
sarbak
SUSTAINABILITY
REPORT 2023

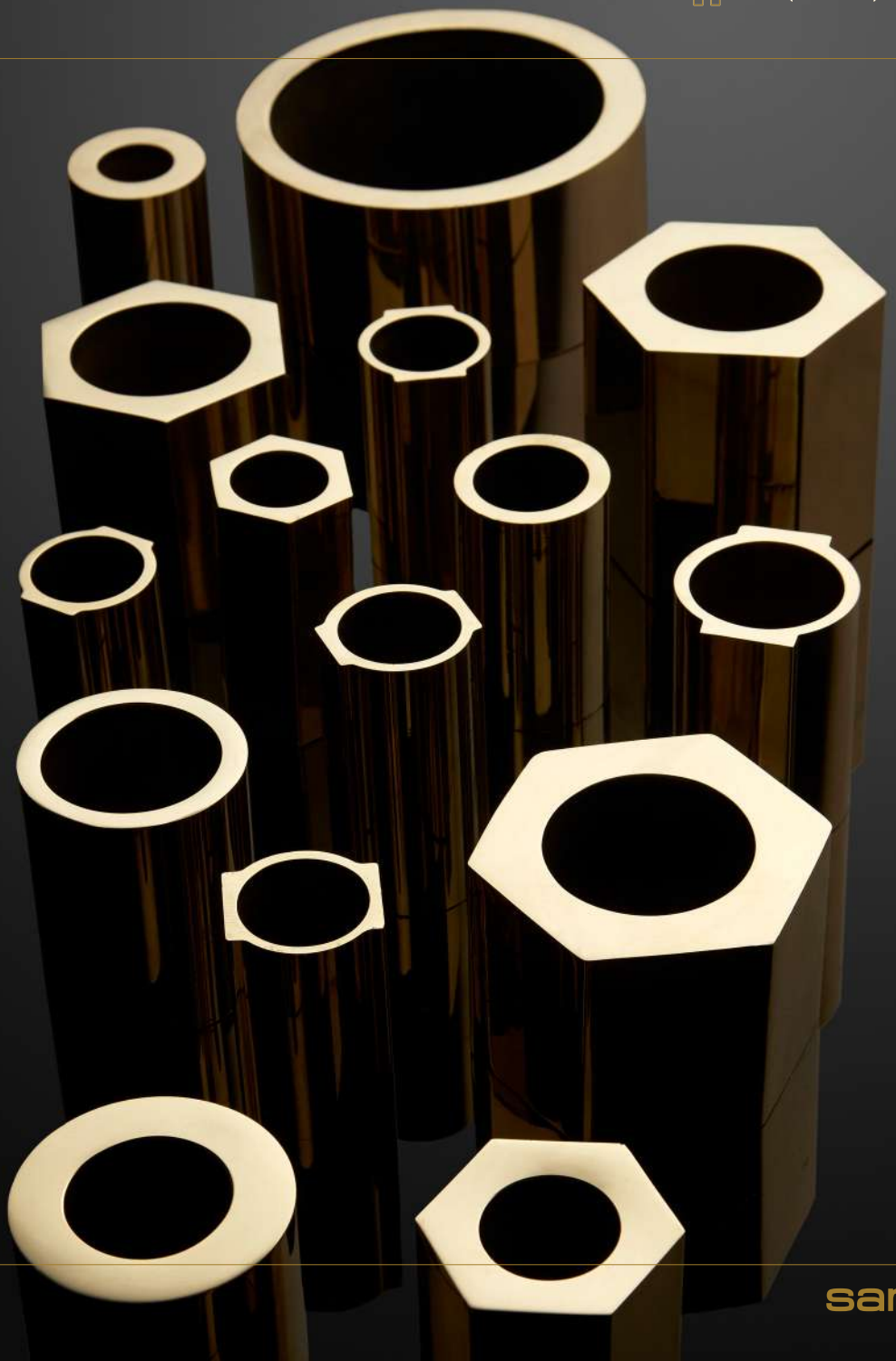
Introduction

Building on our years of sectoral experience and by our specialized workforce, we reach out to our global customers and take our products to the future.

As Sarbak Metal, we aspire to build an ecosystem that reinforces our relations with stakeholders and focuses on joint success in line with our sustainable business strategy.

Through our Sustainability Report 2023, which we have drawn up in response to the requests from our stakeholders, we share transparently and in detail Sarbak Metal's sustainability-themed practices, future aspirations and participation in various initiatives. We present our work in environmental, social and governance domains to our most valued stakeholders in this report prepared in line with the Global Reporting Initiative (GRI) Standards. Covering our activities in 2023, this report also announces our objectives set in line with our priorities. The environmental, social and economic information in this report covers all of our operations in the period of 1 January to 31 December 2023.

We emphasize that your comments and suggestions on our Sustainability Report will provide critically important guidance to our sustainability journey. Please access our website to view all of our public reports, and communicate your questions, views and suggestions to **sustainability@sarbak.com.tr**



GRI 2-2, GRI 2-3

Andon Arakelyan (1941-2022)

Andon Arakelyan, founder of Sarbak Metal Trade and Industry Inc. (Sarbak Metal), was born in 1941 in Istanbul. His father, Stefan Arakelyan was a master turner who manufactured gaseous drink producing machines at Perşembe Pazarı in Istanbul. Andon Arakelyan started his work life in 1953 as a faucet-maker's apprentice.

In 1960, he rented a space of five square meters to start manufacturing faucets and valves. In 1964, he liquidated his business of manufacturing faucets and valves, and continued to sell brass materials and other intermediate products to manufacturers. He forged the foundation of manufacturing brass rods between 1973 and 1976. Then he founded Sarbak Metal in 1976 at Hadımköy, Istanbul. He moved the factory in 2002 to the Organized Industry Zone at Çerkezköy, Tekirdağ. This relocation enabled Sarbak Metal to take initial steps toward rejuvenating its technology and become institutionalized.

With unflinching will and resolution, Andon Arakelyan always strove to find the truth and facts and attain his priority objectives, and never cared for class differences. He was always among his employees, and said "human beings first".

A great patriot, lover of republic, and loyal follower of Atatürk's principles, Andon Arakelyan established Sarbak Kayra ve Eğitim Vakfı (Sarbak Benevolence and Education Foundation) in 2017 so that his entire wealth and being would continue to serve his motherland and fellow citizens. He decided to keep providing aids and social assistance which he earlier made both personally and through his company.

For Andon Arakelyan, Sarbak Metal was his family. He would come to the factory every day, and step on every inch of the enterprise. He would personally care about and talk to each employee. Creating the best product with no compromise in quality was as strong a need for him as were water and bread. In 2022, the pandemic which hit the entire world took Andon Arakelyan away from us. He entrusted Sarbak Metal to all employees, and bid farewell at a time when he still had many dreams to realize.

We will always cherish his legacy and memory.

Message from the Management

Dear stakeholders,

With our past of almost half a century, we as Sarbak Metal are proud of not only our achievements in our sector, but also our resolve for sustainability. We always act in a philosophy that shapes the future, and work with our stakeholders for a more livable world. Placing sustainability at our business strategy, we made significant strides in 2023 as well. 2023 was a milestone for us in many respects. We state with pride that this report is Sarbak Metal's first sustainability report in line with GRI Standards. We are happy to transparently share with our stakeholders how we fulfill our environmental, social and governance responsibilities.

On our sustainability journey, we are making innovative, environmentally-friendly solutions an integral part of our modus operandi. On account of our investments in renewable energy, we covered 86% of our electricity consumption from renewable resources. This enabled us not only to reduce our carbon footprint, but also contribute to the 2050 climate-neutrality target of the European Union (EU) and the 2053 net zero target of Türkiye. In addition, we reduced our greenhouse gas (GHG) emissions by 37% making significant progress towards our environmental sustainability objectives.

Today, we focus on our innovation and circular economy practices along with our environmental responsibilities as we did in the past. In line with our goal of increasing the use of recycled materials, we covered 85% of all raw materials used in our production processes from recovered materials. By our waste management and resource efficiency project, we continued to step up our contribution to protecting natural resources. We embrace sustainability not only as an environmental responsibility but also as a social one. In such awareness, we increased our contributions to the society through the project "Çerkezköy Municipality Sarbak Metal-Andon Arakelyan Urban Library" completed in 2023. We continue to add value to our society in education and culture.

Our employees are the pillars of our success. Our top priorities include ensuring occupational health and safety (OHS), supporting employee development, and creating an inclusive working environment. We advanced the competencies of our employees, and boosted their OHS awareness by delivering 7,944 hours of training in 2023. Ethical values and transparency continue to guide us in our business operations. We adhere to high standards at all phases including supply chain and production processes, and design our sustainability objectives by our ethical business modus operandi. This report represents a significant milestone in Sarbak Metal's journey of sustainability.

We are happy to share with you our past successes and future objectives through this report which we prepared in line with GRI Standards for the first time. Your views and suggestions on sustainability will guide us on our journey into the future.

We as Sarbak Metal family continue to work resolutely for a greener, fairer and more sustainable world. We are exalted and empowered by walking with you on this journey.

Kindest regards,

Meliha HALIGÜR
Board Chair and General Manager

GRI 2-11, GRI 2-12, GRI 2-22

Message from the Management

Dear stakeholders,

Sarbak Metal has been exporting regularly without interruption since 1994. Our recognition is galvanized over a wide geography in the world as our exports initially went to the European Union and United States of America, then expanded to the North Africa and Australia. Our company is the leading producer of brass bars and profiles in Türkiye as well as the leading exporter in its field.

Being the preferred supplier to our customers for our customer-oriented philosophy, innovative perspective, ability to easily adapt to changing regulations, and sustainable production and management philosophy makes us both proud and further motivated to do better.

We work shoulder-to-shoulder with all of our colleagues in the same awareness and enthusiasm so that Sarbak brand represents quality, trust and continuity. Such conscientiousness enables us to pave the way for handing over Sarbak brand across generations.

Sarbak Metal established the Benevolence and Education Foundation in 2017 to cement its principle of devoting its earnings to good cause, particularly to education. It is among the core values of our foundation both to create equal opportunities and create projects that will contribute to the Turkish economy in the framework of collaboration with universities.

Since the early 2000s, we have been demonstrating our philosophy of innovation, efficiency and value creation in our production operations as well as environmental, social and governance matters. In the coming years too, we will follow trends that are environmentally-sensitive, development-centered and will enhance our competitiveness, and accordingly formulate our sustainability strategy. We will continue to work hard and produce more, create value for our country, submit our reports to our esteemed stakeholders, and carry Sarbak Metal to a beautiful future.

Kindest regards,

Arzu KANTAY
Board Chair of Sarbak Foundation
Export Import Manager

GRI 2-11, GRI 2-12, GRI 2-22

1

Sarbak Metal Corporate Profil

1.1. History and Milestones

- **In 1976,** Sarbak Metal was founded at Sazlıbosna village, Arnavutköy district of Istanbul to produce MS58 bars (round, hexagonal profile).
- **From 1986,** we started to produce low-pressure continuous casting ingots.
- **In 1994,** Sarbak Metal made its first export.
- **From 2001,** ISO 9001:2000 Quality Management Systems was certified by TÜV SÜD and implemented.
- **From 2003,** we started to produce CW602N dezincification-resistant brass.
- **From 2005,** we started to produce hollow bars..
- **From 2006,** ISO 14001:2004 Environmental Management Systems was certified by TÜV SÜD and implemented
- **In 2006**, we produced brass materials conforming to DIN 50930-6 for use at locations contacting drinking water.
- **From 2006,** we started production conforming to 2002/95/EC ROHS Directive.
- **In 2007,** we won the Environment Grand Prize in the Environment Awards contest held by Istanbul Chamber of Industry.
- **From 2008,** we started to produce lead-free Federalloy ingot under the patent of Federal Metal company operating in the United States of America (USA).
- **As of 2009,** Sarbak Metal completed requisite registrations and started to implement the Directive on Registration, Evaluation, Authorisation of Chemicals (REACH). In the same year, BS OHSAS 18001:2007 Occupational Health and Safety Management System was certified by TÜV SÜD and implemented.
- **From 2009,** we started to produce lead-free brass bars and profiles under the brand Ekosarı, and lead-free brass ingot products under the brand Ekodöküm, as new generation lead-free continuous casting brass alloys.
- **In 2009,** we obtained the hazardous and non-hazardous materials recovery license.
- **In 2010,** we published the first book titled “Yellow Metal Brass” with contributions from the administrative staff.
- **In 2011,** the Innovation Awards held by Istanbul Chamber of Industry drew applications from 600 companies mostly operating in information technologies, communications, services sectors; 35 applications were admitted, and our company, almost the only heavy industry participant, managed to get into the top 10 finalists.
- **In 2011,** at the annual Environment Awards contest held by Istanbul Chamber of Industry, our company participated in the category of Environmentally-Friendly Products and Application Awards, and won the second prize by our “Ekosarı” product.
- **In 2011,** we published our second book “Copper and Copper Alloys Machinability”.
- **In 2012,** we obtained certifications defined as AD2000 which covered AD2000 Merkblatt - W0 & W6/2 production of brass materials for pressure equipment and certification that committed quality assurance system requirements conforming to Annex 1, Paragraph 4.3 of 97/23/EC (PED), the directive concerning pressure equipment.
- **In 2014,** we increased our annual production capacity to 100,000 tons.
- **In 2015,** we started to produce cold-drawn coil, and transitioned to continuous casting production method for ingot production.
- **In 2015,** we published our third book “Copper-Based Alloys Casting Defects”.
- **In 2015,** CC773S (CuZn42Al) alloy was added to the UBA (Federal Environmental Agency)-4MS list and TS EN 1982 Copper and Copper Alloys, Casting and Ingot Standard.”
- **In 2016,** our workforce reached 250 persons and we received an ISO 27001 Information Security Management System certification.
- **In 2020,** we established the ISO COVID-19:2020 Combating Pandemic Diseases Management System, and received ISO COVID-19:2020 certification from IIC company.
- **In 2020,** the construction of “Sarbak Metal Republic Anatolian High School” was completed in Çerkezköy, Tekirdağ where we handled our production operations, and we presented the school to local people, particularly children.
- **In 2021,** we set up ISO 50001 Energy Management System, and conducted Life Cycle Assessment and carbon footprint studies.
- **In 2021,** we set up ISO 17025 Testing and Calibration Laboratories Accreditation Management System, and received certification from TÜRKAK for our laboratory.
- **In 2023,** we completed and inaugurated Çerkezköy Municipality Sarbak Metal-Andon Arakelyan Urban Library.
- **In 2023,** we started collaborative work between Yıldız Technical University and Sarbak R&D Center at Technopark. The Center is planned to be operational in 2024.

GRI 2-1, GRI 2-6

1.2. Vision ve Mission

Vision

To maintain our leading position in the sector by adhering to the principle of customer satisfaction and adopting an innovative approach to all processes, to become one of the most important producers in domestic and foreign markets, to fulfill the requirements of occupational health and safety in full awareness of our environmental responsibilities, to achieve the highest competitive advantage by producing low greenhouse gas emissions for a better quality of life and to ensure the confidentiality and integrity of information by protecting against unauthorized access.

Mission

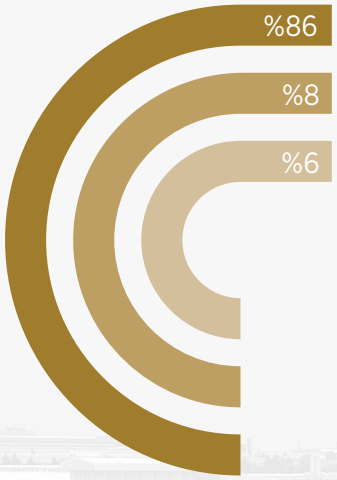
In order to realize the aforesaid vision, our mission is to adopt an innovative approach and action involving advanced technology applications in quality, costs, product diversity, analyses, human resources, delivery deadlines, and all processes; drive continuous improvement in environmental protection, our awareness in occupational health and safety (OHS), engaging in globally combating climate change by carbon offsetting projects; and ensure the confidentiality of the information that we are in possession, and the integrity of information assets of our customers or our own organization.

Innovation Mission

Our innovation mission is to instill a culture of innovation at Sarbak Metal and in all of our employees; foresee what kind of products our customers will need in the future, not only their current needs; and acquire technologies and talents necessary to produce such products.

GRI 2-1, GRI 2-6, GRI 3-3

1.3. Shareholding Structure



%86 Sarbak Benevolence and Education Foundation, Controlling Shareholder

%8 Mevlüde Arakelyan

%6 Meliha Halıgür

Lead-Free Brass with Excellent Machinability

ECO BRASS GloBrass

Applicable to RoHS Directive, ELV Directive and Tap Water Quality Standards

Standart No. ECO BRASS
JIS: C6931, C6932, CAC804
CDA: C69300, C69310, C87850, C87870
EN: CW724R, CB768S, CC768S

GloBrass
CDA: C68370
EN: CW726R

GRI 2-1, GRI 2-6

1.4. Products and Services

Sarbak Metal's product range involves the manufacturing of billets and ingots by the continuous casting method at the Casting Department. Our products are used in many sectors and areas including construction, automotive, gas, food, health, aviation, electrical equipment, electronics, plumbing, drinking water products, accessories, fittings, gate valves, corporation cocks, water meters, ball valves and armatures.

At the Extrusion and Cold-Drawing Department, we manufacture cold-drawn bars for automation benches, extrusion outputs and cold-drawn bars suitable for hot forging operations, profiles, box-section bars, hollow bars, and cold-drawn coils. Such products are preferred in such areas as construction, automotive, gas, food, health, aviation, electrical equipment, electronics, plumbing, drinking water products.

Products are manufactured in conformity to ROHS-Restriction of Hazardous Substances Directive II and REACH Directive. The production process is executed in line with quality, environment and occupational safety standards. We also handle production in conformity to 4MS for hygienic fitness of drinking water items, and to Federal Environment Agency (UBA), Germany's central authority for environment, for compliance with environmental criteria.

When producing according to the European Norm (EN) and the American Norm (ASTM), our relevant units assess relevant customer requests for various norms and alloys and then commence the production as necessary.

GRI 2-1, GRI 2-6, GRI 3-3

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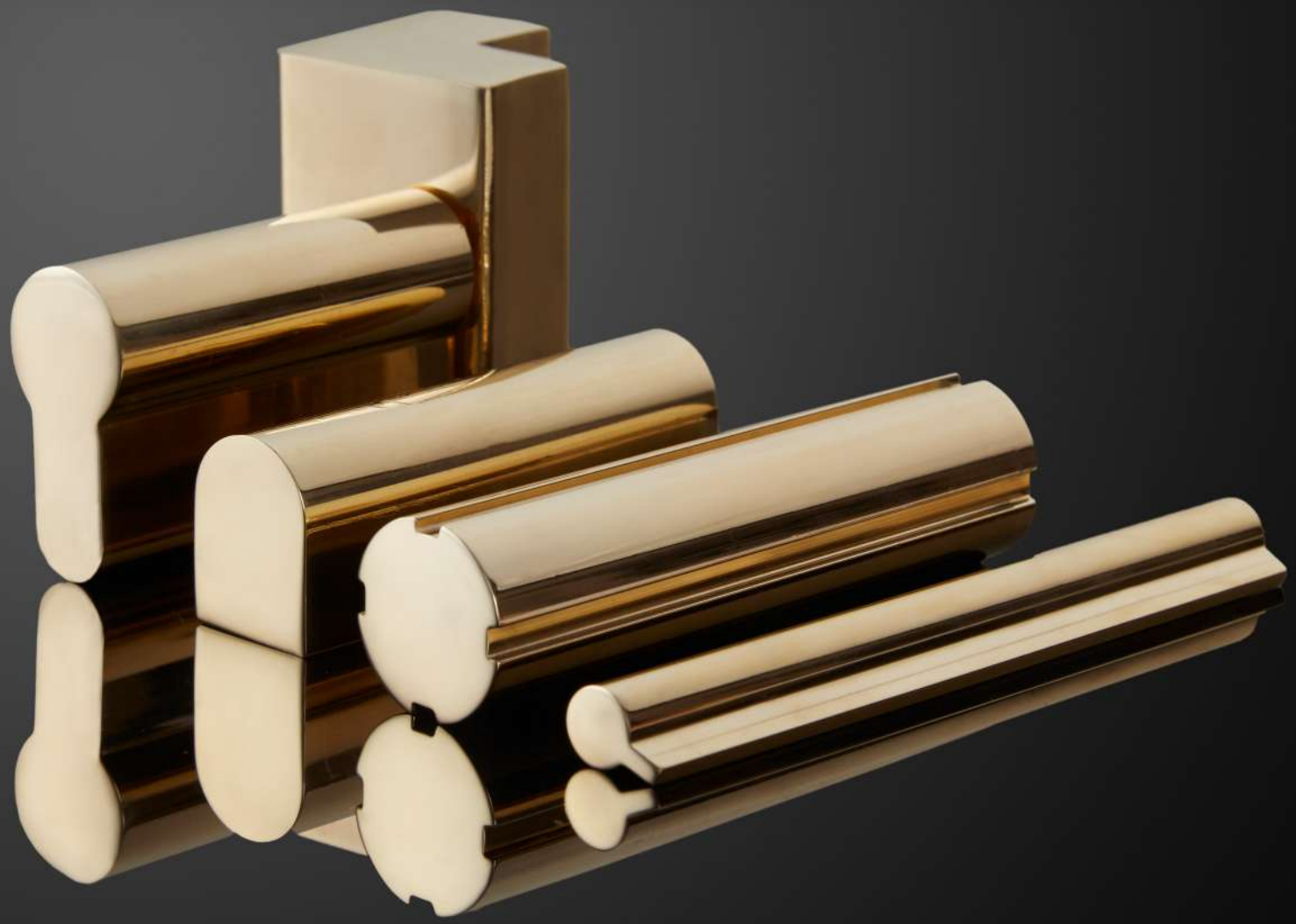


Governance Structure and Composition

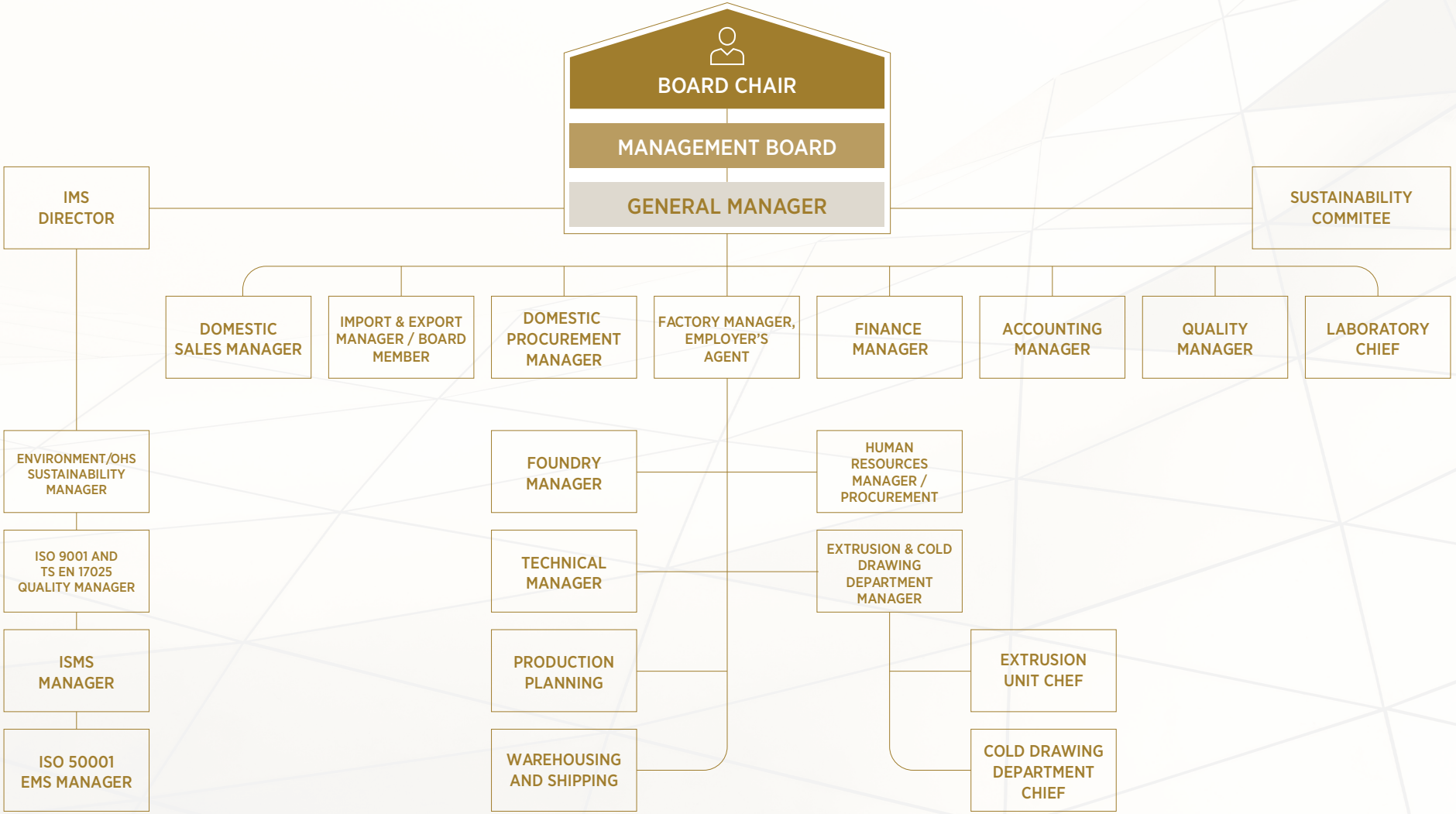
2.1. Management Philosophy and Structure

The governance structure at Sarbak Metal is operated through a management system and committees formed in line with principles of sustainability. The structure headed by the Board Chair shapes the entire corporate management in line with strategic objectives. The Board Chair is charged with and authorized to ensure a management approach in line with our corporate vision and mission, and secure the continuity of the Integrated Management System (IMS).

Chairing the Sustainability Committee, the General Manager plays a critical role in setting and implementing corporate policies and objectives. The Sustainability Committee is charged with developing strategies, securing resources, and regularly monitoring progress to achieve objectives in line with sustainability policies. The Factory Manager, IMS Director, Human Resources Manager and other department heads sit at the Committee as members. This body assures the strategic management and control processes for Sarbak Metal to achieve sustainability objectives, and ensures that the governance structure comprehensively handles the advances in the area of sustainability.

GRI 2-9, GRI 2-16, GRI 2-17, GRI 2-24

2.1. Management Philosophy and Structure



GRI 2-9, GRI 2-16, GRI 2-17, GRI 2-24

2.2. Ethics and Compliance

Ethical values and compliance culture are at the heart of Sarbak Metal's business modus operandi. The company commits to acting fairly and honestly in all operations as well as avoiding practices that may lead to unfair competition with its rivals, customers, suppliers and partners. The fundamental functioning principles of Sarbak Metal are to fully comply with laws and regulations, adopt universal values, combat corruption and respect human beings.

Upholding ethical values is an integral part of Sarbak Metal's progress and development strategy. Beyond operational growth, we focus on economic and social development across the value chain, adopt environmental impact management, and prioritize ethical business philosophy. We aim to positively reflect such approach not only to activities within the sector, but also to modes of conduct within the society.

Sarbak Metal continues to implement highest standards of ethics and compliance based on transparency, trust and mutual respect in its relations with stakeholders.

GRI 2-15, GRI 2-26, GRI 2-27, GRI 3-3, GRI 205-1, GRI 408-1, GRI 409-1

2.3. Risk Management

Sarbak Metal's risk management is designed to manage systematically and effectively the risks and opportunities encountered on the way to achieving the company's strategic objectives. In this framework, corporate risk management processes are established to raise awareness of all employees, assess risks holistically, and contribute to sustainable growth.

The risk management approach is defined in the corporate Sustainability Handbook and relevant procedures, and followed through Sustainability Procedures and subdocuments. Risks and opportunities are assessed considering the progress towards short-, medium- and long-term strategic objectives. During the assessment process, necessary measures are taken and reviewed regularly to minimize the impacts of risks.

Our corporate risk management vision is to contribute to sustainable growth by assessing and measuring risks in all processes, raising employee awareness, and addressing the risks holistically. The mission is to provide assurance to systematically identify, assess and manage the risks and opportunities in the best way.

Sarbak Metal's Board of Directors is the highest management body in charge of risk management. The Board is responsible for approving corporate risk management policies, risk appetite and tolerances, committee regulations, and risk management methodology. In addition, the Sustainability Committee is in charge of overseeing the risks and opportunities relating to sustainability, and ensuring the effective execution of such processes.

Risks are assessed by 5x5 Matrix method, regularly reviewed, and checked for changes in probabilities and severities. This process covers defining economic, environmental and social risks and assessing opportunities. The measures taken against the identified risks and monitoring of opportunities are annually evaluated.

In addition, Sarbak Metal's sustainability action plan aims to create an integrated management philosophy which prioritize environmental sensitivity, mitigating climate change risks, upholding ethical values and information management. Disciplinary action or commendation for conduct relating to handling of risks are laid down in the relevant regulations and instructions, and the effectiveness of such processes is continuously monitored.

2.4. Quality Philosophy

Sarbak Metal's quality philosophy focuses on efficient use of resources, employee engagement, sustainability-centered values system and customer satisfaction. We aim to foresee not only current needs but also future demands, and acquire technological advances and talents necessary to develop innovative products.

Our quality philosophy covers ensuring the reliability of analysis results based on principles of impartiality and confidentiality in laboratory activities, and accordingly following a development-centered path. We set our priorities as fully complying with environmental and OHS legislation, enhancing employee competencies, and establishing effective communications with stakeholders in all activities.

For waste management, our Quality Policy inherently includes minimizing harmful waste, maximizing recycling, and safely disposing of non-recoverable waste. We also aspire to alleviate environmental impact by efficiently using energy, raw materials and natural resources.

We set strategic objectives that support maintaining the trust of customer organizations and ensuring the security of information assets under the Information Security Management System (ISMS), and efficient use of resources under energy management. By our commitment to minimizing energy consumption, adhering to energy plans, and considering energy efficiency in supply and design processes, Sarbak Metal manages quality as a value chain.

This philosophy emphasizes our commitment to ethical principles, social responsibility projects, and operational safety. In the framework of sustainable quality management, Sarbak Metal aims to positively transform all impacts on society and environment.

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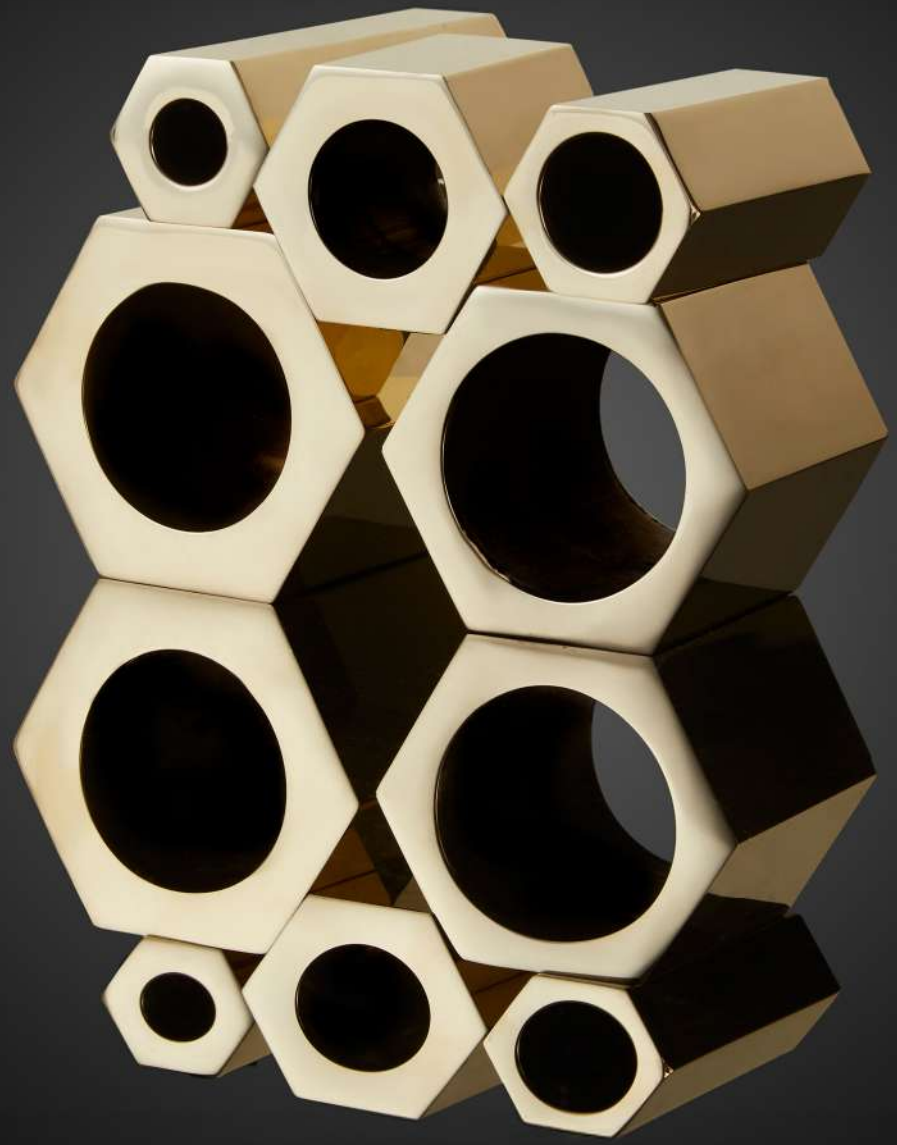


Sustainability Approach

3.1. Sustainability Management Structure

Sarbak Metal delivers sustainability governance by a comprehensive management structure and associated processes designed to ensure that we achieve long-term sustainability objectives, and incorporate such objectives across the company. We adopt sustainability management as part of strategic decisions and task management tiers to provide all necessary resources accordingly.

The Sustainability Committee chaired by the General Manager is at the heart of our sustainability management structure. The committee is composed of the General Manager as chair, Factory Manager, Integrated Management System (IMS) Director, Human Resources Manager, Import&Export Manager, Finance Manager, Accounting Manager, Domestic Sales Manager, and Sustainability Manager. The committee lays down corporate sustainability policies and strategies, oversees practices to achieve sustainability objectives and prepares regular reports. Data and analyses from areas such as environment and OHS are assessed by the Sustainability Manager on behalf of the Sustainability Committee.

The Sustainability Committee is in charge of developing strategies necessary to achieve objectives in line with Sarbak Metal's sustainability policies, and ensuring that said strategies are implemented, and the process works effectively. It is also under the charge of the committee to allocate resources according to the defined objectives, inform all corporate units on sustainability, and raise awareness. The committee also supports, and authorizes as necessary, the department heads to ensure that environmental, social and governance (ESG) requirements are fulfilled in all departments.

The Sustainability Manager undertakes the tasks of coordinating and reporting on the process of achieving sustainability objectives. In this role, s/he follows up sustainability efforts, analyze data and information from departments, and reports them to the committee. S/he also oversees the pursuit of ESG objectives across the company, organizes training to raise employee awareness, and conducts internal auditing under the Sustainability Management System. This role also covers R&D and innovation management, and supports sustainability strategies by innovative solutions. Following the collaboration between Yıldız Technical University and Sarbak R&D Center at Technopark in 2023, we plan to take away R&D and innovation activities from the charge of Sustainability Manager in 2024.

Tuğhan Özçamsırtı

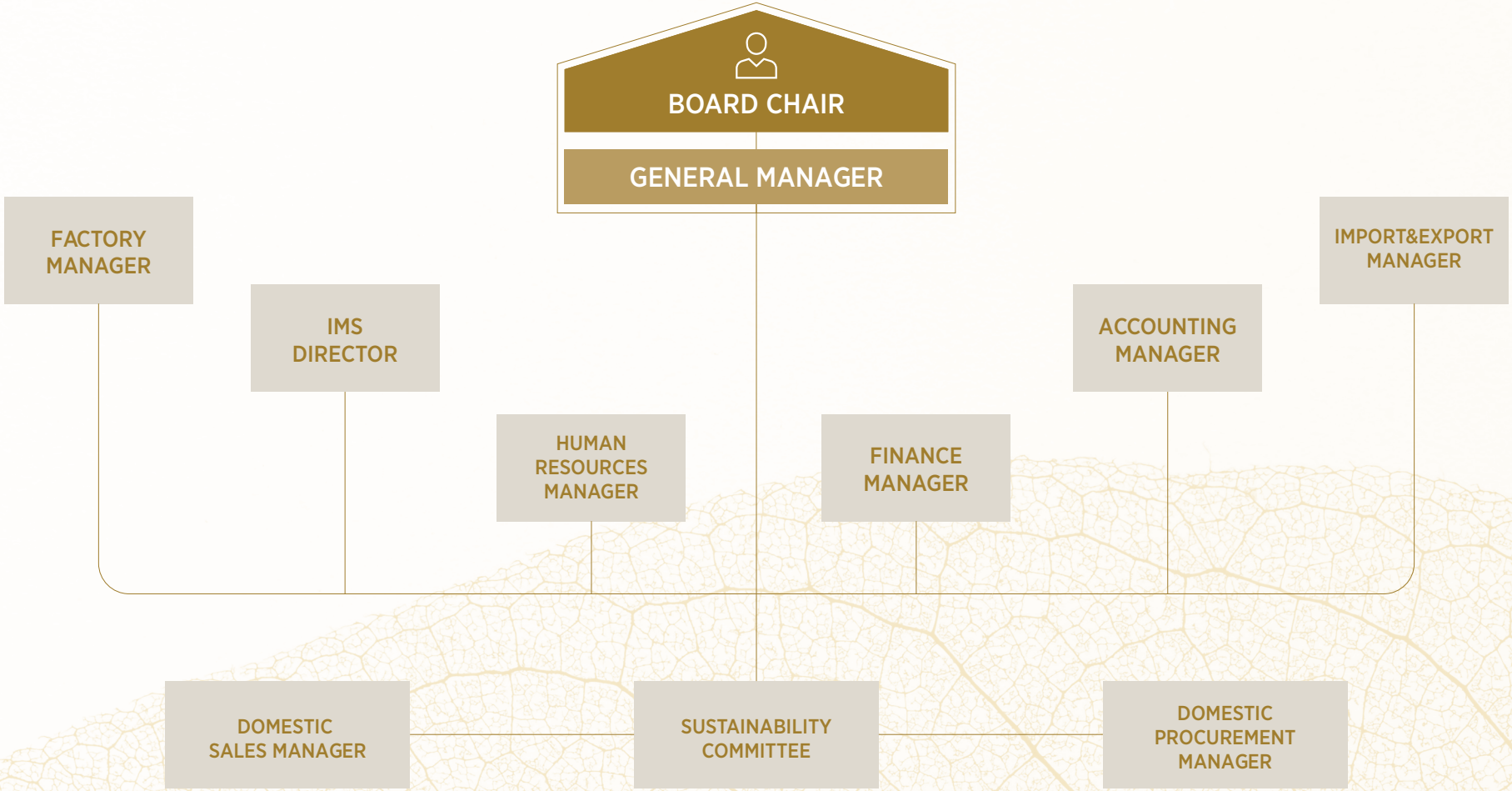
Metallurgical Engineer | Factory Manager | R&D Director | IMS Director | Member of Sarbak Foundation of the Board of Trustees | Vice President of Sarbak Foundation Board of Directors

Sarbak Metal undertakes management review (MR) activities to regularly evaluate sustainability performance. Such review process aims to assess the effectiveness of sustainability policies and objectives, identify areas that need improvement, and ensure that decisions are implemented. The reports prepared by the committee are submitted to the management echelon, thus ensuring transparent flow of information across the company on sustainability objectives.

The Sustainability Committee manages internal and external resources effectively under the Sustainability Management System. In this context, the committee identifies training needs of company employees and designs training programs, as well as requiring compliance with ESG standards when selecting suppliers. The Sustainability Manager plans the proposed use of resources in a manner to raise employee awareness and reinforce sustainability culture.

GRI 2-12, GRI 2-13, GRI 2-14, GRI 2-22

3.1. Sustainability Management Structure



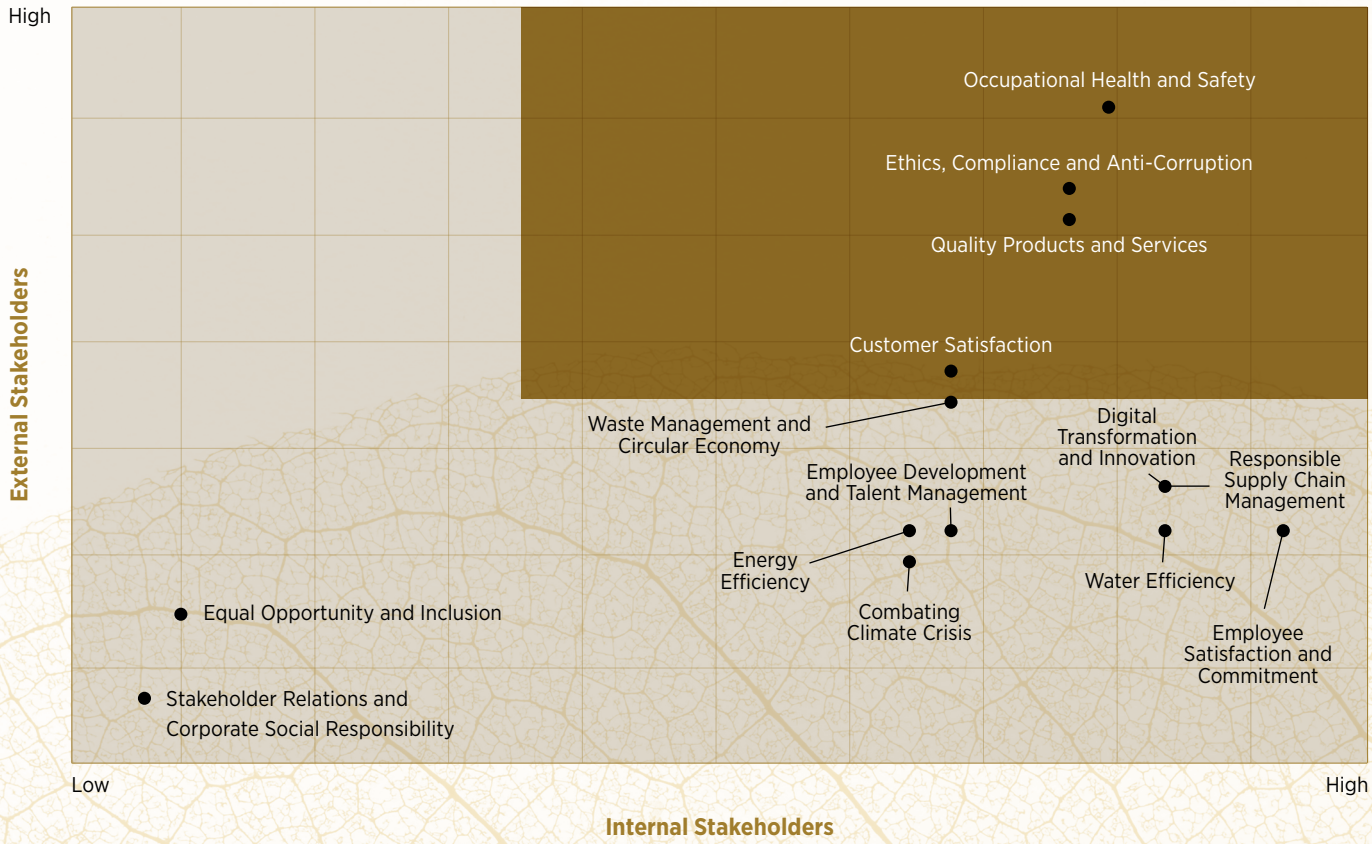
GRI 2-12, GRI 2-13, GRI 2-14, GRI 2-22

3.2. Materiality Analysis and Contribution to US Sustainable Development Goals

A comprehensive survey questionnaire was administered to stakeholders who had influence and impact on business processes and operations to elicit their views, needs and expectations. Through the survey, we aimed to engage stakeholders in the decision-making processes, and identify at an early stage the strengths and improvement rooms as well as potential risks and opportunities.

In the study, 14 potentially material topics were identified in the area of sustainability, and internal and external stakeholders were asked to assess such topics. Questions were designed in three different perspectives to elicit comprehensive responses, and thereby a multi-faceted analysis was conducted. A total of 116 stakeholders, 73 internal and 43 external, responded to the survey questionnaire. The responses were carefully analyzed, and top-priority and high-priority sustainability topics for Sarbak Metal were identified as shown in the matrix below.

#Future Focus - Materiality Matrix



GRI 2-22, GRI 3-1, GRI 3-2, GRI 3-3

3.2. Materiality Analysis and Contribution to US Sustainable Development Goals

The following were identified in the materiality matrix as top-priority topics for Sarbak Metal:

- Occupational Health and Safety
- Ethics, Compliance and Anti-Corruption
- Quality Products and Anti-Corruption
- Customer Satisfaction

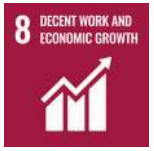
High-priority topics for Sarbak Metal were identified as follows:

- Combating Climate Crisis
- Energy Efficiency
- Water Efficiency
- Waste Management and Circular Economy
- Equal Opportunity and Inclusion
- Employee Development and Talent Management
- Employee Satisfaction and Loyalty
- Stakeholder Relations and Corporate Social Responsibility
- Responsible Suppy Chain Management
- Digital Transformation and Innovation

GRI 2-22, GRI 3-1, GRI 3-2, GRI 3-3

3.2. Materiality Analysis and Contribution to US Sustainable Development Goals

As a result of the Materiality Analysis, the four top-priority topics were associated with the Sustainable Development Goals (SDGs) as follows:

Material Topics	Sustainable Development Goals
Occupational Health and Safety	
Ethics, Compliance and Anti-Corruption	
Quality Products and Services	
Customer Satisfaction	

GRI 2-22, GRI 3-1, GRI 3-2, GRI 3-3

4

Protecting Environment

4. Protecting Environment

Sarbak Metal views environmental protection and sustainable development among its priority goals across all activities. In the industrial world of the 21st century, environmental sustainability has become a must for long-term success and social prosperity beyond being a mere preference. In such awareness, we as Sarbak Metal operate an Environmental Management System (EMS) to minimize environmental impact, and adopt environmentally-sensitive approaches in waste, energy and resource management processes in accordance with ISO 14001 Environmental Management Systems. In order to alleviate environmental risks and implement sustainability policies, we prioritize improving energy efficiency, investing in renewable energy, reducing greenhouse emissions, recycling, and implementing circular economy practices. Thereby, we act on the goal of leaving a healthier environment to all stakeholders.

Environmental management is a key component of Sarbak Metal's overall management policies, and all activities in this domain are coordinated by the Environmental Management Unit. This unit is in charge of operating IMS, monitoring and improving environmental performance, and directly reports to the IMS Director. The Environmental Manager is in charge of preparing and maintaining environmental documentation, setting environmental objectives, internal audits, and training on raising environmental awareness. MR meetings and monthly progress assessment sessions during the year ensure that environmental performance is continuously monitored and improved. On the matter of waste, the Environmental Manager cooperates with various departments in the factory, and coordinates the processes with waste managers in Human Resources Dept., Technical Dept. Press & Machinery Dept., Foundry, Center and Quality Control Dept. The current structure enables us to effectively monitor and manage the environmental impact of each unit.

Sarbak Metal has already integrated the Environmental Management System into day-to-day operations in all units. This system operates along seven fundamental principles:

- **Customer Orientation**
- **Employee Commitment**
- **Process Approach**
- **Evidence-Based Decision-Making**
- **Leadership**
- **Improvement**
- **Relations Management**

GRI 2-13, GRI 2-25

4. Protecting Environment

Sarbak Metal spent 11 million TRY in 2023 for environmental protection activities, and made significant strides in such areas as improving air quality, waste management, soil management and protecting biodiversity. In addition, we never had legal noncompliance or sanction on the matters of environment in the same year. We observe the following priorities for new investments and improvement of existing machinery and equipment:

- Ensuring energy efficiency
- Creating labor advantage and offering ergonomic use
- Avoiding increase in waste and emissions
- Complying with legal requirements in using chemicals, and preferring non-hazardous chemicals.

	Sarbak Metal's Environmentally-Friendly Projects	Description
1	Drum Mill System Project	Slags collected from melting furnaces are passed through the Drum Mill system to sort out and recover re-usable parts back to the process. The remaining mill ash is sold to licensed recycling companies.
2	Dust Treatment System Project	The suction systems on top of melting furnaces both improves indoor air quality and prevent leak emissions, and Dust is filtered by a jet plus filtering system. Emissions out of the stack are checked and kept under the limits. Collected particulates are sold to recycling companies, thus kept in the raw material cycle for the sector.
3	Stress-Relief Annealing Furnaces with After-Burner System Project	Gases that pass through the indirect heating process using an after-burner system are fully burnt, emission exit figures are kept under control and regularly monitored.
4	Neutralization System Project	At the surface cleaning ponds, wastewater coming from the process is treated by a neutralization system to levels compliant with environmental limits.
5	Centrifuge System Project	Raw materials recognized as covered by recycling activities are passed through the centrifuge system, thus increasing production efficiency, and removing oils that contaminate raw materials by capturing for oil recovery.
6	Brass Chips Drying Project with After-Burner System	Gases that pass through the indirect heating process using an after-burner system are fully burnt, emission exit figures are kept under control and regularly monitored. By this system, efficiency is increased in the process of melting Brass Chips at foundry furnaces.
7	Lead-Free Brass Production Project	Since 2009, Sarbak Metal has removed lead from alloy, and developed an environmentally-friendly alternative that does not harm human health. This project stands out as a significant step both for environmental sensitivity and sustainable production in the sector. Lead-free brass is produced without stressing the existing production processes and ensuring the same quality.
8	Electricity Supply from Renewable Resources Project	Our total electrical power requirement is met from renewable energy resources, and this is implemented in line with EU's 2050 and Türkiye's 2053 net zero CO2 target.

GRI 2-13, GRI 2-25

4.1 Emission Management

Climate change is recognized as one of the biggest environmental, economic and social threats that we face today. Industry sectors particularly are viewed as the cause of this problem as they emit GHG into the atmosphere, and also as one of the solutions to the problem. The metal industry plays a significant role in the increase of global GHG emissions for its high-level use of energy in production processes. This forces metal producers to take strategic steps to reduce their carbon footprint. Aware of the risks that might be introduced by climate change, Sarbak Metal placed its emission management at the heart of its operations.

We fight climate change by transitioning to low-carbon production processes, and pursuing the goal of leaving a more sustainable world to future generations. Accordingly, we calculated our Scope 1 and Scope 2 emissions in 2021, and included Scope 3 emissions as of 2022. In 2023, we calculated and reported emissions in three scopes and 6 categories in conformity to the requirements of ISO 14064. Among our sustainability objectives, we also set the target of reducing Scope 1 and Scope 2 GHG emissions by 60% by 2024 against the base year 2022.

GHG Emission Data	Unit	2021	2022	2023
Scope 1	tCO_2e	3.690,46	2.390,61	2.337,02
Scope 2		21.011,88	19.725,95	7.124,59
Scope 3		-	45.434,07	33.484,11
Total		24.702,34	67.550,64	42.945,72
Change*	%	+2,92	-10,47	-57,22

*Change calculations include only Scope 1 and Scope 2 emissions.

Percentage change in GHG data constitutes the cornerstone of Sarbak Metal's emission reduction strategy. Such changes are indications of concrete steps that we take towards reducing our carbon footprint. In 2022 and 2023, we achieved significant reductions in Scope 1 and Scope 2 emissions. We calculate the metric value of emission per ton of product, measure the process efficiency, and undertake improvements by energy efficiency, process optimization and use of renewable energy resources.

Emission Density Data	Unit	2021	2022	2023
GHG Density*	tCO_2e/ton product	0,35	0,36	0,15

*Greenhouse Gas Density data include only Scope 1 and Scope 2 emissions.

Tracking air pollutants is as much important as managing GHG emissions. Air emissions are regularly monitored and reported in compliance with legal requirements. Inspections at our facilities have never given rise to any adverse action or penal sanction to date. The quantities of air pollutants such as dust, SOX, NOX and Volatile Organic Compound (VOC) are periodically measured pursuant to the Regulation on Control of Industry-Induced Air Pollution.

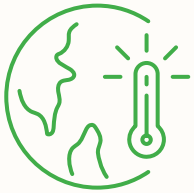
Air Pollutant Emissions	Unit	2020 | 2021	2022 | 2023
Dust	ton	0,55	1,53
SO_x		2,19	5,27
NO_x		4,74	13,95
VO_c		10,82	14,48

GRI 2-13, GRI 2-25, GRI 3-3, GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4, GRI 305-5,GRI 305-7

4.1 Emission Management

Sarbak Metal prioritizes emission management in line with the Climate Action section in its Declaration of Sustainability Principles drawn up in light of sustainability objectives. We aim to take urgent action to combat climate change and its impacts. In this framework, we develop efficient production processes and inform both ourselves and all stakeholders including particularly suppliers. We provide transport service to our employees, and currently work to replace company vehicles with electric or hybrid vehicles. As a result of the Life Cycle Assessment (LCA) study, the climate change potential for 1 ton of brass material on average was calculated as 1,071 kg CO2e. This study identified the stages where the product would cause highest emissions through its life cycle, and aimed to concentrate improvement work on such areas.

Sarbak Metal assesses climate risks by conducting studies in line with climate objectives, identifies measures to counter such risks, and sets the timelines. Realizing the correct management of climate risks, we take steps to make such processes a part of our business culture.



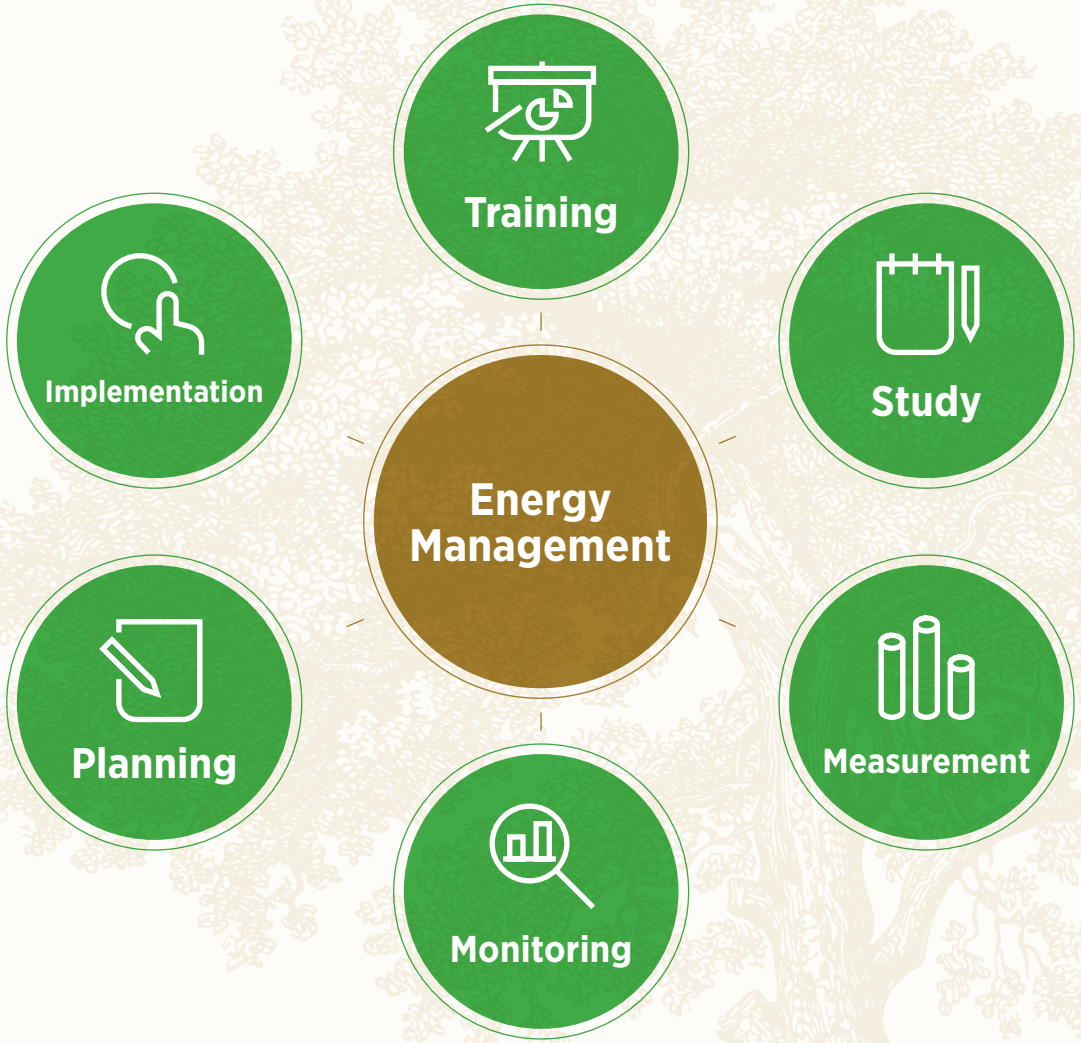
Hazard Description	Risk Description	Measure to Take	Timeline
Average temperatures increase above the target of 1.5°C due to global warming	Glaciers melting	Undertaking work in line with the factory objectives defined	Regular and continuous
	Extreme weather events such as flooding, typhoons, drought, fires etc.		
	Rising ocean and sea levels		
	Rising acidity in oceans		
Unfettered growth of industry	Air pollution	Measuring or causing to measure emissions and monitoring	Regular and continuous
Fluctuations in river flow regimes	Degrading water quality	Monitoring wastewater exit criteria	Regular and continuous
	Decreasing access to quality water	Researching applications that will potentially save water	2024
Uneven distribution of population	Prolonged disease times	Engaging in social responsibility activities that contribute to equal distribution of population	2024
Decreasing plant diversity	Decreasing food quality	Engaging in social responsibility projects that will support entrepreneurs to enhance agricultural activities and animal husbandry	2025
Animal species going extinct			
Agricultural activities stopping			

GRI 2-13, GRI 2-25, GRI 3-3, GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4, GRI 305-5,GRI 305-7

4.2. Energy Management

Sarbak Metal addresses energy management as a core element of the sustainability strategy, and operates a management system certified to ISO 50001. Our energy policy aims to use resources efficiently by minimizing energy consumption, and reduce energy costs. It is among our priorities to follow up the legislation on energy management and alleviate environmental impact.

At Sarbak Metal, the senior management closely oversees energy management through energy review meetings held twice a year. In addition, our Energy Team Monthly Meetings held across the factory assess and monitor critical parameters for energy management. We view energy management not only as an operational requirement, but also a strategic step that contributes to environmental sustainability. The energy management processes including training, study, planning, monitoring, measurement and implementation ensure that Sarbak Metal's energy policies are effectively implemented.



GRI 2-13, GRI 2-25, GRI 3-3, GRI 302-1, GRI 302-4, GRI 302-5

4.2. Energy Management

Sarbak Metal consumes natural gas and electricity. Natural gas is mostly consumed at stress-relief annealing furnaces and swarf-drying furnaces. The operation of these pieces of equipment is effectively planned within EMS, enabling full capacity run that prevents high consumption for few products. As of May 2023, Sarbak Metal started to cover a substantial portion of its electricity from renewable energy resources, and had this process I-REC certified by I-REC. We used 147,076.97 GJ of renewable energy in total. In addition, in the context of our energy studies, we developed Efficiency Improvement Projects (EIPs) and built schedules to optimize energy consumption.

Energy Consumption Data	Unit	2021	2022	2023
Total Electricity Consumption	kWh	47.753.940	44.689.520	47.314.976
Consumption of Electricity from Renewable Resources	kWh	0	0	31.304.672
Natural Gas Consumption	Sm^3	1.344.673	913.343	902.021
Total Energy Consumption	GJ	201.462,66	192.401,74	218.318,85
Energy Density	GJ/ton product	2,84	3,16	3,49
Annual Energy Savings	%	-%6,85	+%10,29	+%1,33

Efficiency Improvement Projects **(EIPs)**

- **Detection and Repair of Air Leaks:** We used air leak detectors to detect air leaks monthly at all departments, and maintenance&repair teams made necessary interventions.
- **Firing Settings of Stress-Relief Furnaces:** We optimized the firing settings of furnaces to improve energy efficiency.
- **LED Lighting System:** We planned to replace the high-ceiling fluorescent armatures with LED ones, and are currently in the process of procuring materials.
- **Renewal of Furnace Panel Chillers:** We plan to invest for the renewal of furnace panel chillers, and complete the installation by end of 2024 or early 2025.

Through our efforts to optimize energy consumption in 2023, we achieved improvement by 1.33% energy efficiency. Of the electricity consumption, 66.16% was covered from renewable resources. As of 2023, while an increase occurred in energy density, we aim to reduce this figure by circular economy and efficiency projects. Sarbak Metal plans to further improve energy efficiency and achieve its energy management objectives in 2024. The following targets were defined in this context:

- Improve electricity-based specific energy consumption by 10% to reach 0.865 kWh/kg
- Improve natural gas-based specific energy consumption by 10% to reach 24.5 Sm^3/ton
- Deliver at least 2 hours of training on energy management and saving to our employees to enable active participation of all of our employees in EMS.

GRI 2-13, GRI 2-25, GRI 3-3, GRI 302-1, GRI 302-4, GRI 302-5

4.3. Management of Raw Materials and Natural Resources

Sarbak Metal treats raw materials management as a strategic requirement to ensure sustainable use of natural resources. We cover 85% of all raw materials used in our production processes from recovered materials, and develop innovative solutions and action plans to further push this rate up. By the Recovery License that we hold, we aim to improve the efficiency of scrap metals used in production to support circular economy. We plan to take the following action in the coming period:

- Set new targets to increase the rate of recoverable raw materials.
- Transition to fully recyclable materials for product packaging.

Sarbak Metal is in full accord with the sustainable production cycle for its products being 100% recyclable. We transitioned to production of lead-free alloy to minimize environmental impact. Whereas such transformation is not yet a legal requirement across the sector, we adopted it at an early point to fulfill our environmental responsibilities.

GRI 2-13, GRI 2-25

4.3.1. Water Management

Sarbak Metal develops various strategies and processes to manage water most effectively. We supply domestic and industrial water needs from artesian wells certified for groundwater use. We record water consumption data in the company. As the company operates at Çerkezköy Organized Industry Zone (OIZ), it is connected to the OIZ's Wastewater Treatment Plant. We implement various water management projects such as reducing water consumption, wastewater recovery and reusing rainwater at the factory. Objectives and actions relating to water use are defined in detail and regularly monitored.

- **Drinking Water Treatment Plant:** The process water for our factory is supplied from the well. And the drinking water is supplied externally. We intend to implement more environmentally-friendly solutions through our work on ISO 14046 Water Footprint scheduled to implement in 2025-2026.
- **Wastewater Treatment Plant:** Wastewater from our production processes is conveyed to the OIZ's Wastewater Treatment Plant.
- **Reducing Water Losses:** Water dripping from air-conditioning units in summer months is collected for use in garden irrigation. Through our work on ISO 14046 Water Footprint, we will replan the use of rooftop rainwater as raw water.
- **Training and Awareness in Saving:** We deliver training to our employees on water saving and resource use.

Future Water Management Project		Description
1	Treating Waste Oil by Vacuum Evaporation Method Project	In 2024, we will explore a system that will treat waste oil from centrifuge and electrostatic filtering processes. We intend to complete this project by the end of 2024 or early 2025. We aim to reduce the quantity of waste oil, and save water by using the pure water to be separated from waste oil in the mold cooling systems.

We measure the flow, chemical oxygen demand (COD), suspended solids, and pH values of the water coming out of the wastewater treatment plant twice a month to prevent water pollution. In 2023, our total water consumption stood at 55,307 m^3. In line with the predefined water consumption target, the average water density for the last five years remained under 0.956 m^3/ton product. To continue achieving the target, we undertake and monitor maintenance activities and employee training that will improve water saving.

Water Consumption Data	Unit	2021	2022	2023
Urban Network Water Consumption	m^3	0	0	0
Groundwater Consumption	m^3	63.800	51.512	55.307
Total Water Consumption	m^3	63.800	51.512	55.307
Discharged Water Quantity	m^3	63.800	51.512	55.307
Water Consumption Density	m^3/ton product	0,91	0,88	0,89

GRI 2-13, GRI 2-25, GRI 3-3, GRI 303-2, GRI 303-3, GRI 303-4, GRI 303-5

4.3.2. Life Cycle Assessment (LCA)

LCA covers all processes from the acquisition of raw materials used in creating a product or service, production, shipping, consumer use, and disposing post-use waste. When identifying environmental impact, this analysis considers all emissions released into air, water and soil from the acquisition of raw materials through the final disposal including energy consumption.

Sarbak Metal conducted an LCA study based on the production data of 2020. In this study, the company's environmental impacts from all processes were calculated according to ISO 14040:2006 and ISO 14044:2006 standards. The results demonstrated our successes in reducing GHG emissions, improving energy efficiency and waste management in our production processes.

1. **Raw Material Production:** The production process starts with acquiring raw materials and extracting mines.
2. **Transport:** Environmental impact occurring during the transport of raw materials to enterprises is assessed.
3. **Production of Elements:** This involves extracting copper, zinc, lead and similar elements and transforming them into the state suitable for use in the sector.
4. **Production of Semi-Finished Products:** It refers to the stage of producing semi-finished brass products for various sectors.
5. **Production of Final Products:** This involves producing final brass products out of semi-finished products.
6. **Waste Management:** Waste is handled through modes of recycling, recovery, or end-of-life action/final disposal.

   a. **Recycling:** Solid waste created at our enterprise is sorted by characteristics (paper, glass, plastic etc.) and reused without going through any physical, chemical or biochemical procedures.

   b. **Recovery:** This involves the process of transforming solid waste through physical, chemical or biochemical methods back into raw materials. For example, washing and reusing plastic bins means recycling whereas granulating plastic package waste and using it as raw material for another material qualifies as recovery.

7. **End-of-life Action/Final Disposal:** Waste which can no longer be recycled or recovered is delivered to regular landfills.

Our LCA study assessed Sarbak Metal's impact on climate change through product life cycle, and relying on the results, we developed strategies for the goals of raw materials management, protection of natural resources, energy efficiency, and reduction of carbon footprint.

GRI 2-13, GRI 2-25, GRI 3-3

4.3.3. Chemical Management

Sarbak Metal executes chemical management in the framework of the "12 Principles of Green Chemistry" and in line with sustainability principles. All chemicals used in the factory are regularly identified and monitored. Instructions are in place to manage, control and safely use chemicals. The Safety Data Sheet for each chemical is present in the relevant departments and areas of use, and followed up by the Environmental Manager. Department heads, OHS Manager, waste managers and OHS officers regularly audit the chemical management.

For the chemical management, we aim to reduce hazardous chemicals and use safer alternatives. Of the 114 chemicals used in the factory, 55 are classified as hazardous, and the relevant employees are given regular training on safe use of chemicals. In 2023, we acquired approximately 60 tons of chemicals for the factor which included diesel oil, argon, oxygen, LPG gases, sulfuric acid and laboratory chemicals.

Sarbak Metal's chemical management aspires to build an environmentally-friendly and sustainable production structure and focuses on using safe chemicals in all processes. We regularly deliver training to raise employee awareness about chemical management, and closely monitor all chemical processes.

We undertake various improvement studies on chemical management to achieve our sustainability objectives. We as Sarbak Metal use 100% recyclable materials in our products, and currently work on replacing lead with safer elements (e.g. silicium) particularly in brass alloy. Thereby, we both produce environmentally-friendly products and comply with international standards such as REACH.

12 Principles of Green Chemistry		Sarbak Metal's Approach
1	Prevent waste	In the framework of waste management process, we use borax in melting operations to reduce slag quantity, ensuring that metal in the slag passes into liquified metal to prevent waste.
2	Atom economy	Hazardous waste admitted to the plant is treated by centrifuge and drying systems to remove initial pollutants (boron oil etc.) that leads to serious gains in melting waste, reaching efficiency levels of 95%.
3	Less hazardous chemical syntheses	We minimize the use of hazardous chemicals, and used 60 tons of chemicals in 2023, 90% of which were recovered as raw materials.
4	Designing safer (benign) chemicals	Products are 100% recyclable. We aim to replace lead with safer elements (e.g. silicium) particularly in brass alloy.
5	Safer (benign) solvents and auxiliaries	We regularly deliver training to raise employee awareness about chemical management, and inspect wastewater exits.
6	Design for energy efficiency	We integrated energy efficiency into chemical management processes, and plan to renew furnace panel chillers and a project on treating waste oils.
7	Use of renewable feedstocks	We cover 85% of all raw materials used in our production processes from recovered materials, and adopt circular economy principles.
8	Reduce derivatives	Sarbak Metal's processes have no specific practice to reduce derivatives.
9	Catalysis (vs. stoichiometric)	We do not employ any catalytic process.
10	Design for degradation	All of our products are designed as 100% recyclable.
11	Real-time analysis for pollution prevention	We regularly monitor air emissions, wastewater and solid waste, rejecting the admission of non-conforming waste to the plant.
12	Inherently safer chemistry for accident prevention	We conduct risk assessments and take necessary measures for the storing and handling of chemicals under the Prevention of Major Industrial Accidents Regulation. Calculations are submitted to competent authorities for approval.

GRI 2-13, GRI 2-25, GRI 3-3

4.3.4. Protecting Biodiversity

Sarbak Metal employs various strategies and management systems to minimize the impact of our own operations on the environment and protect biodiversity. To that end, we regularly assess our impacts on air, water and soil, and take necessary measures. Our Declaration of Sustainability Principles lays down objectives in such critical domains as Climate Action, Life Below Water and Life on Land and roadmaps to achieve the objectives.

- **Under Climate Action,** combating climate change stands out as a critical area for protecting biodiversity. Efficient production processes, use of low-emission energy resources and transition to renewable energy contribute significantly to protecting ecosystems and biodiversity. We as Sarbak Metal inform all of our suppliers and engage all stakeholders in the process.

- The goal **Life Below Water** focuses on conserving oceans and marine ecosystems. Reducing the use of plastics and controlling environmental impacts contribute to protecting aquatic ecosystems. In this framework, we prefer ships that conform to environmental requirements for transport operations, and thus minimize adverse impact on water resources.

- The goal **Life on Land** covers protection and sustainable use of terrestrial ecosystems. We as Sarbak Metal continuously assess the impact of our operations on forests and other terrestrial ecosystems, and take concrete steps to prevent loss of biodiversity. Inspecting our suppliers accordingly demonstrates that we pursue the goal of protecting biodiversity not only in production processes but also across the supply chain.

Sarbak Metal employs an effective environmental management strategy to ensure the sustainability of ecosystems, and aims to achieve its sustainability objectives.

GRI 2-13, GRI 2-25

4.4. Waste Management

Sarbak Metal accords major importance to waste management in all phases of its operations, and analyze inputs and outputs in detail. In line with such analyses, we identified all types of waste from processes, and created detailed specific plans for each waste type in the Industrial Waste Management Plan. As the company is located within an organized industry district in terms of Zero Waste Management practices, we operate in compliance with the Zero Waste Certificate awarded by the OIZ Directorate. We designated emission sources, wastewater exit points and zero waste collection areas, and sort out waste by a dual system. We have temporary storage permits for hazardous waste whereas we designated zero waste collection areas for non-hazardous waste.

In the waste management processes, we record all waste using Waste Control Forms, and establish mechanisms for the recovery of hazardous waste. We have procedures and instructions in place for the recycling particularly of hazardous waste, waste oils and chemicals. The recovery or disposal of hazardous and non-hazardous waste from the factory are handled by the outsourced licensed companies and monitored through the Mobile Waste Tracking System (MOTAT). The shipping and handling of waste is organized by the Environmental Manager, and all processes are executed in compliance with the legislation.

GRI 2-13, GRI 2-25, GRI 3-3, GRI 306-1, GRI 306-2, GRI 306-3, GRI 306-4

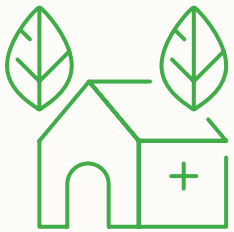
4.4. Waste Management

We also regularly monitor the quantities of waste recovered, and aim to increase recovery rates. The following table shows the quantities of waste from Sarbak Metal in 2021-2023.

Sarbak Metal has since 2009 been holding a Recovery License, and using recyclable materials at high rates in the production process. We monitor the waste admitted to the plant by regular analyses and inspections. In 2023, we admitted approximately 1,060 tons of hazardous waste, and used such waste as raw materials in the production process. Of the said waste, 90% was recycled efficiently, and the remaining 10% was dispatched to the recovery facility. Thus, we operated an effective recovery process to minimize the environmental impact of waste.

We obtained the necessary permits for the disposal of chemical waste, and accordingly deliver 3 tons of chemical waste every year to the wastewater treatment plant under the OIZ Directorate of Çerkezköy. Once the treatment is completed, such waste is safely discharged to the receiving medium.

Waste Data	Unit	2021	2022	2023
Hazardous Waste Quantity	ton	1,812.38	1,729.26	1,700.95
Non-Hazardous Waste Quantity	ton	93.08	48.68	29.14
Total	ton	1,905.46	1,777.94	1,730.10
Quantity of Recovered Waste	**Unit**	**2021**	**2022**	**2023**
Paper/Cardboard	ton	0.57	0.67	0.11
Plastics	ton	0.32	1.48	0.16
Wood	ton	0	0	0
Metal	ton	9.00	38.21	24.74
Glass	ton	0.15	0.49	0.03
Other (hazardous and non-hazardous dust and ash, contaminated packaging and waste oil)	ton	1,895.11	1,734.31	1,704.15
Total	ton	1,905.15	1,775.17	1,729.18



GRI 2-13, GRI 2-25, GRI 3-3, GRI 306-1, GRI 306-2, GRI 306-3, GRI 306-4

5

Stakeholder Satisfaction

5. Stakeholder Satisfaction

Stakeholder satisfaction is a core element of Sarbak Metal's sustainability strategy. In this framework, we diligently address such critical matters as workforce management, OHS, diversity and inclusion, responsible supply chain management and stakeholder engagement. We support employee development and satisfaction by workforce management policies while we comply with internationally recognized norms to create a healthy and safe working environment. In addition, we promote diversity and inclusion to a fair and egalitarian working environment as well, while at the same time we prioritize sustainability and responsibility principles in the supply chains.

In all of these processes, we build effective engagement mechanisms, and ensure continuous and transparent communications in order to meet stakeholder expectations and increase their satisfaction.

GRI 2-25, GRI 2-29

5.1. Workforce Management

Workforce management is strategically important for Sarbak Metal'in sustainability objectives. We view human resources as our most valuable assets, and supporting their personal development as one of our key priorities. Accordingly, we offer comprehensive training and development programs to enhance the competencies and promote the careers of our employees. Through practices designed to boost employee motivation and satisfaction, we aim to enable them to maximize their competencies and potentials and play significant roles in the long-term success of our company. In 2023, we delivered 7,944 person*hours of training in the framework of our annual training plan. Of the total training, 4,406.5 hours related to mandatory training on OHS and environment, and the remaining 3,537.5 hours related to professional and personal development.

Training Data 2023		
Training target	6,600	hours
Training delivered	7,944.00	hours
Realization rate	120.4	%
2023 In-factory training	6,681.50	hours
2023 Outsourced training	1,262.50	hours
2023 Total training	7,944.0	hours
2023 Training per person	31.7	hours
2023 OHS Training	3,622.5	hours
2023 EMS Training	784	hours

The human resources processes and employee performance management stand out as key elements that support Sarbak Metal in achieving its strategic objectives. The performance assessment process aims to measure employee competencies and contributions by objective criteria, defines areas for improvement through regular feedback, and encourages professional growth. Such assessments clearly identify the strengths and development needs of employees, and contribute to continuous improvement of individual performance.

Promotions are decided considering employee achievements and competencies, and offer higher responsibilities and opportunities for higher positions in a fair and transparent system. This approach encourages employees to advance in their careers, and strengthens the company with experienced, competent individuals.

The recruitment process is executed through a selection mechanism that carefully considers candidate's abilities and alignment with the corporate culture. This process aims to identify the most suitable candidates and analyze the potentials and prospective value which candidates may add to the workforce in the best way. All such processes support the effective management and continuous development of Sarbak Metal's human resources, and contribute to the company's long-term success.

M. Hakan FELEK
Deputy Factory Manager
Human Resources Manager
Member of Sarbak Foundation of the Board of Trustees

GRI 2-25, GRI 2-7, GRI 2-8, GRI 3-3, GRI 404-1, GRI 404-2

5.2. Occupational Health and Safety (OHS)

Sarbak Metal's OHS Policy is a significant indication of our resolution in protecting the health and safety of employees. This policy is designed to take measures necessary for the health and safety of all employees and stakeholders, and build a sustainable culture of safety. OHS Policy covers the goals of full compliance with the legislation work business processes as well as conducting risk assessments to early identify potential hazards, and minimizing their impacts. Our vision is to ensure that all employees work in a safe working environment, minimize work accidents and occupational diseases, and raise OHS awareness to build a strong culture of safety. To that end, we define annual targets to continuously improve the OHS system, and support employees by training programs to have understanding of their roles and responsibilities within this system.

We commit that we adopt highest standards on OHS matters, prioritize OHS in all operations, and establish an effective communications and cooperation channel with all stakeholders. In addition, we take all measures to protect employee remunerative rights according to current requirements, and ensure that they work safely without being exposed to adverse circumstances.

Sarbak Metal's OHS Management System certification was successfully completed in 2008 under the now-superseded OHSAS 18001 standard which solidified the importance accorded by the company to OHS. In 2018, all requirements were met in line with accreditation rules, and transition was made to ISO 45001 standard. Under ISO 45001 certification, we manage all processes comprehensively. In this framework, we conduct risk assessment for each process, devise emergency plans, and regularly deliver training to raise awareness of employees on this matter. In addition, we systematically follow up staff certification and compliance with legal requirements, undertake periodic technical controls and medical screening. We continuously conduct work hygiene measurements to protect the health of employees.

In the context of certification, we commission an independent-third-party audit every year. Such audits are critically important to assure the effectiveness, appropriateness and continuous improvement of Sarbak Metals OHS management system. Thereby, we continuously review our OHS commitments and identify areas that need improvement. We maintain our resolution on protecting the health and safety of our employees by adopting highest OHS standards.

GRI 2-25, GRI 3-3, GRI 403-1, GRI 403-3, GRI 403-4, GRI 403-6, GRI 403-7

5.3. Diversity and Inclusion

Sarbak Metal adopts policies and commitments for diversity and inclusion. Such commitments aim to create a working environment where differences are respected and all employes have equal opportunities.

We implement policies that prohibit all types of discrimination and ensure, right from the moment of recruitment, gender equality, labor participation of people with disabilities, and work at equal conditions for all individuals of various ethnical and social groups. We care to create a working environment where employees can maximize their potential, increase employee satisfaction through workforce management strategies, and contribute to the long-term success of the company.

In addition, we implement fair wage policies considering the nature of jobs, legal requirements, positions and competencies; and diligently maintain fair working hours and weekly off-times considering work-life balance. We continuously review OHS standards and take necessary measures to improve.

We as Sarbak Metal value the contributions of all of our employees without distinction of gender, race, ethnicity, age and disability, and promote an inclusive, safe, egalitarian work culture.

GRI 2-19, GRI 2-20, GRI 2-25, GRI 3-3, GRI 406-1

5.4. Responsible Supply Chain Management

Sarbak Metal adopts a responsible and sustainable management philosophy across the supply chain, and expect all suppliers to abide by ethical rules. Raw material suppliers submit written and verbal commitments on such matters as preventing child labor and forced labor, combating corruption etc. We require that highest standards in OHS be implemented, and necessary measures be taken against OHS hazards. We also expect suppliers to offer a fair wage policy to their employees, insurance coverage including work accidents, and comply with OHS legislation and labor rights.

We as Sarbak Metal select our suppliers based on a comprehensive evaluation process, not only requiring suppliers to comply with ethics and sustainable practices, but also follow a certain code of conduct. In this framework, we ask all of our suppliers to operate in line with fair competition principles, respect human rights, and fully comply with local laws. In addition, we require them to employ an effective waste management policy to minimize environmental impact, and act sensitively in efficient use of natural resources such as energy and water. Adherence to such code of conduct is the cornerstone of cooperation in the domain of sustainability between Sarbak Metal and suppliers.

Sarbak Metal's supply chain management policy relies on prioritizing local suppliers. Currently, 95% of our suppliers are local, and the remaining 5% are foreign. When assessing our needs for suppliers, geographic proximity to our company is recognized as a critical criterion. We adopt this approach to improve efficiency in supply chains, alleviate environmental impact, and contribute to the local economy.

We adopt a transparent and fair approach to our relations with suppliers, and ensure that high standards of quality and sustainability are maintained across the chains. It is an integral part of Sarbak Metal's sustainability vision that suppliers operate in compliance with ethics and environmental responsibilities.

GRI 2-25, GRI 3-3, GRI 408-1, GRI 409-1

5.5. Stakeholder Engagement

Sarbak Metal is, as a matter of principle, in continuous communications and interaction with its stakeholders to achieve its sustainability objectives. We plan to establish ISO 10002 Customer Satisfaction Management System in 2024 in order to increase customer satisfaction and effectively handle complaints. We receive customer complaints and requests systematically through pre-defined procedures. The process starts with a detailed examination of an incoming complaint or request. Then, we launch necessary remedial action for such complaint and diligently follow up progress. After all these phases, the feedback on the completed action is regularly communicated to the customer.

Sarbak Metal cares to interact with all groups of stakeholders, not limiting stakeholder engagement to customer relations only. We identify expectations and needs through discussions and survey regularly administered to suppliers, employees, local communities and other relevant parties, and develop and implement strategies accordingly. In this framework, we elicit and incorporate in our reports the views of stakeholders on sustainability objectives.

We see stakeholder engagement as a core element of sustainability management, and take all necessary steps to induce and expand such engagement. We formulate an effective sustainability strategy in line with stakeholder needs and expectations, and aim to create value for all stakeholders through such strategy.

Stakeholders	Frequency of Interaction	Interaction Medium/Method
Employees	Live	Training Employee satisfaction survey Suggestions platform Employee representative Departmental representatives HR Department
Managers	Daily Monthly Yearly	Production review meetings, twice a week Monthly progress meetings, OHS Committee meetings, Energy Team meetings Management Review meetings, three times a year
Shareholders	Live	Face-to-face interaction
Public agencies	Live	Face-to-face interaction Visit at location
Customers	When requested	By customer's request By Sarbak Metal's request
Suppliers	Monthly When necessary	By supplier assessment form e-mail, telephone, visit
Sectoral organizations (Istanbul Chamber of Industry, Istanbul Minerals and Metals Exporters Association, International Wrought Copper Council, TSE, Copper and Brass Industrialists Association (BPSD) etc.)	Monthly Yearly	Interaction with these organizations by scheduled programs over the year or by months and specified geographies as mass meeting
Universities Yıldız Technical University Technopark R&D Project	Monthly	One-on-one meetings

GRI 2-25, GRI 2-29, GRI 3-3

6

Innovation and R&D

6.1. Innovation and R&D

Sarbak Metal integrates innovation into its modus operandi as a company that has, since its founding, explored novelties and closely followed technologies. Aware that innovation and R&D have a significant role when setting sustainability objectives, we included among our objectives the target of implementing five projects a year in the context of our innovative process management. In 2023, we realized five projects, thus met our target. We made an agreement with Yıldız Technical University to work on R&D, product development (P&D), project and technology development, engaging in scientific activities and innovation, and to start work in the Technopark at Davutpaşa campus. In this framework, our R&D work is going on with the "Eye-On Visual Run-Out Control System" project.

We accord great importance to sustainability efforts in line with objectives defined in innovation and digitalization. We continuously advance and monitor innovation activities. In this context, significant progress was made in line with the defined Key Performance Indicators (KPIs).

KPI	Target	Progress
Energy Efficiency	Develop new technologies to reduce energy consumption by 10%	We reduced energy consumption by 7% as a result of research on new energy efficiency technologies.
Information Security Compliance	Ensure 100% compliance with ISO 27001 standards	Our Information Security Management System (ISMS) complies with ISO 27001 standards at 95%. We are improving on the shortcomings.
Time to Respond to Cyber-Security Incidents	Reduce time to respond to cyber-security incidents under 30 minutes	Currently, our average response time is 45 minutes, and we are trying to reach the target by continuous training and system improvement.
Data Integrity and Confidentiality	Ensure 100% integrity and security of all digital data	We achieved 95% in data integrity and confidentiality. By measures taken against data leaks, this rate is continuously improved.
Digitalization	Installing ERP system to replace the current production tracking system.	In 2024, we will install and commission the IFS ERP system to track all management matters such as documentation, project management, finance, accounting, human resources, production, sales, quality control, environmental activities, calculating carbon footprint.

GRI 2-25, GRI 3-3

6.1. Innovation and R&D

When formulating digitalization strategies at Sarbak Metal, we prioritize increasing the efficiency of production processes, reducing costs, and achieving sustainability objectives. We implement digitalization steps using innovative technologies and modern management systems.

- **Industry 4.0 Applications:** We aim to minimize human errors and increase production rate by integrating automation systems and robotics solutions into production lines.

- **Data Analytics and Artificial Intelligence:** We analyze the data collected from production processes using big data analytics and artificial intelligence algorithms, and improve the processes.

- **Cyber-security Measures:** We apply cyber-security solutions against cyber-threats that are increasing along with digitalization, and regularly conduct infiltration tests and security assessments.

- **Energy Efficiency:** We monitor and strive to optimize energy consumption by digital systems. Thereby, we aim to save energy and minimize environmental impact.

- **Carbon Footprint Monitoring:** We calculate carbon emissions in production processes through digital instruments, and take necessary measures to achieve sustainability objectives.

We also take necessary actions to safely manage all processes and achieve sustainability objectives. By the Information Security Management System (ISMS), we ensure data security and integrity, and effectively execute digitalization processes. Our ISMS is designed in conformity to ISO 27001 standard and operational across the company. The system involves various policies and procedures to ensure data security in digitalization projects, provide protection against cyber-attacks and prevent unauthorized access to information. We take measures for cyber-security such as network security against unauthorized access and data leaks, data encoding, access controls, security training, security audits and tests, and security case management.

Sarbak Metal makes progress towards sustainability objectives while increasing efficiency in the factory by innovation and digitalization efforts. By ISMS, we protect data security and integrity and provide effective protection against cyber-threats. Thereby, we build and maintain a reliable, sustainable structure in the digitalization process.

GRI 2-25, GRI 3-3

7

Contribution to Society

7.1. Corporate Social Responsibility Approach

Sarbak Metal holds a view that company development alone is not enough, instead, we must help boost social prosperity and provide social good. Therefore, we include the prospective contributions to the society in our plans, investments and production processes.

Among our sustainability objectives, we have the goal of realizing at least one social responsibility project every year by 2035. In 2023, we exceeded our target figure by realizing three projects namely scholarship grants, sponsoring down-syndrome athletes and building a library.

Sarbak Metal, as pioneered by our founder, late Andon Arakelyan, continues to contribute to education. Through Sarbak Benevolence and Education Foundation established in 2017, we engage in activities contributing to education and award scholarships. The foundation aspires, in collaboration with colleagues, to promote the Turkish culture of education and assistance, and create an eternal establishment. We award scholarships to many students including scholarships to kins of employees, education scholarships for undergraduate and graduate levels. In 2023, we provided scholarships to 94 students.

In 2023, we completed the construction and inauguration of “Çerkezköy Municipality Sarbak Metal-Andon Arakelyan Urban Library” as a safe and decent environment where local people may benefit, children and youth can study their lessons and engage in research, and read books by their choice. Presented by Sarbak Metal to the region, the library offers digital infrastructure and equipment to visitors.

Since 2017, Sarbak Metal has regularly sponsored the National Down-Syndrome Track Team whose athletes have participated in many national and international championships, and won second place or third place in European events. Sarbak Metal strives to respond to all requestors who have health problems and need help.

Sarbak Metal Republic Anatolian High School established with support from Sarbak Metal continues to contribute to the education of future generations.

GRI 2-25, GRI 2-29, GRI 3-3

8

Annexes

8.1. Policies

The following are Sarbak Metal's policies that support its sustainability objectives and efforts.

- Environmental Policy
- Sustainability Policy
- Energy Policy
- OHS Policy
- Quality Policy
- Sarbak Metal Quality Policy for Quality Control Laboratory
- Corporate Social Responsibility Policy
- Personal Data Protection Policy
- Personal Data Storage and Destruction Policy
- Policy on Processing Personal Data of Private Nature
- Information Security Policy

- Customer Confidentiality Policy
- Cookies Policy
- Clean Desk and Screen Policy
- Password Policy
- Access Policy
- Policy on Acceptable Use of Assets
- Policy on Conducting Processes for Relevant Applicants
- Policy on Combating Infectious Diseases
- COVID-19 Policy
- Technical Transparency Management Policy

GRI 2-23

8.2. Membership Affiliations

All memberships are tracked through “List of Sectoral Memberships and Relevant Organizations” in the documentation system of Sarbak Metal.
The following are organizations and societies in which Sarbak Metal is a member.

İSO

İMMİB
İstanbul Maden ve Metaller İhracatçı Birlikleri

OECAM
Organisation of European Copper Alloy Ingot Makers

BPSD
İSTANBUL BAKIR VE PİRİNÇ SANAYİCİLERİ DERNEĞİ

ÇERKEZKÖY
TİCARET VE SANAYİ ODASI

INTERNATIONAL WROUGHT COPPER COUNCIL

udemy

ÇözümPark
çözümsüz sorununuz kalmasın

USOM
ULUSAL SİBER OLAYLARA MÜDAHALE MERKEZİ

TSE
TÜRK STANDARDLARI ENSTİTÜSÜ

TÜRKAK

GRI 2-28

8.3. Awards

Sarbak Metal has been awarded the following prizes and recognitions in years.

8.4. Certifications

Sarbak Metal boasts the following certifications.

- ISO 9001 Quality Management Systems
- ISO 14001 Environmental Management Systems
- ISO 27001 Information Security Management System
- ISO 45001 Occupational Health and Safety Management Systems
- ISO 50001 Energy Management Systems
- TS EN ISO/IEC 17025.2017 General Requirements for the Competence of Testing and Calibration Laboratories
- ISO Certification on Combating Pandemic Diseases in Particular COVID-19

- AD2000 W0&W6/2 Pressure Equipment Certification
- Zero Waste Certificate
- Authorized Economic Operator
- TS EN 12164 Rods for Free Machining Purposes – TSE Certificate of Conformity
- TS EN 12165 Wrought and Unwrought Forging Stock – TSE Certificate of Conformity
- TS EN 1982 TS EN 1982 Ingots and Castings – TSE Certificate of Conformity
- Certificate of Domestic Product

8.5. Environmental Performance Indicators

GHG Emission Data	Unit	2021	2022	2023
Scope 1	tCO_2e	3,690.46	2,390.61	2,337.02
Scope 2	tCO_2e	21,011.88	19,725.95	7,124.59
Scope 3	tCO_2e	-	45,434.07	33,484.11
Total	tCO^2e	24,702.34	67,550.64	42,945.72
GHG Annual Reduction (%)	tCO2e	+2.92	-10.47	-57.22
Total GHG Emission Density (Scope 1 and 2)	tCO^2e /ton product	0.35	0.36	0.15
Production Quantities	ton	70,84	60,86	62,62

Air Pollutant Emissions	Unit	2021	2022	2023
Dust	ton	0.55	1.53	1.53
SOx	ton	2.19	5.27	5.27
NOx	ton	4.74	13.95	13.95
VOC	ton	10.82	14.48	14.48

Waste Data	Unit	2021	2022	2023
Salt Slag from Primary and Secondary Droduction (10 08 08)	ton	1,323.88	1,181.73	1,184.81
Flue-gas Dust Containing Hazardous Substances (10 08 15)	ton	404.62	438.31	461.78
Packaging Containing Residues of or Contaminated by Hazardous Substances (15 01 10)	ton	1.09	0.85	0.53
Printer Cartridges (hazardous) (08 03 17)	ton	0	0.01	0.01
Batteries Including Lead Acid, Ni-Cd and Mercury-containing Batteries (hazardous) & Lead Batteries (20 01 33+16 06 01)	ton	0.31	0.30	0.09
Wastes Whose Collection and Disposal is Subject to Special Requirements in Order to Prevent Infection (18 01 03)	ton	0.01	0	0.01
Fluorescent Bubes and Other Mercury-containing Waste (20 01 21)	ton	0	0.16	0.01
Other Hydraulic Oils (13 01 13)	ton	0	0.51	0

GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4, GRI 305-5, GRI 305-7, GRI 302-1, GRI 306-3, GRI 303-3, GRI 303-4, GRI 303-5

8.5. Environmental Performance Indicators

Waste Data	Unit	2021	2022	2023
Oil from Oil/Water Separators (13 05 06)	ton	82.47	105.03	36.35
Other Engine, Gear and Lubricating Oils (13 02 08)	ton	0	0.04	0
Machining Emulsions and Solutions Free of Halogens (12 01 09)	ton	0	0	16.57
Absorbents, Filter Materials (including oil filters not otherwise specified), Wiping Cloths, Protective Clothing Contaminated by Hazardous Substances (15 02 02)	ton	0	0.26	0.67
Metallic Packaging Containing a Hazardous Solid Porous Matrix (for example asbestos), Including Empty Pressure Containers (15 01 11)	ton	0	0.07	0.03
Oil filters (16 01 07)	ton	0	0.15	0.05
Discarded Equipment Containing Hazardous Components (16 02 13)	ton	0	1.81	0.04
Particulates and Dust (10 08 04)	ton	83.04	7.83	4.11
Paper and Cardboard Packaging (15 01 01)	ton	0.57	0.67	0.10
Plastic Packaging (15 01 02)	ton	0.32	1.48	0.15
Metals (20 01 40)	ton	7.78	34.91	23.76
Glass Bottles/jars (packaging) (15 01 07)	ton	0.15	0.49	0.03
Metal Cans and Foil (packaging) (15 01 04)	ton	1.22	3.29	0.97

Waste Data	Unit	2021	2022	2023
Hazardous Waste Quantity	ton	1,812.38	1,729.26	1,700.95
Non-Hazardous Waste Quantity	ton	93.08	48.68	29.14
Total	ton	1,905.46	1,777.94	1,730.09
Recovered Waste Quantities	**Unit**	**2021**	**2022**	**2023**
Paper and Cardboard	ton	0.57	0.67	0.10
Plastics	ton	0.32	1.48	0.15
Wood	ton	0	0	0
Metal	ton	9	38.21	24.74
Glass	ton	0.15	0.49	0.03
Other (Hazardous and non-hazardous dust and ash, contaminated packaging and waste oil)	ton	1,895.11	1,734.31	1,704.15
Total	ton	1,905.14	1,775.17	1,729.18

GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4, GRI 305-5, GRI 305-7, GRI 302-1, GRI 306-3, GRI 303-3, GRI 303-4, GRI 303-5

8.5. Environmental Performance Indicators

Energy Consumption Data	Unit	2021	2022	2023
Electricity Consumption	kWh	47,753,94	44,689,52	47,314,98
Consumption of Electricity from Renewable Resources	kWh	0	0	31,304,67
Natural Gas Consumption	Sm^3	1,344,67	913,34	902,02
Total Energy Consumption	GJ	201,462.66	192,401.74	218,318.85
Annual Energy Saving*	%	-6.85	+10.29	+1.33
Energy Density	(GJ/ton product)	2.84	3.16	3.49

* The annual energy saving is calculated according to the change in consumption per ton of product compared to the previous year. If consumption decreased, the rate is minus (-), or increased then (+).

Water Consumption Data	Unit	2021	2022	2023
Groundwater Consumption	m^3	63,80	51,51	55,30
Total Water Consumption	m^3	63,80	51,51	55,30
Discharged Water Quantity	m^3	63,80	51,51	55,30

GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4, GRI 305-5, GRI 305-7, GRI 302-1, GRI 306-3, GRI 303-3, GRI 303-4, GRI 303-5

8.6. Social Performance Indicators

Employee Profile		2021		2022		2023	
Total Number of Employees		Blue Collar	White Collar	Blue Collar	White Collar	Blue Collar	White Collar
		239	40	235	41	217	41
		279		278		258	
Number of White-collar Employees		Male	Female	Male	Female	Male	Female
		19	21	20	21	20	21
		40		41		41	
Number of Blue-collar Employees		Male	Female	Male	Female	Male	Female
		233	6	229	6	211	6
		239		235		217	
Number of Foreign Employees		Male	Female	Male	Female	Male	Female
		0	0	0	0	0	0
		0		0		0	
Average Tenure in Years by Employee Category		Male	Female	Male	Female	Male	Female
	Senior managers	22	>30	23	>30	24	>30
	Middle managers	19	22	20	23	21	24
	Specialists and officers	9	3	10	4	11	5
Demography of Senior Management		Male	Female	Male	Female	Male	Female
	Senior managers	2	2	2	2	2	2
	Number of female managers	-	8	-	8	-	8

GRI 2-7, GRI 2-30, GRI 3-3, GRI 403-2, GRI 403-5, GRI 403-9, GRI 404-1

8.6. Social Performance Indicators

Employee Profile	2021		2022		2023	
Number of Persons at Management Bodies and Board	Male	Female	Male	Female	Male	Female
	1	2	1	2	1	2
	3		3		3	
Number of Employees Excluding Management Bodies (Middle managers and engineers / specialists / officers)	Male	Female	Male	Female	Male	Female
	19	19	20	19	20	19
	38		39		39	
Number of Employees Under 30 Years of Age at Senior Management	Male	Female	Male	Female	Male	Female
	0	0	0	0	0	0
	0		0		0	
Number of Employees at 30 to 50 Years of Age at Senior Management	Male	Female	Male	Female	Male	Female
	0	0	0	0	0	0
	0		0		0	
Number of Employees Above 50 Years of Age at Senior Management	Male	Female	Male	Female	Male	Female
	1	2	1	2	1	2
	3		3		3	
Number of Employees by Working Hours	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
	279	0	278	0	258	0
Number of Employees by Contract Type	Indefinite	Definite	Indefinite	Definite	Indefinite	Definite
	279	0	278	0	258	0

GRI 2-7, GRI 2-30, GRI 3-3, GRI 403-2, GRI 403-5, GRI 403-9, GRI 404-1

8.6. Social Performance Indicators

Employee Profile	2021		2022		2023	
Number of Employees with Disabilities	Male	Female	Male	Female	Male	Female
	3	1	3	1	3	1
	4		4		4	
Ratio of Employees with Disabilities (%)	Male	Female	Male	Female	Male	Female
	%1,08	%0,36	%1,08	%0,36	%1,16	%0,39
	%1,43		%1,44		%1,55	
Ratio of Local Employees to Total Workforce	279		278		258	
Number of Employees on Maternity/parental Leave	Male	Female	Male	Female	Male	Female
	8	0	3	0	12	0
	8		3		12	
Number of Female Employees Returning to Work Following End of Maternity/parental Leave		Female		Female		Female
	0		0		1	
Ratio of Female Employees Returning to Work Following End of Maternity/parental Leave (%)		Female		Female		Female
	0		0		100	

GRI 2-7, GRI 2-30, GRI 3-3, GRI 403-2, GRI 403-5, GRI 403-9, GRI 404-1

8.6. Social Performance Indicators

Employee Profile		2021		2022		2023	
Number of New Recruits		Male	Female	Male	Female	Male	Female
	Recruits by gender	51	4	12	0	5	0
	Total recruits	55		12		5	
	Under 30	27	3	10	0	0	0
	30 to 50	23	1	2	0	5	0
	Above 50	1	0	0	0	0	0
Number of Employees Leaving Job		Male	Female	Male	Female	Male	Female
	Leavers by gender	32	0	13	0	31	0
	Total leavers	32		13		31	
	Under 30	11	0	8	0	10	0
	30 to 50	13	0	4	0	6	0
	Above 50	8	0	1	0	15	0
Number of leavers (voluntary vs involuntary)		Voluntary	Involuntary	Voluntary	Involuntary	Voluntary	Involuntary
		32	0	13	0	32	0
		32		13		32	
Workforce Turnover Rate (%)		11.47		4.64		12.31	

GRI 2-7, GRI 2-30, GRI 3-3, GRI 403-2, GRI 403-5, GRI 403-9, GRI 404-1

8.6. Social Performance Indicators

Employee Profile	2021		2022		2023	
Average Tenure of Employees in Years	Male	Female	Male	Female	Male	Female
	11	9	12	10	13	11
	10		11		12	
Number of Employees with Educational Attainment of High School or Less (Board members included)	Male	Female	Male	Female	Male	Female
	231	13	229	13	210	13
	244		243		223	
Number of Employees with Educational Attainment of Bachelor's Degree (Board members included)	Male	Female	Male	Female	Male	Female
	21	11	22	11	21	11
	32		33		32	
Number of Employees with Educational Attainment of Postgraduate Degree (Board members included)	Male	Female	Male	Female	Male	Female
	0	3	0	3	0	3
	3		3		3	

Ratio of Employees Regularly Undergoing Performance Assessment (%)	2021		2022		2023	
Technical (White collar)	Female	Male	Female	Male	Female	Male
	19	17	19	18	19	18
	36		37		37	
Management / Administration	Female	Male	Female	Male	Female	Male
	2	2	2	2	2	2
	4		4		4	
Production (Blue Collar)	Female	Male	Female	Male	Female	Male
	6	233	6	229	6	211
	239		231		217	

Training Programs	2021		2022		2023	
	Hour	Person	Hour	Person	Hour	Person
Vocational Development / Technical	15.59	228	4.93	236	16.23	218

GRI 2-7, GRI 2-30, GRI 3-3, GRI 403-2, GRI 403-5, GRI 403-9, GRI 404-1

8.6. Social Performance Indicators

Vocational, Personal Development, Technical Training (excluding mandatory training)	2021		2022		2023	
Total Number of Training Recipients (by white vs blue collar)	Blue Collar	White Collar	Blue Collar	White Collar	Blue Collar	White Collar
	227	1	235	1	217	1
	228		236		218	
Total Training Time (hour) (by white vs blue collar)	Blue Collar	White Collar	Blue Collar	White Collar	Blue Collar	White Collar
	15.59	15.59	4.93	4.93	16.23	16.23
	15.59		4.93		16.23	
Total Training (person*hour) (by white vs blue collar)	Blue Collar	White Collar	Blue Collar	White Collar	Blue Collar	White Collar
	3,538	16	1,158	6	3,522	16
	3,554		1,163		3,538	
Total Number of Training Recipients (by gender)	Female	Male	Female	Male	Female	Male
	1	227	1	235	1	217
	228		236		218	
Total Training Time (hour) (by gender)	Female	Male	Female	Male	Female	Male
	15.59	15.59	4.93	4.93	16	16
	15.59		4.93		16	
Total Training (person*hour) (by gender)	Female	Male	Female	Male	Female	Male
	16	3,538	5	1,158	16	3,522
	3,554		1,163		3,538	

OHS Training Data on Permanent Employees	2021		2022		2023	
Total Number of OHS Training Recipients	Blue Collar	White Collar	Blue Collar	White Collar	Blue Collar	White Collar
	227	5	235	5	217	5
	232		240		222	
Total Number of OHS Training Recipients	Employee	Subcontractor	Employee	Subcontractor	Employee	Subcontractor
	232	0	240	0	222	0
	232		222		222	
Total OHS Training Time (hour)	Blue Collar	White Collar	Blue Collar	White Collar	Blue Collar	White Collar
	17.65	17.65	17.66	17.66	3,540.5	82
	17.65		17.66		3,622.5	
Total OHS Training Time (hour)	Employee	Subcontractor	Employee	Subcontractor	Employee	Subcontractor
	17.65	0	17.66	0	3,622.5	0
	17.65		17.66		3,622.5	
Total OHS Training Time (person*hour)	Blue Collar	White Collar	Blue Collar	White Collar	Blue Collar	White Collar
	4,007	88	4,150	88	3,623	0
	4,095		4,238		3,623	
Total OHS Training Time (person*hour)	Employee	Subcontractor	Employee	Subcontractor	Employee	Subcontractor
	4095	0	4238	0	3622,5	0
	4,095		4,238		3,622.5	

GRI 2-7, GRI 2-30, GRI 3-3, GRI 403-2, GRI 403-5, GRI 403-9, GRI 404-1

8.6. Social Performance Indicators

OHS Training Data on Permanent Employees	2021		2022		2023	
Number of Accidents	Employee	Subcontractor	Employee	Subcontractor	Employee	Subcontractor
	25	0	25	0	19	0
	25		25		19	
Number of Fatal Accidents	Employee	Subcontractor	Employee	Subcontractor	Employee	Subcontractor
	0	0	0	0	0	0
	0		0		0	
Number of Work-related Fatalities	0		0		0	
Days Lost due to Accidents	20.44		15.04		6.74	
Rate of Occupational Diseases	0		0		0	
Total Absence (in days) due to Accidents	511		376		128	
Rate of Lost Workdays (%)	2.32		1.54		1.23	
Number of Employees Working in Environment/ Jobs Involving High Risk of Accident / Occupational Disease	70		70		66	
Accident Frequency Rate	40.1		39.5		31.0	
Accident Severity Rate	0.83		0.60		0.20	

OHS Committee Data	2021		2022		2023	
Number of OHS Committees	1		1		1	
Total Number of Committee Members	6 regular members + all dept heads/ managers		6 regular members + all dept heads/ managers		6 regular members + all dept heads/ managers	
Number of Employee Representatives at Committee	1 regular, 3 alternate representatives		1 regular, 3 alternate representatives		1 regular, 3 alternate representatives	
Covered by Occupational Health and Safety management system	Employee	Subcontractor	Employee	Subcontractor	Employee	Subcontractor
	7	0	7	0	7	0
	7		7		7	
Covered by occupational health and safety that passed internal audit	Employee	Subcontractor	Employee	Subcontractor	Employee	Subcontractor
	246	0	266	0	250	0
	246		266		250	

GRI 2-7, GRI 2-30, GRI 3-3, GRI 403-2, GRI 403-5, GRI 403-9, GRI 404-1

8.6. Economic Performance Indicators

Economic Data	Unit	2021	2022	2023
Direct Economic Value Produced (revenues)	TRY	2,246,156,97	4,241,582,67	4,787,358,42

8.8. GRI Index

Sarbak Metal reported in compliance with GRI Standards for the period of July 1, 2022 - December 31, 2023.

GRI Standards	Disclosure	Page numbers, descriptions and/or URL	Exclusions
GRI 1: Foundation 2021			
GRI 2: General Disclosures 2021			
GRI 2: General Disclosures 2021	**Corporate Profile, Corporate Governance and Risk Management**		
	2-1 Organizational Details	Sarbak Metal Corporate Profile, s. 7-11	-
	2-2 Entities Included in the Organization's Sustainability Reporting	Introduction, s. 3	-
	2-3 Reporting Period, Frequency and contact point	Introduction, s. 3	-
	2-4 Restatements of Information	This report is Sarbak Metal's first sustainability report.	-
	2-5 External Assurance	No external audit has been conducted as part of the sustainability report.	-
	2-6 Activities, Value Chain and Other Business Relationships	Sarbak Metal Corporate Profile, s. 7-11	-
	2-7 Employees	Workforce Management, s. 40	-
	Social Performance Indicators, s. 58-64	-	-
	2-8 Workers who are not Employees	Workforce Management, s. 40	-
	2-9 Governance structure and composition	Management Philosophy and Structure, s. 13-14	-

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GRI 2: General Disclosures 2021	2-10 Nomination and Selection of the Highest Governance Body		Privacy Restrictions In accordance with the privacy policies, Sarbak Metal does not share this information publicly.
	2-11 Chair of the Highest Governance Body	Message from the Management, s. 5-6	-
	2-12 Role of the Highest Governance Body in Overseeing the Management of Impacts	Message from the Management, s. 5-6 Sustainability Management Structure, s. 19-20	-
	2-13 Delegation of Responsibility for Managing Impacts	Sustainability Management Structure, s. 19-20 Protecting Environment, s. 24-37	-
	2-14 Role of the Highest Governance Body in Sustainability Reporting	Sustainability Management Structure, s. 19-20	-
	2-15 Conflicts of Interest	Ethics and Compliance, s. 15	-
	2-16 Communication of Critical Concerns	Management Philosophy and Structure, s. 13-14 During the reporting period, Sarbak Metal did not receive reports on any critical issues.	-
	2-17 Collective Knowledge of the Highest Governance Body	Management Philosophy and Structure, s. 13-14	-

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GRI 2: General Disclosures 2021	2-18 Evaluation of the Performance of the Highest Governance Body		Privacy Restrictions In accordance with the privacy policies, Sarbak Metal does not share this information publicly.
	2-19 Remuneration Policies	Diversity and Inclusion, s. 42	-
	2-20 Process to Determine Remuneration	Diversity and Inclusion, s. 42	-
	2-21 Annual Total Compensation Ratio		Privacy Restrictions In accordance with the privacy policies, Sarbak Metal does not share this information publicly.
	2-22 Statement on Sustainable Development Strategy	Message from the Management, s. 5-6 Sustainability Approach, s. 18-23	-
	2-23 Policy Commitments	Policies, s. 51	-
	2-24 Embedding Policy Commitments	Management Philosophy and Structure, s. 13-14	-
	2-25 Processes to Remediate Negative Impacts	Protecting Environment, s. 24-37 Stakeholder Satisfaction, s. 38-44 Innovation and R&D, s. 45-47 Contrubution to Society, s. 48-49	-

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GRI 2: General Disclosures 2021	2-26 Mechanisms for Seeking Advice and Raising Concerns	Ethics and Compliance, s. 15	-
	2-27 Compliance with Laws and Regulations	Ethics and Compliance, s. 15	-
	2-28 Membership Associations	Membership Affiliations, s. 52	-
	2-29 Stakeholder Engagement	Stakeholder Relations, s. 44 Stakeholder Satisfaction, s. 39 Corporate Social Responsibility, s. 49	-
	2-30 Percentage of Employees Subject to Collective Bargaining Agreements	Social Performance Indicators, s. 58-64	-
GRI 3: Material Topics 2021			
GRI 3: Material Topics 2021	3-1 Process to Determine Material Topics	Materiality Analysis and Contribution to UN Sustainable Development Goals, s. 21-23	-
	3-2 List of Material Topics	Materiality Analysis and Contribution to UN Sustainable Development Goals, s. 21-23	-
	3-3 Management of Material Topics	Materiality Analysis and Contribution to UN Sustainable Development Goals, s. 21-23	-

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Ethics, Compliance and Anti-Corruption			
GRI 3: Material Topics 2021	3-3 Management of Material Topics	Ethics and Compliance, s. 15	-
GRI 205: Anti-Corruption 2016	205-1 Operations Assessed for Risks Related to Corruption	Ethics and Compliance, s. 15	-
GRI 206: Anti-competitive Behavior 2016	206-1 Legal Actions for Anti-competitive Behavior, Anti-trust, and Monopoly Practices	During the reporting period, there were no lawsuits related to anti-competitive behaviour and monopoly activities.	-
Combating Climate Crisis			
GRI 3: Material Topics 2021	3-3 Management of Material Topics	Emission Management, s. 27-28 Energy Management, s. 29-30 Management of Raw Materials and Natural Resources, s. 31 Water Management, s. 32 Protecting Biodiversity, s. 35	-
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG Emissions	Emission Management, s. 27-28 Environmental Performance Indicators, s. 55-57	-
	305-2 Energy Indirect (Scope 2) GHG Emissions	Emission Management, s. 27-28 Environmental Performance Indicators, s. 55-57	-
	305-3 Other Indirect (Scope 3) GHG Emissions	Emission Management, s. 27-28 Environmental Performance Indicators, s. 55-57	-
	305-4 GHG Emissions Intensity	Emission Management, s. 27-28 Environmental Performance Indicators, s. 55-57	-

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GRI 305: Emissions 2016	305-5 Reduction of GHG Emissions	Emission Management, s. 27-28	-
	305-7 Nitrogen Oxides (NO_x), Sulfur Oxides (SO_x), and Other Significant Air Emissions	Emission Management, s. 27-28 Environmental Performance Indicators, s. 55-57	-
Energy Efficiency			
GRI 3: Material Topics 2021	3-3 Management of Material Topics	Energy Management, s. 29-30	-
GRI 302: Energy 2016	302-1 Energy Consumption within the Organization	Energy Management, s. 29-30 Environmental Performance Indicators, s. 55-57	-
	302-4 Reduction of Energy Consumption	Energy Management, s. 29-30	-
	302-5 Reductions in Energy Requirements of Products and Services	Energy Management, s. 29-30	-
Waste Management and Circularity			
GRI 3: Material Topics 2021	3-3 Management of Material Topics	Waste Management, s. 36-37 Life Cycle Assessment, s. 33 Chemical Management, s. 34	-
GRI 306: Waste 2020	306-1 Waste Generation and Significant Waste-related Impacts	Waste Management, s. 36-37	-
	306-2 Management of Significant Waste-related Impacts	Waste Management, s. 36-37	-

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GRI 306: Waste 2020	306-3 Waste Generated	Waste Management, s. 36-37 Environmental Performance Indicators, s. 55-57	-
	306-4 Waste Diverted from Disposal	Waste Management, s. 36-37 Environmental Performance Indicators, s. 55-57	-
Water Efficiency			
GRI 303: Water and Effluents 2018	303-2 Management of Water Discharge-related Impacts	Water Management, s. 32	-
	303-3 Water Withdrawal	Water Management, s. 32 Environmental Performance Indicators, s. 55-57	-
	303-4 Water Discharge	Water Management, s. 32 Environmental Performance Indicators, s. 55-57	-
	303-5 Water Consumption	Water Management, s. 32 Environmental Performance Indicators, s. 55-57	-
Responsible Supply Chain Management			
GRI 3: Material Topics 2021	3-3 Management of Material Topics	Responsible Supply Chain Management, s. 43	-
Quality Products and Services			
GRI 3: Material Topics 2021	3-3 Management of Material Topics	Vision and Mission, s. 9 Product and Services, s. 11	-

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Innovation and Digitalisation			
GRI 3: Material Topics 2021	3-3 Management of material topics	Innovation and R&D, s. 45-47	-
Employee Rights and Employee Satisfaction			
GRI 3: Material Topics 2021	3-3 Management of Material Topics	Workforce Management, s. 40 Social Performance Indicators, s. 58-64	-
Occupational Health and Safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	Health and Safety, s. 41	-
GRI 403: Occupational Health and Safety 2018	403-1 Occupational Health and Safety Management System	Health and Safety, s. 41	-
	403-2 Hazard Identification, Risk Sssessment, and Incident Investigation	Social Performance Indicators, s. 58-64	-
	403-3 Occupational Health Services	Health and Safety, s. 41	-
	403-4 Worker Participation, Consultation, and Communication on Occupational Health and Safety	Health and Safety, s. 41	-
	403-5 Worker Training on Occupational Health and Safety	Social Performance Indicators, s. 58-64	-

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GRI 403: Occupational Health and Safety 2018	403-6 Promotion of Worker Health	Health and Safety, s. 41	-
	403-7 Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships	Health and Safety, s. 41	-
	403-9 Work-related Injuries	Social Performance Indicators, s. 58-64	-
	403-10 Work-related ill Health	During the reporting period, no employees were diagnosed with an occupational disease due to their activities.	-
Diversity, Equal Opportunities and Inclusiveness			
GRI 3: Material Topics 2021	3-3 Management of Material Topics	Diversity and Inclusion, s. 42	-
GRI 405: Diversity and Equal Opportunuties 2016	405-2 Ratio of Basic Salary and Remuneration of Women to Men		Privacy Restrictions In accordance with the privacy policies, Sarbak Metal does not share this information publicly.
GRI 406: Non-discrimination 2016	406-1 Incidents of Discrimination and Corrective Actions Taken	Diversity and Inclusion, s. 42 There were no cases of discrimination during the reporting period.	-
GRI 408: Child Labor 2016	408-1 Operations and Suppliers at Significant Risk for Incidents of Child Labor	Ethics and Compliance, s. 15 Responsible Supply Chain Management, s. 43	-

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GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and Suppliers at Significant Risk for Incidents of Child Labor	Ethics and Compliance, s. 15 Responsible Supply Chain Management, s. 43	-
Talent Management and Development			
GRI 3: Material Topics 2021	3-3 Management of Material Topics	Workforce Management, s. 40	-
GRI 404: Training and Education 2016	404-1 Average Hours of Training per Year per Employee	Workforce Management, s. 40 Social Performance Indicators, s. 58-64	-
	404-2 Programs for Upgrading Employee Skills and Transition Assistance Programs	Workforce Management, s. 40	-
Stakeholder Relations and Corporate Social Responsibility			
GRI 3: Material Topics 2021	3-3 Management of Material Topics	Stakeholder Engagement, s. 44 Corporate Social Responsibility Approach, s. 49	-
Customer Satisfaction			
GRI 3: Material Topics 2021	3-3 Management of Material Topics	Stakeholder Engagement, s. 44	-

sarbak

sarbak vakfı

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