Quality
Works were initiated

2010

ISO 9001, 22000 system and
FEMAS product
documentation was achieved

2011

Full capacity 1,1 million tons
production volume was
reached. ISO 14001, TS
18001 system and
ISO/IEC 17025 experiment
accreditation documentation
was achieved.



DEVELOPMENT PROCESS

BRC, Kosher and Halal
Food product
documentation was
realized

● **2012**

Ethical Codes were
generated and Sedex audit
was performed

● **2014**

Capacity increase works
were initiated. GIMDES
Halal product
documentation was realized

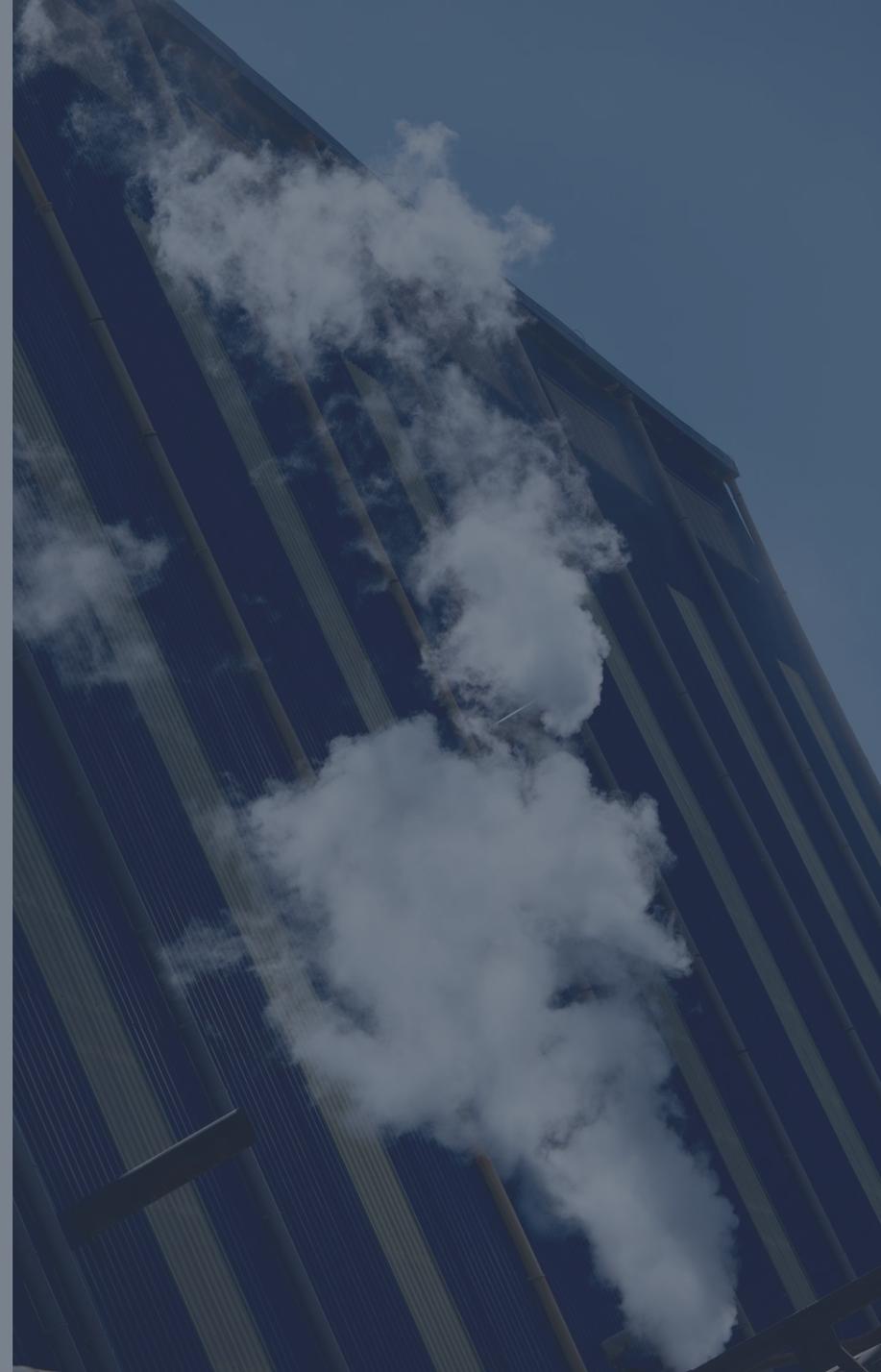
● **2015**

2017

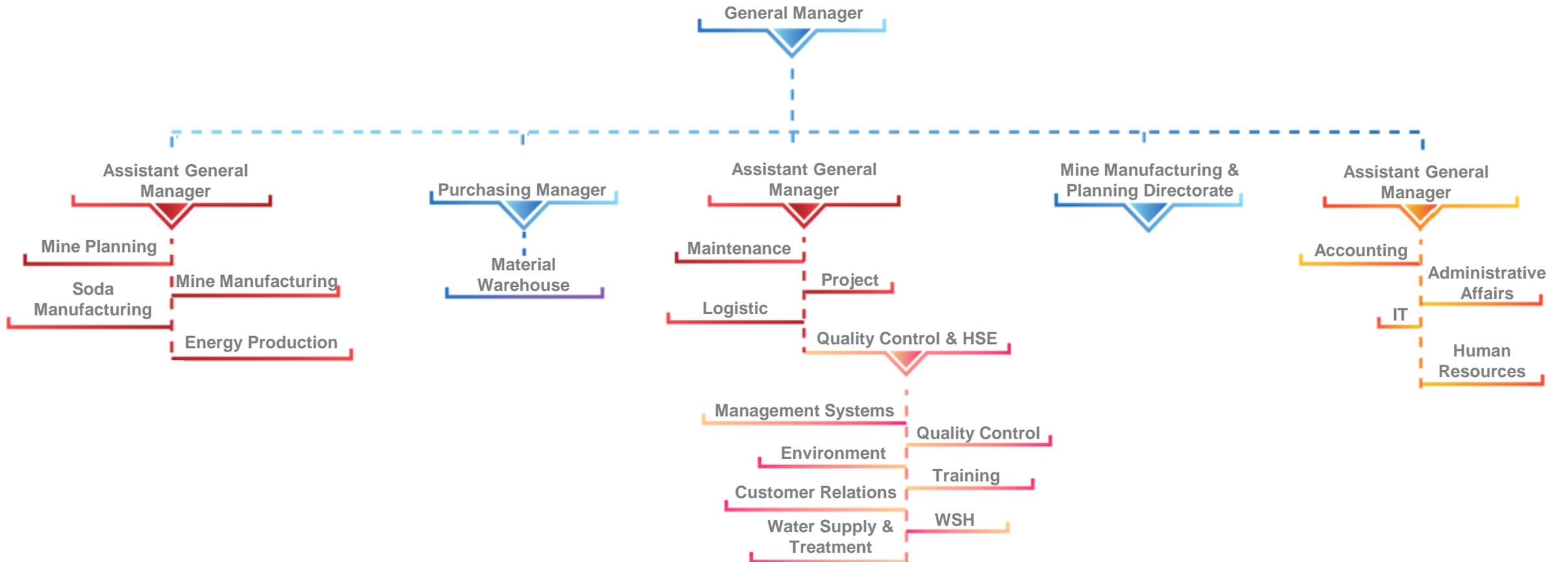
Full capacity 1,7 million
tons production volume
was reached.
Environmental Product
Declaration (EPD)
verification was published

2018

GMP+ documentation
was realized



ETI SODA ORGANIZATIONAL STRUCTURE





**CORPORATE
MANAGEMENT**

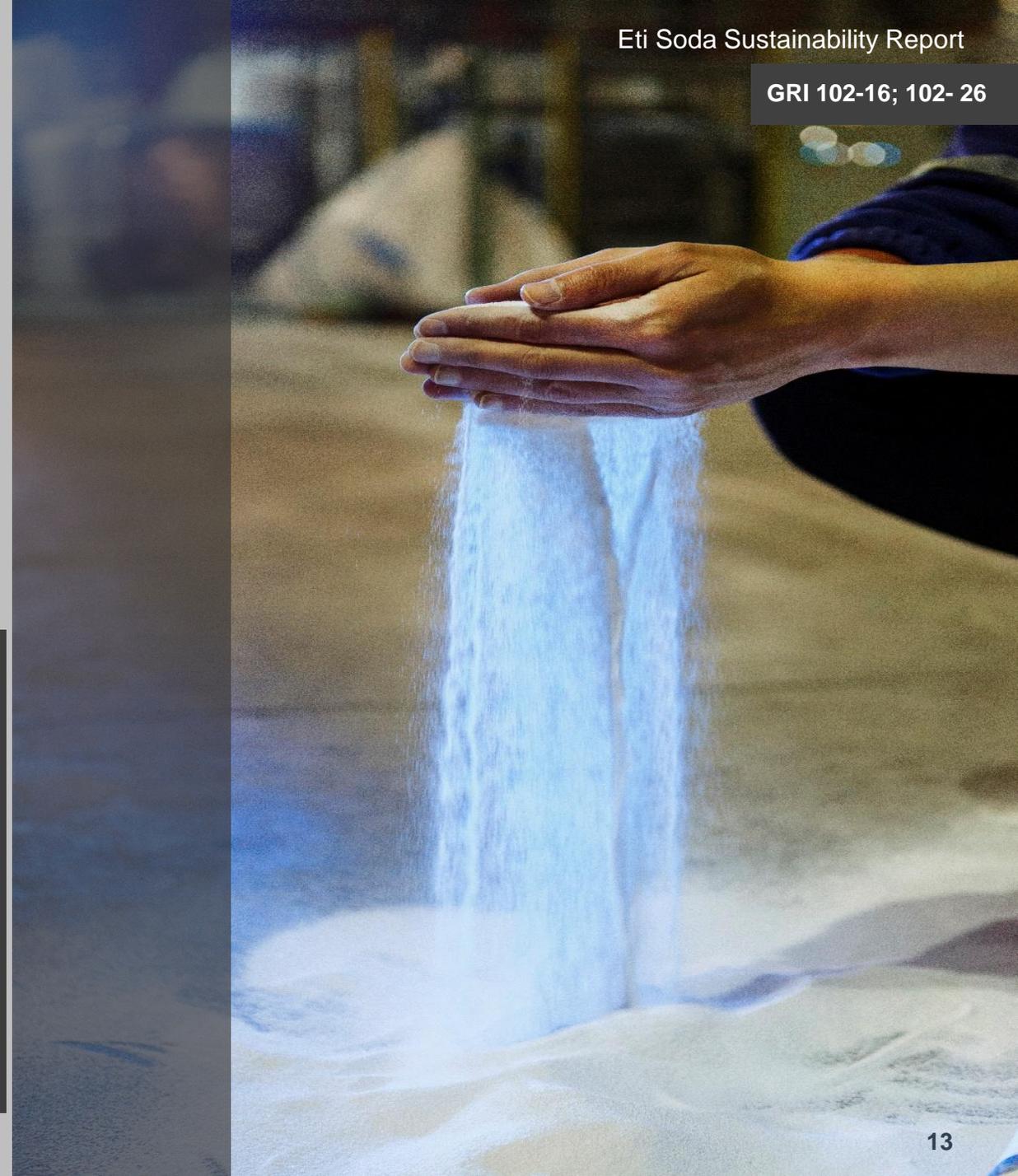
MISSION & VISION OF ETI SODA

Mission

To bring in our quality and natural products to the economy by making use of an intact equity of our country with an environment and people oriented approach and a dynamic, productive and innovative team, and being aware of our social responsibility.

Vision

To become a world brand by further raising the standard of our products and services; ensure a consistent grow in Sodium Carbonate and Sodium Bicarbonate production without ruling out sustainable development.



MANAGEMENT SYSTEM

“These lands have so many hidden ores”



As Eti Soda, we ensure our goal of being a preferred brand around the World, our product and service quality by fulfilling the requirements of ISO 9001, 14001, 50001, 27001, 22000, OHSAS 18001, ISO / IEC 17025 management systems and BRC, FEMAS, Halal Food, Kosher product certificates.

While determining our sustainability priorities, we embrace strategic approaches that consider stakeholder expectations at every stage, that complies with our policies and goals, and that adds value to us and our stakeholder.

We are able to see our corporate risks and opportunities, and, with our ethical values we have built in this context, our product quality, our brand reliability and our natural soda production technique, we continue on the road to being an exemplary and leading organization around the world.

By means of the Strategy, Risk & Opportunity Determination and Sustainability Committees we founded late in 2017, the first 5-year strategic goals have been determined with the intention of extending the «Environment-Friendly Sustainable Production» approach over the entire field and of evaluating stakeholder expectations.

GOVERNANCE

ETI SODA continues its relationships with all its stakeholders pursuant to equality, transparency, accountability and responsibility principles

EXECUTIVE BOARD

Gürsel USTA (CEO) Chairman

All Coşkun DUYAK Deputy Chairman

Cevdet ÖZÇEVİK Board Member

Mustafa Tanzer ERGÜL Board Member

Ömer ÇATAL Board Member

Refik Güray EKEN Board Member

Selçuk YEŞİLTAŞ Board Member

Recep BAŞTUĞ Board Member

Mustafa KARLI Board Member

Information related to stakeholders

The capital of the company is 128.300.000,00 (Hundred and twenty nine million three hundred thousand) Turkish Liras. The capital of the company consists of five share groups. One share in each group is equal to one share in other groups with respect to vote and other aspects.

Of these shares, the 33.358.000 items part which corresponds to 33.358.000,00 TL is the Group A, the 46.829.500 items part which corresponds to 46.829.500,00 TL is Group B, 46.829.500 items part which corresponds to 46.829.500,00 TL is Group C, 641.500 items part which corresponds to 641.500,00 is Group D, and 641.500 items part which corresponds to 641.500,00 is Group E. The 2 (two) members of the Executive Board are selected from among the candidates presented by the A group stakeholders, 3 (three) members by the B group and 3 (three) members by the D group.

Name/Title of the Stakeholder	Share Group	Number of Shares	Amount of Share (TL)	Share Rate (%)	Royalty Type
Eti Maden İşletmeleri Genel Müdürlüğü	A	33.358.000	33.358.000	26,0	Right to select 2 Executive Board Members
Ciner Kimya Yat.San.ve Tic.A.Ş.	B	46.829.500	46.829.500	36,5	Right to select 3 Executive Board Members
Ciner Kimya Yat.San.ve Tic.A.Ş.	C	46.829.500	46.829.500	36,5	Right to select 3 Executive Board Members
Ciner Kimya Yat.San.ve Tic.A.Ş.	D	641.500	641.500	0,5	
Ciner Kimya Yat.San.ve Tic.A.Ş.	E	641.500	641.500	0,5	
Toplam		128.300.000	128.300.00	100,00000	

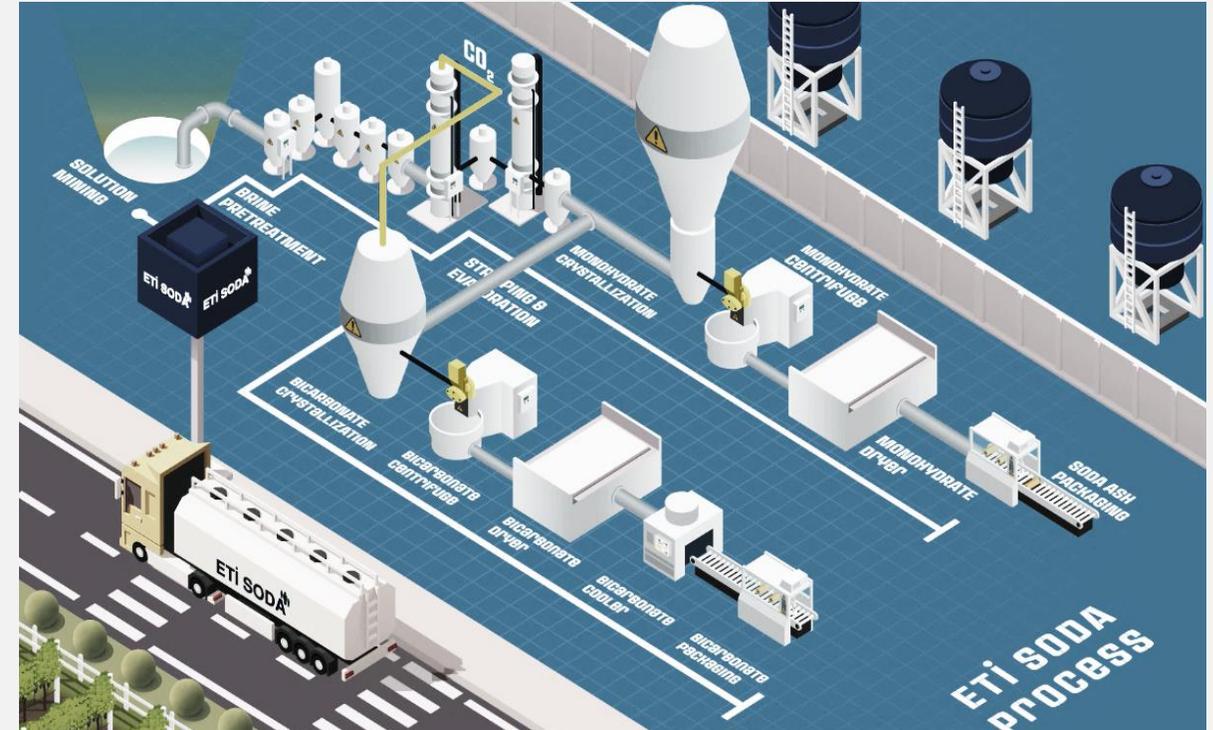
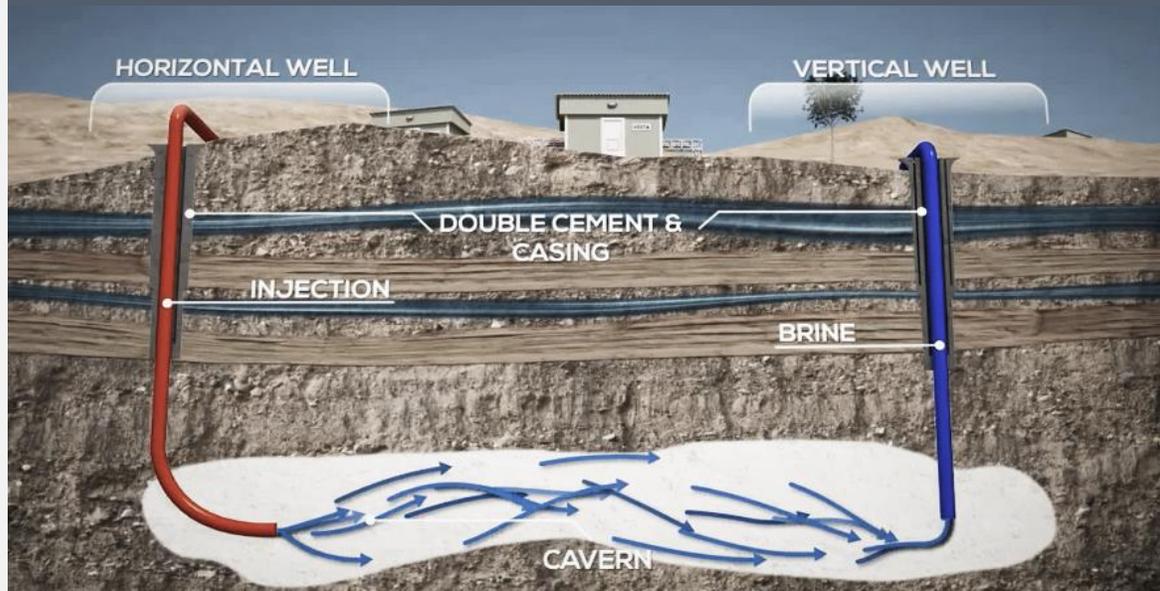
NATURAL SODA PRODUCTION



SOLUTION MINING AND PRODUCTION TECHNIQUE

As Eti Soda, we are honored to be the first facility in our country mainly all in the industry that produces Natural Sodium Carbonate and Sodium Bicarbonate with solution mining technique instead of conventional mining.

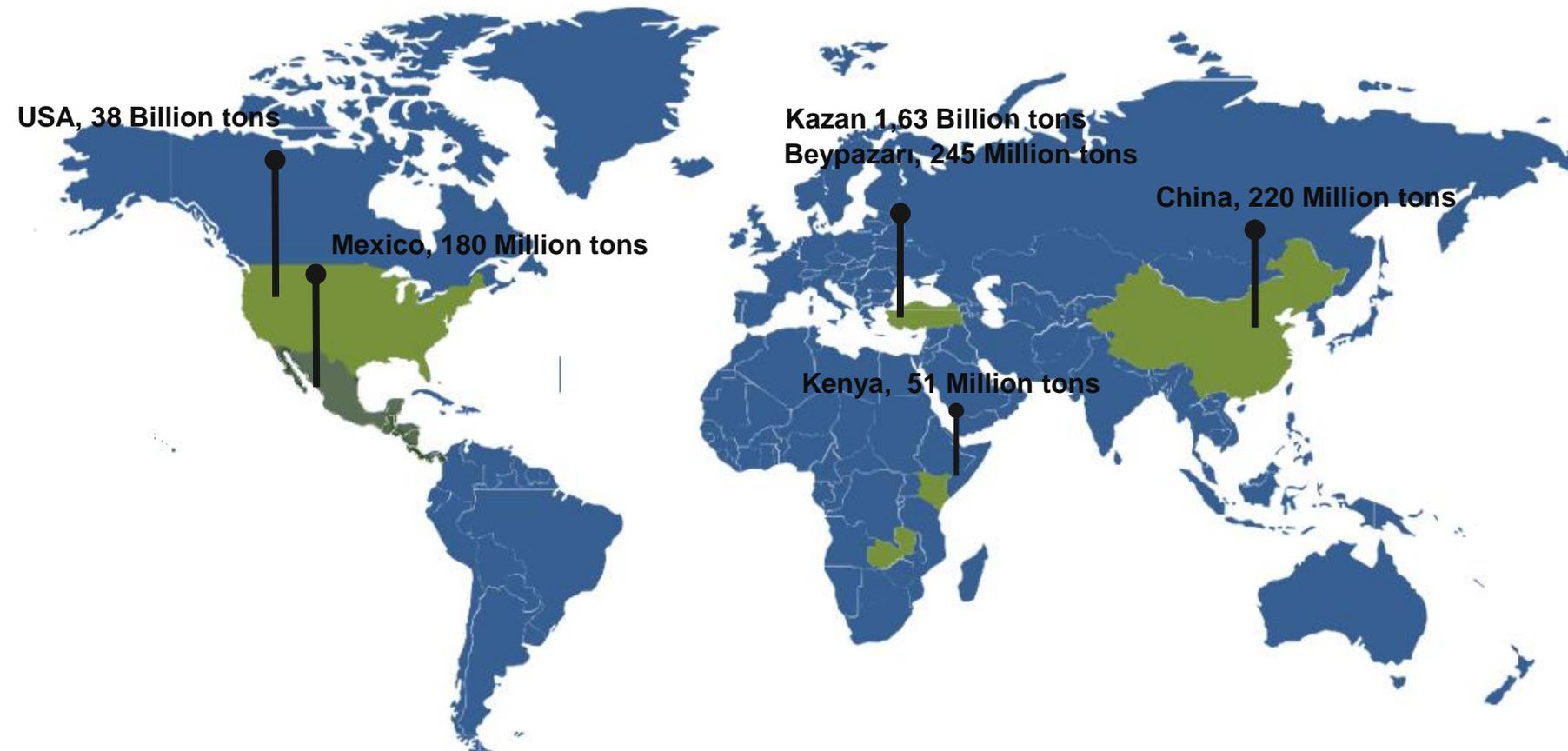
The trona ore with $\text{Na}_2\text{CO}_3 \cdot \text{NaHCO}_3 \cdot 2\text{H}_2\text{O}$ molecular structure is located underground at a depth of 350-500 m. By means of vertical and horizontal drilling wells, the solvent containing hot water is injected to underground and the trona ore is dissolved. The dissolved trona ore is transferred to the production area via these wells and pumps.



Firstly, the trona solution is transferred from the mine solution wells to the Pre-Treatment Unit to remove the impurities and then to the Stripper-Evaporation section to increase the concentration and to convert the NaHCO_3 to Na_2CO_3 . We obtain natural Sodium Carbonate and Sodium Bicarbonate products by feeding the trona solution to Sodium Carbonate Monohydrate and Sodium Bicarbonate Crystallization Sections and then through the Centrifuge & Drying Unit.

WORLD TRONA RESERVE

The world's largest trona deposit is in the Green River basin in Southwest Wyoming in the USA, which represents the 95% of the world reserve. After the 2nd largest trona deposit located in Kazan/Ankara, the World's 3rd largest trona deposit is located in Beypazari/Ankara.



CINER GROUP TRONA RESERVES

Ciner Group performs the natural soda manufacturing at three different points of the world: it continues this journey it started with Eti Soda in Ankara, with Kazan Soda which is also located in Ankara, and Ciner Resources which is located in the state of Wyoming/USA.



TURKEY
Ankara



USA

PRODUCTS & AREAS OF USE



SODIUM CARBONATE

GRI 102-2

Also called as Disodium Carbonate, Sodium Carbonate is a white basic salt with the chemical formula of Na_2CO_3 . The main branch of industry where Dense Soda Ash is used is glass industry. Soda ash is the second main raw material after silica. Chemical industry takes the second place in soda consumption, and it is used in many sectors such as detergent, paper and aluminum manufacturing. We send more than 50% of Sodium Carbonate we derived from trona ore to glass manufacturing industry.

AREAS OF USE

- Glass
- Chemical industry
- Soap and detergent industry
- Textile industry
- Water softening
- Flue gas desulphurization
- Cellulose and paper industry
- Water and wastewater treatment



SODIUM BICARBONATE

GRI 102-2

Sodium Bicarbonate, also called as Sodium Hydrogen Carbonate, is a white chemical compound with its chemical formula NaHCO_3 , and its aqueous solution being clear and colorless.

In Eti Soda, we manufacture 3 types of Sodium Bicarbonate: Food, Technical and Feed. Food type is used in food industry as additive, feed type in animal feed industry, and the technical type is used in areas such as textile, flue gas and wastewater treatment. Sodium Bicarbonate is popularly known as Carbonate.

AREAS OF USE

- Baking powder
- Food additive
- Beverage
- Tooth paste
- Animal feed
- Chemical Industry
- Cleaning materials
- Paper manufacturing
- Leather industry
- Textile industry
- Fuel gas treatment
- Water and wastewater treatment
- Health / Hemodialysis



SALES, MARKETING, EXPORT AND CUSTOMER RELATIONS



SALES & MARKETING



As Eti Soda, we manage every step of our sales and marketing processes based on the customer oriented approach. Understanding and defining customer needs and expectations better, and taking suitable actions are among our priorities.

The sales and marketing strategy created in this direction is based on the following:

Maintain sales at the right time and under the right conditions for current and potential customer requests;

Generate pricing strategies to obtain maximum revenue and profitability;

Identify the elements that may pose a problem regarding customer satisfaction, and ensure taking required precautions;

Build coordination between units before and after the orders;

Identify profitable markets, and take action to penetrate into these markets;

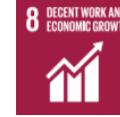
Gain new customers.

SALES NETWORK

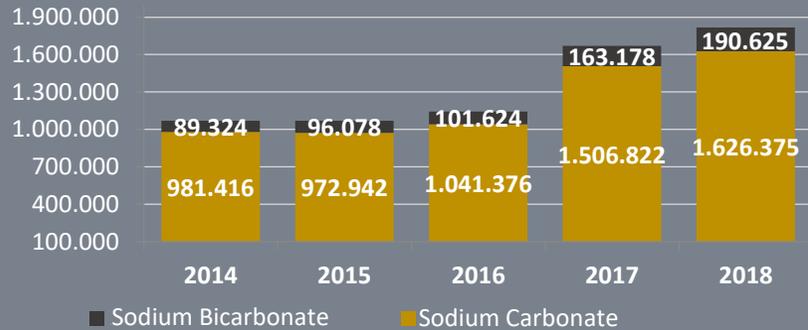
UNITED ARAB EMIRATES- BELGIUM-
BRASIL- ALGERIA- DENMARK-
DOMINICAN REPUBLIC- INDONESIA-
MOROCCO- THE IVORY COAST-
FINLAND- FRANCE- GUATEMALA- INDIA-
NETHERLAND- IRAQ- ITALY- THE UK-
SPAIN- ISRAEL- JAPAN- CANADA-
COLOMBIA- LATVIA- LEBANON-
MALAYSIA- EGYPT- MOLDOVA- NANBIA-
NIGERIA- NORWAY- PANAMA- PERU-
PORTUGAL- ROMANIA- RUSSIA-
SENEGAL- CHILI- UKRAINIA- JORDAN-
NEW ZEALAND- GREECE



SALES AND EXPORT DATA



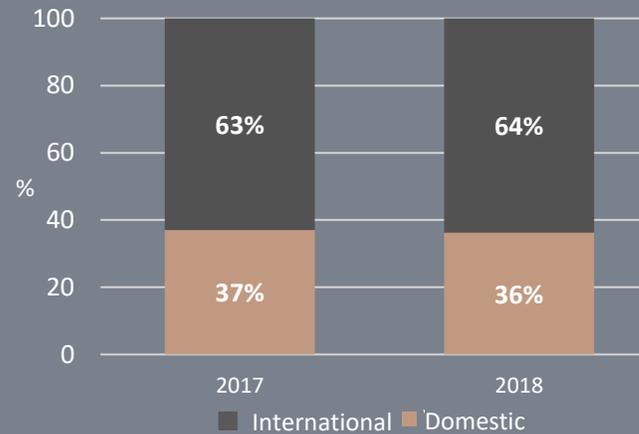
AMOUNT of PRODUCTION (tons)



TOP 5 MOST EXPORTED COUNTRIES (tons)

COUNTRY	2017	2018
BELGIUM	92.230	94.645
INDIA	0	147.790
UK	130.502	0
SPAIN	206.400	160.570
ITALY	134.475	76.685

2017-2018 NET SELLING RATES



AMOUNT of NET SALES (tons)



PROFIT BEFORE TAX 2018
140% INCREASE 2014

CUSTOMER RELATIONS

Eti Soda has adopted the policy that customer satisfaction and customer-oriented working principle is embraced by all employees. To ensure this, it has developed the relevant business processes. Sustainable customer satisfaction is maintained by means of the effective, transparent and two-way communication with customers.

Within the scope of Customer Relations Management implementations, before and after sales supports such as identifying customer needs and expectations, defining customer conditions, reviewing customer recommendations and complaints and maintaining sustainable customer satisfaction are provided.

Information about Production Management, Quality of Products and Quality Management Systems is provided by offering current and potential customers the possibility of visiting our production on site.

Visits to Customers

2016	2017	2018
12	31	9

We pay visits to our customers by our team consisting of Customer Relations, Quality Control, Sales-Marketing, Foreign Trade and Logistic units in their facilities, and create solutions to their expectations, recommendations and complaints.

Visits to Customer Facilities

2016	2017	2018
10	10	12

We respond the requests of our customers they send to us by e-mail through effective process management approach. As the capacity increase realized in 2017 brought along the new customer gain and diversity, a «jump» was experienced in the requests from customers. The number of requests which was 76 in 2016, increased to 195 in 2017 and 174 in 2018.

2016	2017	2018
76	195	174

CUSTOMER RELATIONS

We get the possibility of face-to-face talk with customers in the World Soda Ash Conference held every year in a different country where all soda ash customers and manufacturers get together. Our company is promoted through the presentations performed, and new customers are gained. In these conferences in which a broader team consisting of our Sales & Marketing, Customer Relations, Export & Logistic, Quality Control and Production departments participated, the questions from customers are answered effectively and sophisticatedly.

Customer complaints are traced by Customer Relations Department, and solutions that will prevent the complaints from being repeated by ensuring communication between the relevant process owners. Complaints are reviewed and traced in meetings held with the participation of also the executives.

The rate of customer satisfaction is determined by the surveys held at the end of every year. Our customers evaluate us by questions under the main headings of sales service, delivery processes, product quality and customer services. Along with this, they present their opinions about the good services Eti Soda offers, and the areas that need to be improved. Results of the surveys are evaluated, reported, and discussed with the relevant process owners and executives, and necessary actions are taken. Customer satisfaction which was 80% in 2017, was increased to 85% in 2018.



SUSTAINABILITY INSIGHT



SUSTAINABILITY MANAGEMENT

A Sustainability Committee and Team was established to determine the method to follow and the sources to define the short, medium and long-term sustainability goals of Eti Soda in accordance with its basic principles and policies and achieve these goals. The Sustainability Committee that is assigned by the management has an active part in generating policies and governance related to climate change issues. All risk subjects are assessed and managed in meetings organized by Sustainability Committee. Subjects discussed and decisions made are reported to the Chairman by the sustainability Committee. The committee consists of a Board member, Assistant General Manager, Quality Assurance, Quality Control and HSE (Health, Safety, Environment) unit managers. The committee members are responsible for maintaining sustainability policy and targets, evaluating the performance of integrated management systems, and maintain required resources for continuous improvement. As from the responsibilities of the sustainability team, they consist of activities such as controlling the defined targets, monitoring thereof, organizing stakeholder surveys required to identify the expectations of stakeholders, and planning sustainability meetings.



SUSTAINABILITY MANAGEMENT



We consider medium and long-term future-oriented targets as strategic targets. Our strategic targets have been built up within the scope of Eti Soda's mission and vision, and in accordance with the experiences gained. The 5-year strategic plans generated in accordance with these targets include targets, basic principles and policies, issues of first priority, current status analysis, performance criteria, action programs and resource requirements. As Eti Soda, we get involved in global and regional sustainability targets pursuant to codes of ethics. Especially as a result of the Kyoto Protocol and Paris Agreement, in which our country take part also, we follow the transition to Emission Trade System (ETS) closely, and include the ETS and its yields to our future strategic orientation. We take the opinions of the sector experts and academicians on subjects such as climate change, effective resource use and water management.

SUSTAINABILITY MANAGEMENT

Trends supporting the development of low emission technologies are rapidly growing around the world, and the expectations of our stakeholders are accordingly progressing in this direction. With the awareness of global warming and climate change being increased, companies embracing low emission technologies are being preferred.

To the Environment Friendly Production and Social Responsibility Projects it has undertaken, Eti Soda added a new one by obtaining the EPD (Environmental Product Declaration) certificate in December 2017. In today's world, environmental information of products have become more important to ensure communication between institutions and manufacturers-consumers. In this context, EPD certificate set grounds for evaluating the environmental performance of manufacturers and consumers. One of its most important contributions is that it supports Sustainable

Production.

To support the sustainable production, measure, measure the impact we make on the environment, and take required precaution, EPD works were prepared on a scientific basis according to ISO 14025 standard and ISO 14040/44, LCA – the Life Cycle Analysis standard, and was verified by a third party verification organization, and was made publicly accessible by being published on the International EPD System.

Eti Soda has the first and the only EPD certificate obtained for Sodium Carbonate and Sodium Bicarbonate products around the world.

EPD certificate is valid for 3 years, and it will be updated in 2020.

You can access to our EPD certificate through the following address.

<https://www.environdec.com/Detail/?Epd=13275>

GRI 102- 30, 102- 32

FOR A SUSTAINABLE FUTURE, IT IS NECESSARY TO TAKE ACTION NOW...

STAKEHOLDERS



STAKEHOLDERS

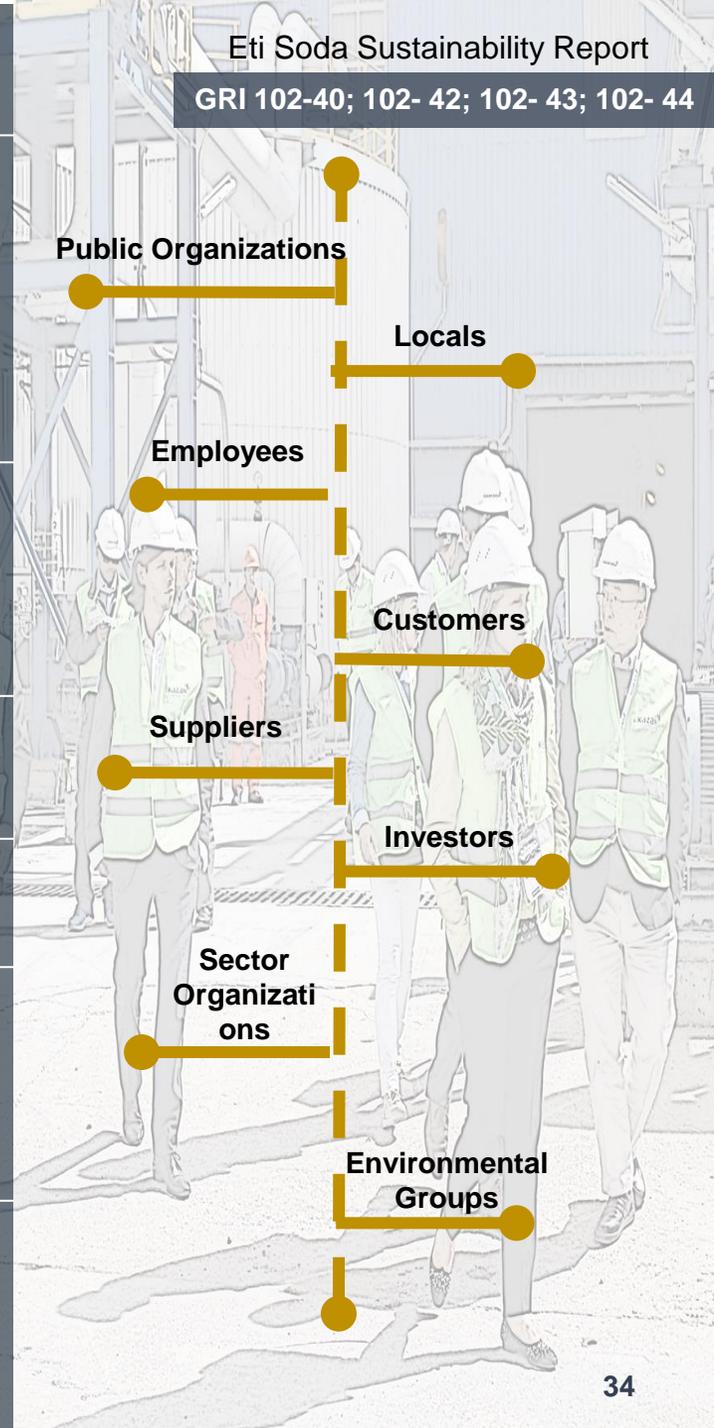
As Eti Soda, we consider all people, groups or organizations that are impacted by our operations and/or impact the operations of our business. We act with awareness of how important the stakeholder participation is for improving our product and services, ensuring and maintaining transparent and accountable management mentality. We embrace a plain management system with our stakeholder-focused policy we have built on ethical values from the very first day.

Our dialogue with our stakeholders contributes to strengthening our relationship, continuous improvement and development of our policies. We see the recommendations and expectations from our stakeholders as an opportunity for continuous improvement, and provide required resources to effectively and correctly analyze them.

We establish effective and sustainable stakeholder relationships with the plain communication methods we generated. Thus, our stakeholders may reach to Stakeholders Committee, which also includes the management, and express their opinions by means of the meeting held face to face.

For analyzing stakeholders' opinions, satisfaction-stakeholder surveys, meetings and stakeholders day are organized. Furthermore, our stakeholders are offered the opportunity to convey their recommendations and complaints in one-to-one interviews. For example, for meeting the expectations of our stakeholders, we indicate the role of continuous improvement and development in our policy, also by having our 2018 Carbon and Water Footprint reports verified within the scope of Carbon Disclosure Project (CDP) which we participated in 2013, firstly and regularly participate ever since.

STAKEHOLDERS	RELATED ISSUES
Employees	Employee rights, respect and value , Training and development Employee awareness Health and safety Healthy communication
Customers	Product health and safety Customer complaint Customer expectations and recommendations Service
Investors	Transparency in communication with stakeholders Stakeholders' rights
Suppliers	Supplier encouragement
Community	Public health and safety Resource saving Donation and support to local organizations
Environmental Groups	Minimum energy use Minimum emission and waste Minimum environmental effect Minimum water consumption



COMMUNICATION WITH STAKEHOLDERS

EMPLOYEES

- Satisfaction surveys – once a year
- Reporting boxes - continuous
- Oral interviews- continuous
- WhatsApp Comm. Line– continuous
- Social media - continuous
- News bulletins– once a month
- Website – continuous

CUSTOMERS

- Customer Satisfaction survey- once a year
- Meetings– at certain intervals
- Sustainability reports– once every 2 years
- CDP, EcoVadis reports– once a year
- Website- continuous
- World Soda Ash Conference– once a year
- Social media – continuous

INVESTORS

- Committee meetings– not less than once a year
- Websites – continuous
- Activity reports– once a year
- Sustainability reports– once every 2 years
- Financial reports, description of special situations – when necessary

SECTOR

ORGANIZATIONS / ENVIRONMENTAL GROUPS

- Stakeholder committee meetings
- Environmental group / organization visits
- Website - continuous
- Social media– continuous
- Sustainability reports– once every 2 years
- CDP, EcoVadis reports– once a year

SUPPLIERS

- Supplier surveys
- Meetings– at certain intervals
- Inspections and visits
- Website - continuous
- Social media– continuous
- Sustainability reports– once every 2 years
- CDP, EcoVadis reports– once a year

PUBLIC ORGANIZATIONS

- Official correspondence- continuous
- Website- continuous
- Inspections and visits – at certain intervals
- Sustainability reports– once every 2 years
- CDP, EcoVadis reports– once a year
- Periodic statements
- Meetings– at certain intervals
- Memberships– monthly
- Career days, university, society and community events– at certain intervals
- Conferences and panels – at certain intervals

LOCALS

- Locals participation day– not less than once a year
- Stakeholder committee meetings
- Visit to locals
- Website - continuous
- Social media– continuous
- Sustainability reports– once every 2 years
- CDP, EcoVadis reports– once a year

SUSTAINABILITY PRIORITIES

As Eti Soda, while determining our subjects that are of importance, we have adopted a transparent, accountable method which reinforces corporate trust, is built on ethical values and in which an effective sharing is ensured.

Steering Committee leads the determination and evaluation of the subjects that will considerably impact the strategy, economic, social and environmental performance of the company. It is ensured that our material topics are embraced by all process owners to properly and effectively evaluate the subjects that will steer our long-term strategic targets.

From the day it started to manufacture, Eti Soda addresses all sustainability issues that affect the value chain and product life cycle as well as its economic performance with the same elaboration. Decisions directed to increase the negative effects that may stem from our operations are made at management level, and the Sustainability Committee which was assigned by the management, directly reports to company CEO.

Managing the value chain correctly and procuring the required resources is the responsibility of the management, while monitoring and control of the actions taken is of the Sustainability Committee.



SUSTAINABILITY PRIORITIES

A stakeholder survey including employees, customers, suppliers, local community and sector organizations were carried out to determine material topics. According to 262 stakeholder representative's opinions obtained in this context, the issues that are of importance are;

From our stakeholders;

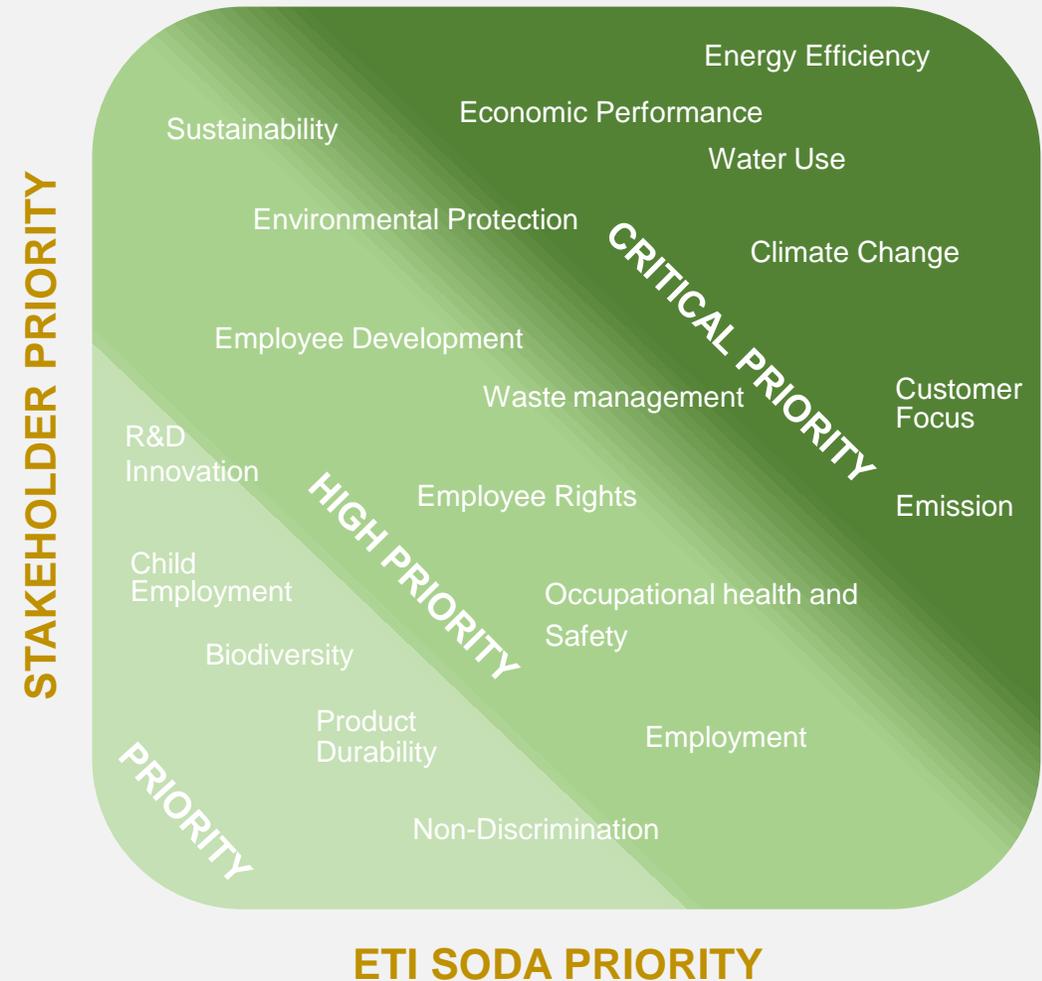
- Customer Focus,
- Emission,
- Climate Change,
- Sustainability,
- Energy Efficiency,
- Environmental Protection

From our employees;

- Occupational Health and Safety,
- Employee Rights and Development,
- Economic Performance,
- Energy Efficiency,
- Water Use

Material Topics that are determined by Eti Soda Management considering the value chain, product life cycle and stakeholder expectation are stated in the table at the right.

All of the material topics we specified are important for us



2023 SUSTAINABILITY TARGETS

1

ENVIRONMENTAL	
Corporate Carbon Footprint Calculation and Verification	ISO 14064-1
Corporate Water Footprint Calculation and Verification	ISO 14046

2

ENERGY EFFICIENCY	
Keep the boiler combustion efficiency over 89%	Per 50 bar 1 ton steam min 89%
Reducing internal electric consumption	min 2%

3

SOCIAL	
Keep the customer satisfaction level over 90%	min 90%
Organize meeting to discuss the problems of locals	Min 3 meetings a year
Planting trees for each employee	10 tree/individual
Ethical values and employee rights training for all employees	100%
Social Responsibility Projects	Applied Private Disability School

4

OCCUPATIONAL HEALTH AND SAFETY	
Achieve the Zero Occupational Accident target	max 0
Keep the Occupational Accident weight ratio below 0,16	max 0,16%

5

CONSTANT IMPROVEMENT	
New Certification	GMP+, SA 8000
Supplier inspection (Environments, Ethics, Human Rights, Social Compliance and Occupational Safety)	Min 4 suppliers a year

6

ECONOMICAL	
Reducing Overtime	30%
Reducing the amount of Sodium Bicarbonate return products	max 0,030%

SUPPLY CHAIN

As Eti Soda, we embrace a supply management that is based on conducting and developing long-term business relationships at every stage of our activities from our manufacturing process to our logistic process in mutual trust and cooperation

We carry on our works with the awareness that extending sustainability throughout entire value chain is important. The expectations of our customers who have an important place in our value chain and who are among the leading companies and brand around the World are in this direction. In accordance with these expectations, for the purpose of contributing to the development of both us and our suppliers and of supporting sustainable production we participate in CDP (Carbon Disclosure Project –Climate & Water) and EcoVadis (Sustainable Supply Management) platforms.

We have been rated with Silver Recognition Level by EcoVadis, an international assessment body, for our works we carried out between 2017 and 2018.



We are in the best 11% among the assessed companies, and in the best 8% of the ethical code category.

Throughout our material and service supply process, risk analysis-based supplier assessment method is used, and according to the level of risk, supplier survey or on site field inspection activities are carried out. System and product certificates (ISO 9001, ISO 14001, ISO 22000, BRC, ISO 27001 System, conformity with Turkish Standardization Institute, etc.) are required from all our suppliers in our system. Furthermore, our supplier are required to provide a signed agreement and contract that they will follow our HSE and Codes of Conduct we established.

INITIATIVES AND MEMBERSHIPS

ESAPA (EUROPEAN SODA ASH PRODUCERS ASSOCIATION)	Membership and data sharing
MIDDLE EAST EXPORTERS ASSOCIATION	Membership
YURT MINING	Membership
CDP	Water and Carbon Disclosure
ECOVADIS	Declaration of sustainability
BEYPAZARI CHAMBER of COMMERCE	Membership
ANKARA CHAMBER of INDUSTRY	Membership
ISTANBUL CHAMBER of INDUSTRY	Financial data sharing
TÜİK	Financial and environmental data sharing, industry production survey
CENTRAL BANK	Financial data sharing
IMMIB (ISTANBUL MINES AND METALS EXPORTERS ASSOCIATION)	Chemistry and mining membership
IKMIB (ISTANBUL CHEMICAL SUBSTANCES AND PRODUCTS EXPORTERS ASSOCIATION)	Membership
EPD TURKEY	Membership
SEDEX	Membership

ESAPA (EUROPEAN SODA ASH PRODUCERS ASSOCIATION)

European Soda Ash Producers Association (ESAPA) was founded within the framework of European Chemical Industry Council (Cefic). ESAPA management aims at the followings:

Provide expertise to governments and European institutions on subjects concerning soda ash industry,

Collect and share statistical data for soda ash industry,

Encourage best practices to be carried out among its members in the fields of technology, safety, health, environment, Responsible Care and Sustainable Development,

Promote the image of European soda ash industry,

Ensure the exchange of knowledge and advise among its members in the fields of safety, environment, toxicology, transportation, energy and trade within the framework of cooperation,

Monitoring of legislations and observe the effects of these legislations on soda ash manufacturers and downstream users.

As ETI Soda, we ensure technical and executive-level participation in ESAPA conventions, which are organized at certain intervals and take place with the participation of European Soda Manufacturers,.



RISK MANAGEMENT

While making our corporate risk evaluation, we consider stakeholder expectations, business processes, product requirements and legal and regulatory body requirements. Working groups, which include all relevant process managers and experienced employees, have been established to carry out corporate risk evaluation effectively, and to determine the risks that may stem from the processes or from the interactions between the processes. Within this scope, the Strategic Planning, Risk and Opportunity Determining Procedure is used, which is generated as a guide. The risk evaluation methodology which is included in the relevant procedure has been determined in compliance with ISO 31001 standard.

While making corporate risk evaluation, first the current situation assessment is made where the «internal-external factors and strengths - weaknesses (SWOT Analysis) are identified. Risks and opportunities identified by the working group are approved by the Sustainability Committee, and forms a basis to strategic orientation.

Risk and opportunity inputs are as follows;

- » Important Environmental Aspects and Climate Change,
- » Major Occupational Safety Dangers,
- » Targets and Achievements
- » Recommendations, expectations, complaints, etc. of the concerning party

Water- and climate-related risks and opportunities are the integral parts of our strategic planning process



ETHICAL VALUES & EMPLOYEE DEVELOPMENT



ETHICAL VALUES

Eti Soda acts with the awareness to generate a corporate culture in which the principles of ethical conduct are embraced by everyone.

We approach to all our stakeholders we interact with an understanding that complies with national human and employee rights and that is fair and supports to improve.

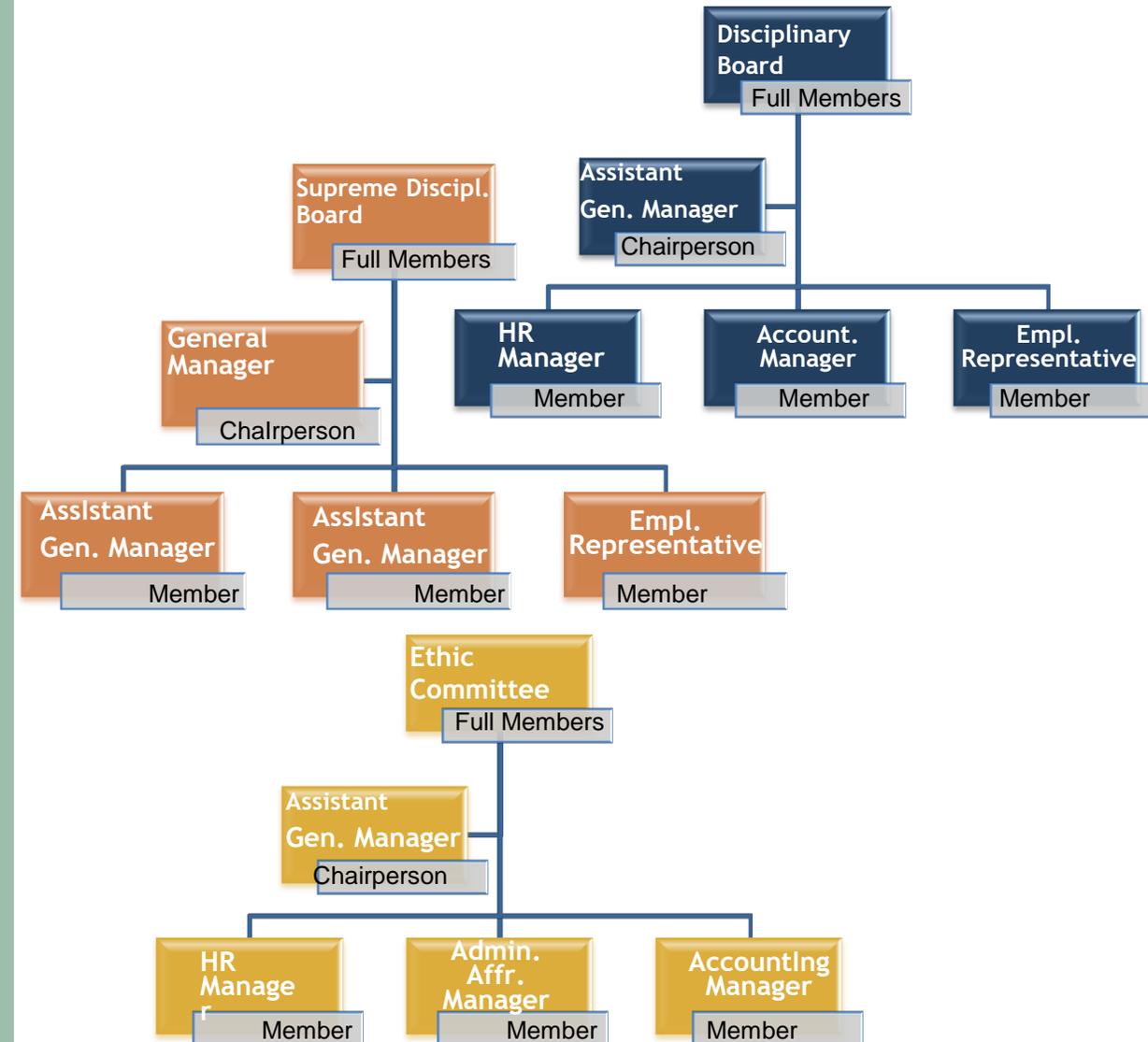
All our employees are valuable for the company. No discrimination is practiced against our employees under any circumstance for race, religion, nationality, social class, age, gender, marital status, sexual preference, union membership, political opinion, disability or pregnancy reasons, especially for hiring, salary, training, promotion, discipline, retiring and dismissal processes.

Any physical, psychological violence or verbal abuse, or them being dismayed by disciplinary action is not allowed. In the event that they report issues such as abuse or breach of policy, required information safety conditions are maintained to protect them from possible retaliation. They are encouraged to make complaint and recommendation about working conditions, to freely state their problems of dissatisfaction.

All our employees can report their complaints and notifications about ethical practices via the HR WhatsApp line or directly, in written or verbally to Ethics Committee.



ETHICS AND DISCIPLINE STEERING COMMITTEES



ETHICAL CODES

We give on-the-job and awareness training to all our employees for conveying them and making them adopt our ethical codes of conduct we established by embracing the 10 basic principles included in the United Nations (UN) Global Compact. We hand out to our new hire employees the Employee Handbooks which contain Eti Soda fundamental ethical values, rights and freedoms.

For our ethical codes of conduct to be adopted and practiced by our suppliers we request our suppliers to sign and implement the written contracts containing Eti Soda ethical rules.

Eti Soda Ethical Codes of Conduct

Employee rights protection and employee development,

Protection of human rights and environment,

Supporting civil society and public interest,

Fight against bribery, corruption, child employment and illegal land use,

Protection of Information privacy,

Respond to customer need and expectations to the extent of their applicability,

Compete within ethical limits, avoid unfair competition, etc.



WAGE POLICY

GRI 102-16; 102- 17;
102- 35, 102-36

In Eti Soda the «Equal Wage for Equal Job» policy, which is based on performance management, is exercised. Title-based wage scales have been determined, and wages are determined so as not to be below base-pay.

Legal requirements are completely met in wage and overtime payments. Salaries, overtime payments and benefits are paid timely and completely to all employees, and no worker is employed for less than the minimum wage. Payrolls, where wages, overtime and benefits, if any, taxes and social security withholdings are indicated, are provided to employees monthly.

Consent of the employee is obtained for overtime works. All Works in excess of the legal weekly working hours are considered as overtime and paid accordingly. Employees are given continuous 24 hour rest (week holiday) within a 7-day period of time provided that they worked on work days laid down by the law. Week holiday, public holiday, national and religious and overtime works are paid as the **1,5** times of the normal wage holidays.

DEVELOPING EMPLOYEE
HAPPY COMPANY

EMPLOYEE DEVELOPMENT & COMMUNICATION

We support the development of our employees by the principle of «Meet the training needs of our employees, contribute their personal developments, elevate the employee satisfaction, ensure the unit and company targets to be reached by creating team spirit in our employees, increase the awareness of our employees regarding quality, environment, occupational health and security» included in our Eti Soda A.Ş. company policy.

Human Resources (HR) and Training Departments build a road map for active management of the development process of our employees.

To understand and support the development processes of all our employees, performance monitoring is carried out and the initiative-taking aspects of our employees is improved through a proactive approach. The source required for employee development is assessed and ensured every year during the Review Meetings of the Management.

Trainings on occupational health and security, environment, profession, management systems and personal development we determined based on employees' requests and needs are organized every year by the Training Department.

2017

Operational Employee: 8242 man-hours

Administrative Employee: 2659,5 man-hours

2018

Operational Employee: 13.993,5 man-hours

Administrative Employee: 4203,5 man-hours

TRAINING DISTRIBUTION BY YEARS

Man-hour



Operations related to human resources planning, current staff evaluations, if sufficient work force is available and if it will meet new requirements that may arise, building up staff profile, selecting candidate employee, groundworks for hiring, performance evaluation are conducted by Human Resources (HR) Department.

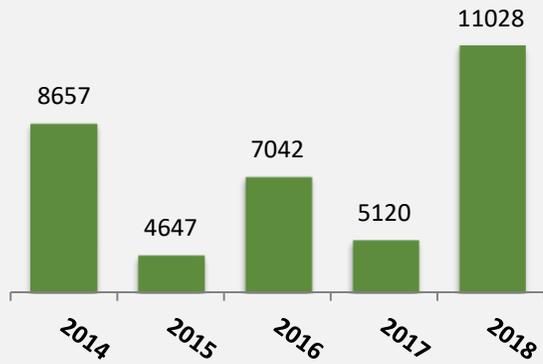
Our employees are assigned to suitable departments and tasks in accordance with their knowledge and experience. Our employees are awarded with letters of appreciation, premiums or promotions for the outstanding efforts, works and success they show in their tasks. Employees who make distinguishing efforts and show outstanding success in their tasks are granted letter of appreciation by Human Resources Department based on the assessments of their unit managers. Reason for granting a letter of appreciation is specified and entered in the personal record of the employee. As for promotional practices, they are carried out by considering the performance evaluations and personal records of the employee.

Average of 31 man-hours
training was given every
year

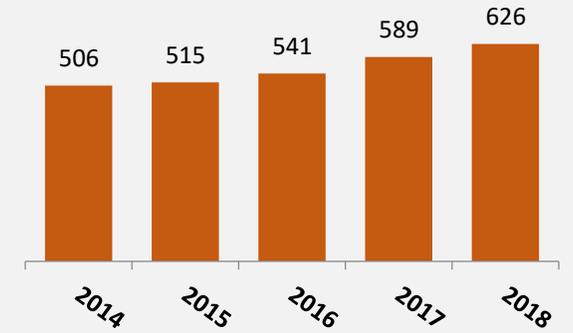
HAPPY EMPLOYEE,
DEVELOPING COMPANY

EMPLOYEE DEVELOPMENT & COMMUNICATION

OCCUPATIONAL HEALTH AND SAFETY (man-hour)



ENVIRONMENTAL TRAINING (man-hour)



MANAGEMENT SYSTEMS TRAINING (man-hour)



*DEVELOPING EMPLOYEE
HAPPY COMPANY*

EMPLOYEE DEVELOPMENT & COMMUNICATION

As Eti Soda, we provide an effective communication and motivation environment which makes our employees feel that they are valuable, and where they can speak out their ideas through an innovative and sustainable HR management approach.

By means of events such as trips, parties, musical events, sports we organize in this context, we provide environments where our employees communicate comfortably with their managers or colleagues.

Contributions of our employees to the business and system are monitored regularly through our performance evaluation system we have built only on objective assessment criteria without making discrimination regarding issues such as religion, language, race, gender, etc. as per our ethical conduct principles.

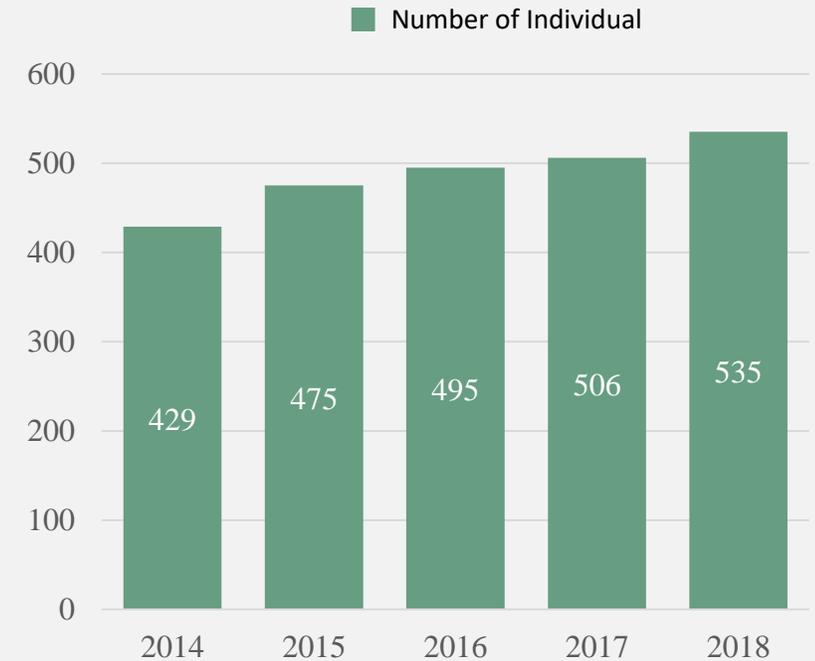
In this context, the followings have been created by which the employees can express their requests and complaints:

- Ethical Committee,
- HR WhatsApp Line,
- Employee Requests, Suggestions and Expectations.

Again for the purpose of measuring employee satisfaction, Customer Satisfaction Survey Works are carried out by Human Resources (HR) Department and results of the evaluations are conveyed to all process managers.

*HAPPY EMPLOYEE,
DEVELOPING COMPANY*

Performance Award



The performance award system, which was started in 2014, is continued to be exercised in 2018 with 535 staff.

OCCUPATIONAL HEALTH AND SAFETY POLICY

We maintain a safe and healthy work environment for our employees using work safety precautions addressing general and specific risks for ensuring work safety of the employees and minimizing the accidents. We ensure that work safety rules are exercised by all employees of Eti Soda A.Ş. including its employers, employer representatives, contractors and interns, regardless of their areas of activities.

For the purpose of determining required occupational health and safety measures and monitoring the implementation thereof preventing work accidents and occupational diseases, of conducting first aid and emergency treatment as well as preventive health and safety services a Occupational Health and Safety Department was established, which includes a full time workplace physician, an occupational safety specialist, and other health and safety staff. While assigning tasks to employees, their suitability for the work in question regarding the health and safety of employees is taken into consideration. Our employees are given regular trainings for preventing accidents and injuries that may happen in the work place, and this program is implemented for new beginners or for those who change their jobs. To increase the contributions of our employees to the business and to support occupational health and safety management insight, a transition was made to an employee rewarding system which contains only OHS implementations.

WORK ACCIDENT WEIGHT RATIO DISTRIBUTION



With the work safety improvement projects carried out in 2018, a decrease of 37,5% was produced in work accident weight ratio.

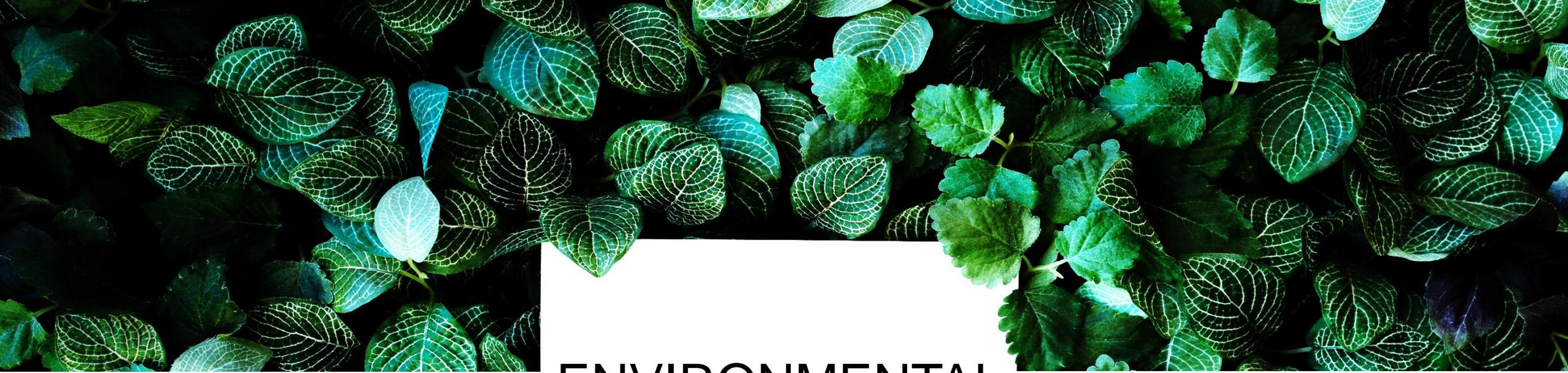


SUSTAINABLE WORK AREAS



With the work areas we designed, we utilize the day light at maximum level.





ENVIRONMENTAL RESPONSIBILITY

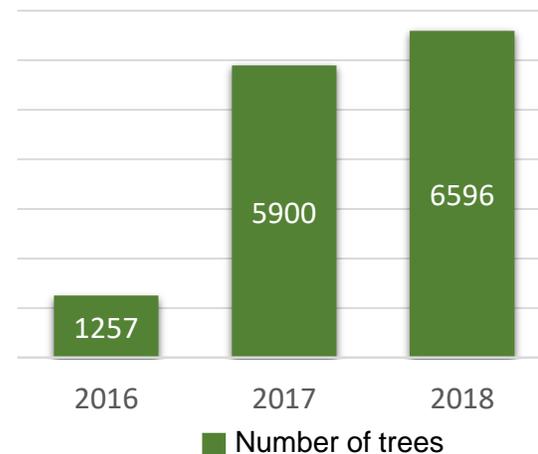


ENVIRONMENT MANAGEMENT

Awareness of “Protecting Environments and Responsibility Towards Next Generations» sets ground for our Environment Management System. As Eti Soda, we are proud of being the first facility that manufacture Sodium Carbonate and Sodium Bicarbonate using the environment friendly Solution Mining in our country. We conduct all our business processes pursuant to international management standards particularly to ISO 9001 Quality management System, ISO 14001 Environment Management System and ISO 50001 Energy Management System.

All environmental effect/aspects stemming from our operations are assessed, and resources required to minimize environmental effects are maintained by our superior management. Targets such as low water consumption, waste minimization and recovery/recycling, low emission, sustainable agricultural land protection, minimizing the effect on habitats of the public and other living things at the Project stage have been taken into consideration. All these factor have also been considered in our Quality, Occupational Health, Environment and Food Safety policies.

With the continuous development approach, we added a new project among our social and environmental responsibility projects by obtaining EPD (Environmental Product Declaration) certificate on 07.12.2017. We have led the way as the first and only soda manufacturer that has «Sodium Carbonate and Sodium Bicarbonate Production Environmental Product Declaration» certificate that supports Sustainable Production.



We have realized our target of «Sustainable Agricultural Lands» by building our facility on a land of steppe, and by rendering the use of agricultural lands on the mining areas open to the locals. Thus we ensure the maintenance and protection of the flora with current agricultural product diversity (viniculture and green leaved vegetable growing).



ETI SODA SAMPLE VINEYARDS
The different types of grapes are offered to our employees and our guests.

ENVIRONMENT FRIENDLY PRODUCTION



While we conduct underground mining by using the solution mining technique, we open the use of agricultural land to the local people. *Thus, we can preserve the existing agricultural product and wild environment (viticulture and green leafy vegetable production).*



The CO_2 gas produced by the conversion of sodium bicarbonate to sodium carbonate is used in the production of sodium bicarbonate.



Solution recycling is ensured at an optimum level in sodium carbonate production. *Therefore, impurities are eliminated, waste generation is reduced.*



WATER MANAGEMENT

‘Water is the most important and the most essential source for the continuity of life.’ According to the report published by United Nations Environment Program, more than half of the world population will have to face water scarcity within 50 years.’

Therefore, as Eti Soda, we consider the water, which we need at every step of our production, as the most important heritage that we should leave to the next generations. We address water-related issues through a wide-angle, and ensure adaptation to new policies and corporate reforms to adapt our water management strategies to global change. Again, we elevate the level of awareness with the water use trainings we give all our employees.



In 2018 we increased the «Water Recovery» by 15% compared to the previous year by means of the productivity increasing projects.

Control and development of the water management operations is the responsibility of the Water Supply and Treatment Department. Operations for supplying, treating and conditioning the water needed for the facility are carried out by this department. Again in this scope, working schedules are created and followed up to identify the corporate water risk and take necessary actions.

A possible scarcity poses a risk for our manufacturing operations. The fact that we are at 4th level, the high (40-80%) stress level, regarding Main Water Stress according to World Resources Institute (WRI) Water Risk Map, Bypazari / Ankara Region urges us to take new measures for water efficiency.

Amounts of water drawn from Sariyar Reservoir, our only available water supply, used at manufacturing stages and discharged are continuously monitored using gauges and flowmeters.

In our establishment, Access to clean water and hygienic working environment are the integral parts of our Occupational Health and Safety policy. Analyses of all water-related parameters are carried out by our Quality Control Laboratory, which are controlled by Water Supply and Treatment Department for the required measures to be taken.

Water Consumption (thousand m³)



****The increase in water consumption in 2018 is due to the increase in the capacity utilization of the facility.***

The steam needed for our Sodium Carbonate and Sodium Bicarbonate production is produced in cogeneration unit by our Energy Production Department. Our manufacturing facility is of a closed cycle design where the steam used in production is sent back to regeneration unit.

In our facility 656.323 m³ of water was recovered in 2017. As for 2018, this amount was increased to 755.989 m³ by productivity increasing Project we developed to prevent water wastage. Thus, more than approximately 1.000.000 m³ of raw water use was prevented. Furthermore, in 2018 a water management system was established for the purpose of water-related risk management and calculation of our corporate water footprint in accordance with ISO 14046 standard. Within this scope, 2018 water data was validated by a third-party validation agency.

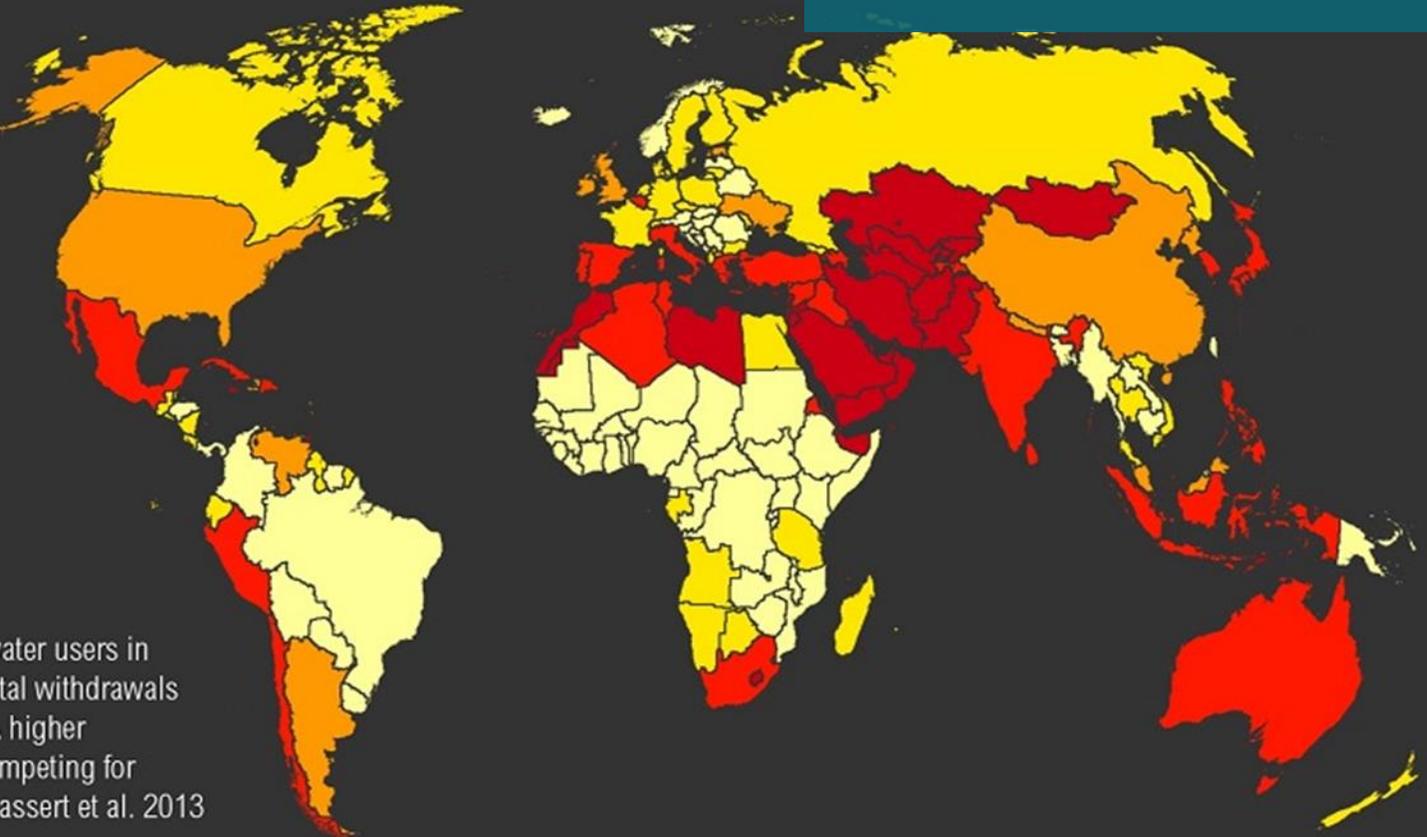
WORLD WATER STRESS MAP

WATER STRESS BY COUNTRY

ratio of withdrawals to supply

- Low stress (< 10%)
- Low to medium stress (10-20%)
- Medium to high stress (20-40%)
- High stress (40-80%)
- Extremely high stress (> 80%)

This map shows the average exposure of water users in each country to water stress, the ratio of total withdrawals to total renewable supply in a given area. A higher percentage means more water users are competing for limited supplies. Source: WRI Aqueduct, Gassert et al. 2013



NATURAL RESOURCE MANAGEMENT

As part of our operations, trona ore is unearthed by the solution mining method, which is known as «Environment Friendly», and is processed to derive Sodium Carbonate and Sodium Bicarbonate.

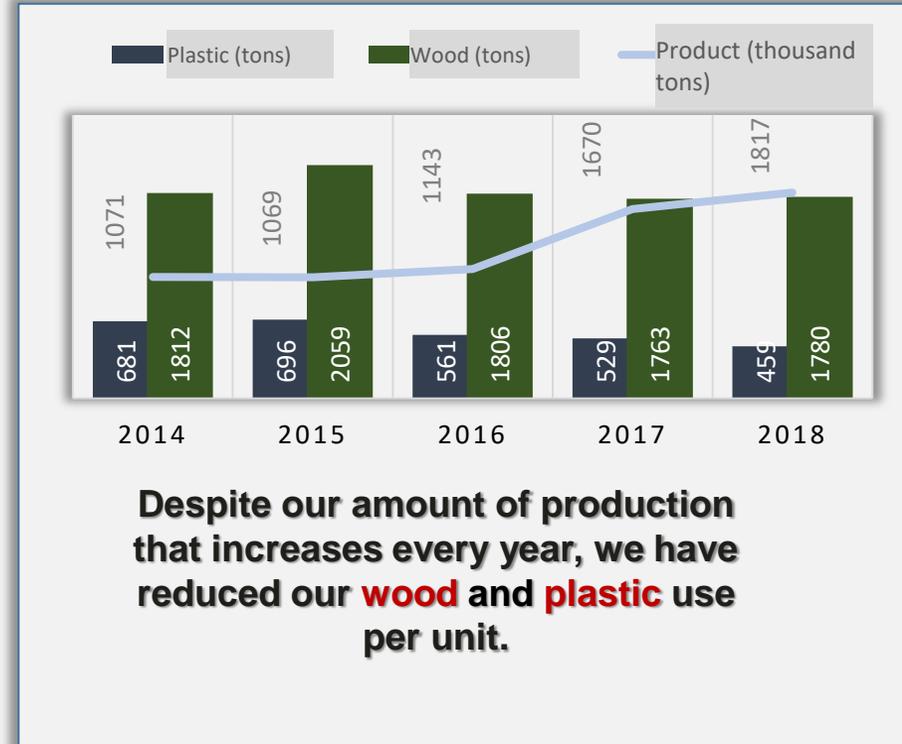
Annual capacity of our facility is 1.500.000 tons of Soda Ash and 200.000 tons of Sodium Bicarbonate, and 2.937.834 tons of trona was used in 2017 and 2.925.703 tons in 2018 as raw material.

Wooden pallets and plastic packages are used for packing the main products (Sodium Carbonate and Sodium Bicarbonate) we produced.

Regarding these materials, the amounts of the purchased packages, marketed packages and waste packages generated from the facility are reported to official bodies every year.

Materials used for packaging in our facility are not recycled materials. However, we send the waste packages generated from our facility to licensed companies for recycling regularly.

All hot solution, water and steam pipes in our mining area and facility are coated with polyethylene covering over polyurethane insulation material. As per our Environment Policy, a Fluidized Bed Boiler System that has «Environment Friendly» and clean coal is used.

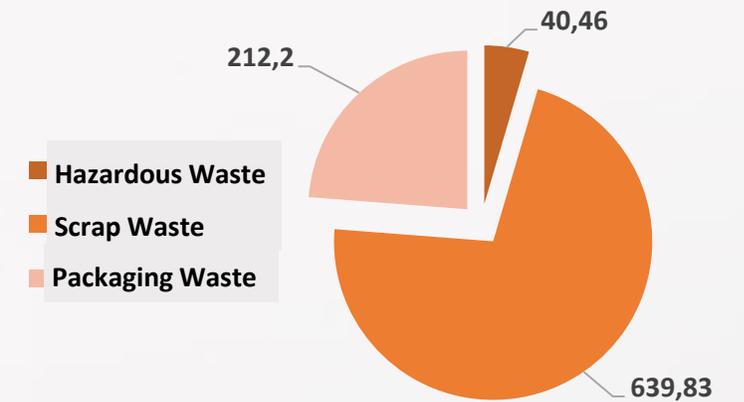


WASTE MANAGEMENT

As ETI Soda, our waste management covers the processes of classification, separate collection at the source, temporary storage, recovery, disposal and dispatch of the waste generated as a result of our operations. Eliminating, preventing and taking under control the possible negative effects of the waste generated on the environment is ensured.

Our priority is to reduce the amount of waste or reuse thereof, and our target is to send the whole recyclable waste generated to recycling.

- As of 2016, we send the volatile coal ash generated in our fluidized-bed boiler to cement factories to be reused. In 2018 we sent **22% of the volatile coal ash** to licensed companies, and **ensured the reuse** thereof.
- Thanks to the «Solution Mining» used in the mine field only trona is unearthed, and **formation of waste material is prevented**.



Amounts of Waste Sent to Recycling (tons)

BIODIVERSITY

Situated in Beypazarı – Bağözü Köyü Location, our facility is shown as «Industrial Area» in the Development Plan. Our mining field, which covers an area of approximately 8 km² and on which we operate as tenant, has been considered as «out of scope» as per the Environmental Impact Assessment Regulations. Furthermore, the «Environmental Noise Immunity Certificate» showing that the level of noise stemming from our operations does not have any negative impact on biodiversity is present.

We check the possible effects of our operations on all living creatures, and make environmental effect evaluations and carry out risk analyses of all investments planned from the establishment stage of the facility to continue our works accordingly. There are no cultural property, Natural Assets, Archeological and Protected Areas, Areas that taken under protection as per the Boğaziçi Code, Biogenetic Reserve Areas, Biosphere Reserves, Special Environment Protection Regions, Special Protection Areas, protection areas related to drinking and utility water and other areas that have been taken under protection in the surroundings and vicinity of the facility.



CLIMATE CHANGE & ENERGY EFFICIENCY

All of the steam needed for Sodium Carbonate and Sodium Bicarbonate production and approximately 15% of the required electrical energy are met by the thermal power plant installed in our plant.

Energy Production and Environment Departments have been established to manage the studies on climate change and energy management.

Energy Production Department sets targets for the power plant production and consumption parameters and monitors these data.

Environmental Department responsible for monitoring the flue gas emission values online and informing the relevant ministry.

We act with the awareness of the responsibility that fall on us in the fight against «Climate Change and Global Warming», the biggest problems of today's world. We generate much lesser Carbon Emission, thus minimize our environmental effects by means of the closed loop production method which makes us use the CO₂ generated during Sodium Carbonate production in Sodium Bicarbonate production.

As is every year, we calculated our greenhouse gas emissions and presented during the reporting period. Besides, we prepared our Carbon Footprint reports for our Scope 1 and Scope 2 emissions stemming from our operations in 2018. We published our Carbon footprint report accessible to the public with our data verifications being carried out by an accredited verification agency using on site verification/sampling method. By means of the projects we implemented to reduce energy we spend per ton product

we reduced our energy consumption by 17% within the last 4 years

Another project which is in the scope of volunteer initiatives, is the CDP (Carbon Disclosure Project), a worldwide carbon transparency Project, in which we participate since 2013 regarding the issues of Climate Change and Water management. With the measures we have taken and the goals we have set, we aim to be among the leading companies in fighting against Climate Change and Global Warming worldwide.

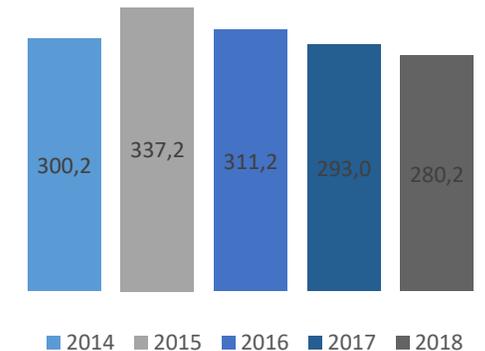


Despite our capacity increased by 77%,

we reduced our greenhouse emissions by 35 %

from 2012 we identified as basic year, by means of the energy efficiency projects and productivity increasing projects we implemented.

Energy Consumption (kWh/ton)



SOCIAL RESPONSIBILITY

Contribution to Education from Eti Soda

The Eti Soda Private Teaching School with European standards and with the capacity of 180 students was constructed in Beypazari/Ankara,

The construction works was started following the agreement signed at the Ankara Governorate. The private teaching school with its construction being completed was transferred to the Ministry of National Education.



SOCIAL RESPONSIBILITY



Sponsorship for Beypazarı Fest



Possibility of Scholarship for students



Contribution of Books to the Library of Beypazarı Fatih Vocational and Technical Anadolu High School

Sponsorship for «Beypazarı Gençlik» Sports Club



Planting Works in Beypazarı and Its Surroundings



Halide Edip Adıvar Pre-School Innovation Works



Çakıloba and Yeşilağaç Quarter Molasses-House and Village Mansion Construction



PERFORMANCE DATA



						FINANCIAL DATA	ETI Soda Sustainability Report						
FINANCIAL DATA	2014	2015	2016	2017	2018		FINANCIAL DATA	2014	2015	2016	2017	2018	
PRODUCTION VOLUME (TONS)	1.070.740	1.069.020	1.143.000	1.670.000	1.817.000		Eti Soda Sustainability Report	Total Short Term Liabilities (Million €)	162,49	178,01	227,65	222,23	157,83
NET PRODUCT SALES (TONS)	1.073.141	1.081.884	1.130.681	1.666.443	1.822.841			GRI 102-7; 102-45; 201-1	Total Liabilities (Million €)	192,11	216,47	311,62	284,01
By Regions							Shareholder's Equity (Million €)		105,13	158,99	140,10	251,27	206,58
Turkey (Tons)	240.147	250.981	286.790	617.463	660.307			Paid Dividends (Million Euro)	45,10	62,90	79,10	90,33	43,61
Europe (Tons)	777.294	748.523	777.733	710.817	602.635		Investment Expenditures (Million €)		10,54	24,09	126,95	39,81	24,34
Others (Tons)	55.700	82.380	66.158	338.163	559.899			Dividends (Million Euro)	45,10	62,90	79,10	105,12	131,20
By Product Group							Staff Expenses (Million TL)		22,98	24,80	27,54	38,03	45,39
Dense soda Ash (Tons)	984.470	984.089	1.030.761	1.506.822	1.626.375			Corporate Tax Paid To the Government (Million TL)	38,40	55,52	45,11	32,14	65,92
Sodium Bicarbonate (Tons)	88.671	97.795	99.920	163.178	190.625	Social Responsibility Projects (Million TL)	2,86		1,16	3,01	2,05	3,17	
FINANCIAL													
Profit Before Tax (Million Euro)	66,37	84,22	93,30	143,28	161,46								
Total Assets (Million Euro)	297,24	375,46	451,72	535,28	383,86								
												64	

SOCIAL DATA	2014	2015	2016	2017	2018
Employee Distribution According to their Status					
Blue Collar	327	335	370	398	401
White Collar	85	94	104	107	115
Total	412	429	474	505	516
Employee Distribution According to Contract Type					
Permanent	411	425	464	483	514
Temporary	1	4	10	22	2
Total	412	429	474	505	516
Employee Distribution According to Gender					
Men	371	387	426	455	463
Women	41	42	48	50	53
Total	412	429	474	505	516
Employee Distribution According to Age Group					
>30	158	135	125	143	132
30-50	238	277	330	341	364
50<	16	17	19	21	20
Total	412	429	474	505	516
Distribution of Employees According to being Native or Foreigner					
Native	412	429	474	505	516
Foreigner	0	0	0	0	0
Total	412	429	474	505	516

SOCIAL DATA Eti Soda Sustainability Report	GRI 102-8
--	------------------

ETI Soda Sustainability Report					
SOCIAL DATA	2014	2015	2016	2017	2018
Average Age According to Employee Categories					
Senior Executives	48	45	45	43	41
Mid-Level Executives	32	32	33	37	37
Specialists & Officials	33	33	33	32	32
Average Seniority According to Employee Categories					
Senior Executives	8	8	8	6	8
Mid-Level Executives	4	4	4	6	6
Specialists & Officials	5	5	6	4	4
Employee Education					
Total Hour	14709	10202	13485	10920	18195
Distribution of Senior Executives According to being Native or Foreigner					
Native	12	13	15	18	18
Foreigner	0	0	0	0	0
Total	12	13	15	18	18
Distribution of Senior Executives According to Gender (%)					
Female	0	0	0	11	16
Male	100	100	100	89	84
Total	100	100	100	100	100
Employee Circulation (%)	13,18	6,49	7,38	8,89	8,35
65					

						ETI Soda Sustainability Report							
OCCUPATIONAL SAFETY DATA		2014	2015	2016	2017	2018	ENVIRONMENT DATA		2014	2015	2016	2017	2018
Accident Frequency Rate (AFR) ⁽¹⁾		26	46	42	39	29	Waste (tons)						
Accident Weight Ratio (AWR) ⁽²⁾		0,16	0,38	0,33	0,40	0,25	Hazardous		40,64	80,68	49,50	77,5	40,46
General Accident Rate (GAR) ⁽³⁾		4,16	17,48	13,86	15,6	7,25	Medical Waste		0,048	0,047	0,042	0,039	0,036
ENVIRONMENT DATA						GRI 305-1; 305-2; 403-9		Non-Hazardous ⁽⁵⁾					
Greenhouse Gas Emission (metric ton/year CO ₂)						Fly Ash and Slag		84.900	72.027	71.893**	114.595**	131.421**	
Direct		348.323	365.223	344.430	464.846	385.039	Scrap Waste		-	292,98	530,36	733,96	639,83
Indirect		-	-	-	-	324.814	Packing Waste		66,34	89,26	80,10	134,68	212,20
Total		-	-	-	-	709.853	Total		84.966,3	72.409,2	72.503,4	115.463,6	132.273,0
Consumption						Treatment Units KOI Values (mg/L)							
Trona (tons)		1.654.241	2.172.798	1.975.100	2.907.834	2.925.703	Domestic Treatment (legal limit: 120 mg/L)		77.7	66.0	62.8	48,48	67,5
Energy (MWh)		357.167	398.170	393.762	392.196	503.689	Industrial Treatment (legal limit: 150 mg/L)		84.3	68.1	64.1	40,56	53,76
Water (m ³)		2.580.580	2.873.300	1.805.902	2.858.330	3.039.140	Waste water amount (m ³)						
Plastic		680.767	696.252	561.118	529.105	459.435	Domestic		14.400		16.000	21.155	
Cardboard		55.301	64.193	58.205	65.617	23.728	Industrial		283.847		384.196	532.727	
Wood		1.811.875	2.058.594	1.805.902	1.762.886	1.780.316							
Discharge Water (m ³)		504.734	358.472	296.037	400.196	553.882							
												66	

GRI CONTENT INDEX



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 CONTENT INDEX		
	Disclosure	Descriptions and Page Numbers
	GRI 101: Foundation 2016	
	GRI 102: General Disclosures 2016	
	102-1 Name of the organization	About Eti Soda, p.8
	102-2 Activities, brands, products, and services	About Eti Soda, p.8 Products and Areas of Use, p. 21-22
	102-3 Location of headquarters	About Eti Soda, p.8 Ciner Group Trona Reserves, p.19
	102-4 Location of operations	About Eti Soda, p.8 Ciner Group Trona Reserves, p.19 Sales Network, p. 25
	102-5 Ownership and legal form	About Eti Soda, p.8 Governance, p.15
	102-6 Markets served	About Eti Soda, p.8 Sales Network, p. 25
	102-7 Scale of the organization	Sales and Export Data, p.26 Economic Data, p.64
	102-8 Information on employees and other workers	Social Data, p. 65
	102-9 Supply chain	Supply Chain, p.39
	102-10 Significant changes to the organization and its supply chain	Significant Changes in 2018 (First GRI report- there is no significant change)
	102-11 Precautionary principle or approach	Sustainability Priorities, p.37 Risk Management, p.42
	102-12 External initiatives	Initiatives and Memberships, p. 40- 41
	102-13 Membership of associations	Initiatives and Memberships, p. 40- 41
	102-14 Statement from senior decision-maker	Messages from Group Head and General Manager, p.4-5
	102-15 Key impacts, risks, and opportunities	Risk Management, p.42

GRI CONTENT INDEX		
	Disclosure	Descriptions and Page Numbers
	102-16 Values, principles, standards and norms of behaviour	Mission and Vision of Eti Soda, p.13 Ethical Values, Codes and Wage Policy, p.44-45
	102-17 Mechanisms for advice and concerns about ethics	Ethical Values, Codes and Wage Policy, p.44-45
	102- 18 Governance structure	Organizational Structure, p. 11 Governance, p.15
	102- 22 Composition of the highest governance body and its committees	Governance, p.15
	102- 23 Chair of the highest governance body	Governance, p.15
	102- 26 Role of highest governance body in setting purpose, values, and strategy	Mission and Vision of Eti Soda, p. 13 Sustainability Targets, p.38
	102- 30 Effectiveness of risk management processes	Sustainability Management, p. 30- 32 Sustainability Priorities, p.36
	102- 32 Highest governance body's role in sustainability reporting	Sustainability Management, p. 30- 32 Sustainability Priorities, p.36
	102- 35 Remuneration policies	Wage Policy, p.45
	102- 36 Process for determining remuneration	Wage Policy, p.45
	102-40 List of stakeholder groups	Stakeholders, p.34
	102-41 Collective bargaining agreements	No collective bargaining agreements
	102-42 Identifying and selecting stakeholders	Stakeholders, p.34- 35
	102-43 Approach to stakeholder engagement	Sales & Marketing, p. 24 Customer Relations, p.27-28 Stakeholders, p.34- 35
	102-44 Key topics and concerns raised	Sales & Marketing, p. 24 Customer Relations, p.27-28 Stakeholders, p.34- 35
	102-45 Entities included in the consolidated financial statements	About the Report, p.6 About Eti Soda, p.8 Economic Data, p.64
	102-46 Defining report content and topic Boundaries	About the Report, p.6
	102-47 List of material topics	About the Report, p.6 Sustainability Priorities, p.37
	102-48 Restatements of information	First GRI report

GRI CONTENT INDEX		
	Disclosure	Descriptions and Page Numbers
	102-49 Changes in reporting	First GRI Report
	102-50 Reporting period	About the Report, p.6 01 January 2017 - 31 December 2018
	102-51 Date of most recent report	About the Report, p.6 First GRI Report
	102-52 Reporting cycle	About the Report, p.6 2-year
	102-53 Contact point for questions regarding the report	About the Report, p.6
	102-54 Claims of reporting in accordance with the GRI Standards	About the Report, p.6
	102-55 GRI content index	GRI Content Index, p.67
	102-56 External assurance	About the Report, p.6
GRI CONTENT INDEX		
Standard	Disclosure	Descriptions and Page Numbers
Material Topic: Economic Performance		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Financial Data, p.64
	103-2 The management approach and its components	Financial Data, p.64
	103-3 Evaluation of the management approach	Financial Data, p.64
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Financial Data, p.64
Material Topic: Ethical Values		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Ethical Values and Wage Policy, p.44-45
	103-2 The management approach and its components	Ethical Values and Wage Policy, p.44-45
	103-3 Evaluation of the management approach	Ethical Values and Wage Policy, p.44-45
Material Topic: Environment Management		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Environment Management, p. 52- 53
	103-2 The management approach and its components	Environment Management, p. 52- 53
	103-3 Evaluation of the management approach	Environment Management, p. 52- 53

GRI CONTENT INDEX		
Standard	Disclosure	Descriptions and Page Numbers
Material Topic: Materials & Resources		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Climate Change and Energy Efficiency, p. 60
	103-2 The management approach and its components	Climate Change and Energy Efficiency, p. 60
	103-3 Evaluation of the management approach	Climate Change and Energy Efficiency, p. 60
GRI 301: Materials-2016	301-1 Materials used by weight or volume	Natural Resource Management, p. 57 Waste Management, p. 58
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Climate Change and Energy Efficiency, p. 60
Material Topic: Water Management		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Water Management, p. 55
	103-2 The management approach and its components	Water Management, p. 55
	103-3 Evaluation of the management approach	Water Management, p. 55
GRI 303: Water 2016	303-1 Water withdrawal by source	Water Management, p. 55
	303-3 Water recycled and reused	Water Management, p. 55
Material Topic: Carbon Footprint and Energy Efficiency		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Environment Management, p. 52- 53 Climate Change and Energy Efficiency, p. 60
	103-2 The management approach and its components	Environment Management, p. 52- 53 Climate Change and Energy Efficiency, p. 60
	103-3 Evaluation of the management approach	Environment Management, p. 52- 53 Climate Change and Energy Efficiency, p. 60
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Climate Change and Energy Efficiency, p. 60 Environmental Data, p. 66
	305-2 Energy indirect (Scope 2) GHG emissions	Climate Change and Energy Efficiency, p. 60 Environmental Data, p. 66
GRI 306: Effluents and Waste 2016	306-2 Waste by type and disposal method	Waste Management, p. 58

GRI CONTENT INDEX		
Standard	Disclosure	Descriptions and Page Numbers
Material Topic: Occupational Health and Safety		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Occupational Health and Safety, p. 49
	103-2 The management approach and its components	Occupational Health and Safety, p. 49
	103-3 Evaluation of the management approach	Occupational Health and Safety, p. 49
GRI 403: Occupational Health and Safety 2016	403-1 Workers representation in formal joint management–worker health and safety committees	Occupational Health and Safety, p. 49
	403-9 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Occupational Health and Safety, p. 49 Occupational Health and Safety Data, p. 66
Material Topic: Employee Training and Development		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Employee Development and Communication, p. 46- 48
	103-2 The management approach and its components	Employee Development and Communication, p. 46- 48
	103-3 Evaluation of the management approach	Employee Development and Communication, p. 46- 48
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Employee Development and Communication, p. 46- 47
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Development and Communication, p. 46, 48
	404-3 Percentage of employees receiving regular performance and career development reviews	Employee Development and Communication, p. 46, 48
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Ethical Values, p. 44
Material Topic: Customer Satisfaction		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	Customer Relations, p.27
	103-2 The management approach and its components	Customer Relations, p.27
	103-3 Evaluation of the management approach	Customer Relations, p.27
GRI 418 Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Customer Relations, p.27-28

 The Sustainable Development Goals Index		
	Goal	Page Numbers
	GOAL 1: NO POVERTY	Wage Policy, p. 45
	GOAL 3: GOOD HEALTH AND WELL-BEING	Occupational Health and Safety Policy, p.49
	GOAL 4: QUALITY EDUCATION	Ethical Values, p. 44 Employee Development and Communication, p. 46
	GOAL 5: GENDER EQUALITY	Ethical Values, p. 44
	GOAL 6: CLEAN WATER AND SANITATION	Water Management, p. 50-51
	GOAL 7: AFFORDABLE AND CLEAN ENERGY	Sustainable Work Areas, p. 50
	GOAL 8: DECENT WORK AND ECONOMIC GROWTH	Sales and Export, s.26
	GOAL 9: INDUSTRY, INNOVATION, AND INFRASTRUCTURE	Solution Mining and Production Technique, p. 17
	GOAL 10: REDUCED INEQUALITIES	Ethical Values, p. 44
	GOAL 13: CLIMATE ACTION	Climate Change and Energy Efficiency, p. 60