

# SUSTAINABILITY REPORT 2020





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# About the Report

We aim to present a summary of our economic, social and environmental performance and sustainability understanding to all our stakeholders with our second sustainability report.

The information included in the report covers all of our regions of operation and affiliates from January 1 to December 31, 2020. This report has been prepared in accordance with the GRI Standards: Core option. In the report, we also included our performance in line with the United Nations Sustainable Development Goals and the UN Global Compact.





**MESSAGE FROM THE CEO**



## Distinguished Stakeholders,

We are delighted to present you our 2020 Sustainability Report.

As Kibar Group, we care about future generations and base our management approach on the effective and efficient use of resources in a way to adapt to rapidly changing conditions. As the use of energy and natural resources in the world increases, the environmental problems and climate change are also growing. We are aware that natural resources are not endless and unlimited, and we carry out every activity, from production to distribution, to reduce the negative effects on the environment and to raise awareness. Within the scope of R&D activities, we turn potential environmental impacts into opportunities by developing environmentally friendly technologies and products.

As Kibar Group, we shape all our activities within the framework of our sustainability vision. We always keep in mind our responsibility to leave a more livable world to future generations. We embodied this understanding in a clear framework in our “Kibar Holding 2025 Sustainability Strategy” and we set 40 targets within this strategy. We continue our work with a sustainable understanding in line with the United Nations Sustainable Development Goals and the United Nations Global Compact, of which we are a signatory.

This understanding undoubtedly guides all our group companies in the light of all our affiliates’ management principles. We focus on sustainability both in designing our production activities and our contributions to social life. Our group companies, which are under the roof of Kibar Holding, continue to create value with the strategies they have determined focusing on sustainability. With its motto “We Produce Without Consuming the Future”, Assan Alüminyum is launching new practices that set an example for the sector in which it operates. Realizing many energy efficiency projects with its sensitivity to the environment and sustainability issues, Assan Alüminyum produces the clean energy it needs while reducing its carbon footprint through its Manavgat renewable energy facility. Moreover, it proves its success with the globally recognized I-REC certificates as a result of the processes it carries out in international standards.

We will continue our economic growth with the target of “being sustainable”, which covers economic, social and environmental factors together. We act with the responsibility and awareness of revealing the potential of our stakeholders in achieving sustainable development goals. With this power we have created, we make our reliable relationships sustainable with our business partners all over the world, and we are proud to be among the top five exporting companies of our country every year. Assan Alüminyum’s works are the driving force in this long-term journey.

As Kibar Group, I would like to express my gratitude to you, our distinguished customers, business partners, stakeholders and all my colleagues, who support us and embrace our principles with us.

Yours sincerely,

Haluk Kayabaşı  
**CEO**



**MESSAGE FROM THE GENERAL MANAGER**



## Esteemed Stakeholders,

The year 2020 was an unprecedented year with the COVID-19 pandemic all over the world. The COVID-19, which started as a health problem, was deeply felt in all sectors from production to education, from tourism to sports. While some sectors came to a standstill, there were significant disruptions in supply chains.

The pandemic process, which brought the vulnerabilities of the global economy to light, once again revealed the importance of sustainable development, an inclusive economic model and a low carbon economy. At Assan Alüminyum, during the pandemic process, we were very careful about the health of our employees as always. Since the very beginning of the process, we took the necessary health measures, we quickly implemented actions such as flexible working models, social distance regulations, mask distribution. We obtained the TSE COVID-19 Safe Production Certificate and confirmed the safety of our processes to an independent institution.

We have been growing steadily since our establishment in 1988. We export to more than 70 countries in 4 continents, and contribute to the economy of Turkey by creating employment for approximately 1,500 people. We are Turkey's largest aluminium producer with our production volume.

Our corporate strategies include demonstrating our sectoral leadership in the field of sustainability. We support our corporate growth with the motto "We Produce Without Consuming the Future", and we act with the awareness of our responsibility towards the next generations.

2020 became an important year with the developments experienced in the field of sustainability at Assan Alüminyum. We were awarded the ASI Provisional Performance Standard Certificate for our Tuzla and Dilovasi production facilities and recycling facility. With ASI, the first and only sustainability certification standard of the aluminium industry, we have documented that we present the sustainable value we create for our stakeholders in accordance with international standards. We took our sustainability performance to the next level by obtaining this prestigious certificate of our industry.

As a result of our innovative work in the field of human resources and our high employee commitment, we were awarded the "Great Place to Work" certificate. We received an award in Turkey's Best Employers 2020 list. We made significant improvements in all of our occupational health and safety indicators. As part of our goal of producing aluminium, which is an environmentally friendly raw material by nature, with the lowest possible environmental impact, we have balanced the clean energy we obtain in our renewable energy facility with all the electrical energy we consume. In this way, we have significantly reduced our carbon footprint. We also reduced our use of natural resources and energy consumption by implementing many efficiency projects.

In 2020, we also prepared our "Water Plan" and created our roadmap until 2025. We took important steps to reduce the environmental impact of our products and processed approximately 125 thousand tons of recycled raw materials in our integrated recycling facility and included them in production in 2020. In this way, we obtained 35% of the raw material we use in production from primary aluminium sources. We completed the LCA (Life Cycle Analysis) and EPD (Environmental Product Declaration) studies of our products in accordance with ISO 14025 and ISO 14040 standards at the beginning of 2021.

We conducted a further impact analysis for an important dimension of our operations, and had our impact on biodiversity measured by an independent institution. The research and analysis process revealed that our activities did not have a significant negative impact on biodiversity. Despite this, we continued to support the studies carried out to ensure biological diversity in our operating area. In this regard, with the Biodiversity Conservation Project, which we realized in cooperation with Kocaeli University Biology Department, we have reproduced the endemic *Amsonia orientalis* plant, known as Blue Star, in a laboratory environment and brought it back to nature.

In 2020, we did not forget our social responsibilities. By donating 150 tablets to Tuzla Municipality's project, we supported students living in the region and continuing their education remotely. We aimed to contribute to the elimination of educational inequalities created by the pandemic.

2020 was a very difficult year for the whole world. With the lessons we have learned from this process, we are working continuously to create more durable business models that prioritize people and nature. On the occasion of our second sustainability report, I would like to thank all my colleagues who worked with great devotion during this difficult process. On behalf of myself and our entire management team, I would like to express my gratitude to all our customers, suppliers and business partners for their trust in us throughout this process.

Göksal Güngör  
**General Manager**



# ABOUT KIBAR HOLDING



Kibar Holding, which began its activities in the fields of industry, service and trade in 1972 and is among the leading industrial groups. The group has been making significant contributions to the global economy and social welfare since its foundation.

As of the end of 2020, Kibar Group operates with more than 20 companies and more than 7,500 employees in the metal, automotive, packaging, building materials, real estate, logistics, energy, food and service sectors. Among the international business partners of Kibar Group are Hyundai, THY, Posco, TIL, Seoyon E-Hwa and Heritage, which are among the world's leading brands. Kibar Holding and Group companies create significant value in the Turkish economy with their high production capacities, employment, export and social investments they create.

# ABOUT ASSAN ALÜMİNYUM



Assan Alüminyum, one of the leading manufacturers of the global flat aluminium industry, since its establishment in 1988, provides services to many sectors such as packaging, distribution, construction, durable consumption, automotive and heating-cooling with its coils, sheets, foil and painted aluminium products.

Assan Alüminyum, which produces under the roof of Kibar Holding in its Tuzla, Istanbul and Dilovasi, Kocaeli facilities, is the leading company in Turkey in the flat aluminium sector with an annual 300,000 tons of plate and foil installed capacity, and an annual aluminium painting capacity of 60,000 tons in roll painting facilities. It is one of the three largest foil producers in Europe with its aluminium foil production capacity reaching 100,000 tons.

Exporting about 80 percent of its sales, the company ranks 41st in the Turkey's top 500 industrial companies list of the Istanbul Chamber of Industry and continues to grow with new investments.

Assan Alüminyum exports to more than 70 countries in 4 continents. The company plans to realize its growth targets in North America with Kibar Americas company established in Chicago. Assan Alüminyum created over 300 new jobs in the last 4 years, contributing positively to the country's economy.

Assan Alüminyum aims to "Shape the Future Together" with its business partners. Together with its core values of reliability, flexibility, innovation and sustainability, it creates trust-based and long-term relationships with its business partners and develops flexible solutions tailored to them. Shaping its production and management processes in line with the motto "We Produce Without Consuming the Future", Assan Alüminyum leads the sustainability practices in the sector.

With its 1,500 employees, Assan Alüminyum has been certified by the independent organization Great Place to Work.

Assan Alüminyum, which strives to create long-term value in the axis of environment, social and governance basic components, reduces the carbon footprint of the company with its renewable energy production facility, integrated recycling facility and energy efficiency projects that it realizes every year, and strives to leave a more livable world to future generations with social responsibility projects that contribute significantly to sustainability. Leading the continuous casting technology on a global scale, Assan Alüminyum continues to create value by developing innovative solutions for all its customers and stakeholders with the studies it carries out in the R&D Center registered by the Turkish Ministry of Science, Industry and Technology.

Assan Alüminyum, whose main values are sustainability, has been awarded the ASI Provisional Performance Standard Certificate for its Tuzla and Dilovasi production facilities and recycling facility, and has registered that its processes are in compliance with global sustainability principles.

## OUR VISION

To exceed the expectations of our clients, employees and shareholders, to grow in the international markets at an accelerating rate, to develop a global culture.

## OUR MISSION

To create value for our stakeholders:

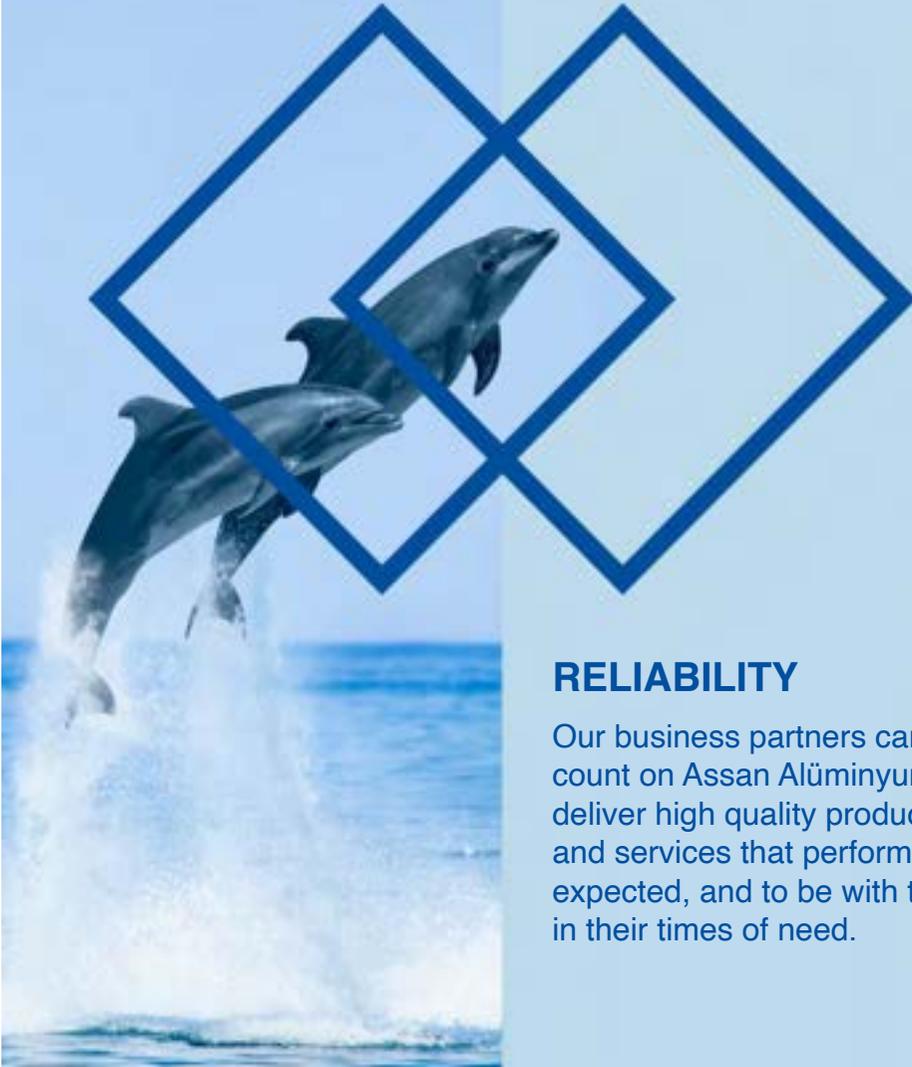
by offering to our customers the right combination of quality, service, innovation and price to become their preferred supplier;

by using sustainable production methods to make a better world for future generations;

by creating a modern and safe workplace for our employees;

by striving for operational excellence in every aspect of our business; and by strengthening our brand through our every action.

# OUR BRAND VALUES



## RELIABILITY

Our business partners can count on Assan Alüminyum to deliver high quality products and services that perform as expected, and to be with them in their times of need.



## FLEXIBILITY

We strive to understand customer needs and deliver solutions that fit their needs based on our dedication and adaptability.

# OUR BRAND VALUES



## INNOVATION

We use our experience and expertise to try and innovate every aspect of our processes and products.



## SUSTAINABLE

We build a more sustainable future, together with our business partners, by using our joint expertise and aluminium's advantages.

ASSAN ALÜMİNYUM IN NUMBERS



**41**

**1<sup>st</sup>** BIGGEST INDUSTRIAL COMPANY OF TURKEY

APPROXIMATELY **1,500** EMPLOYEES



**2<sup>ND</sup>**

**2<sup>ND</sup>** BIGGEST ALUMINIUM FOIL PRODUCER OF EUROPE



YEARLY **300,000** TONS  
PRODUCTION CAPACITY





**600** CUSTOMERS

**100** IMPLEMENTATION AREAS



**255,000**

TON PRODUCTION IN 2020





## HIGHLIGHTS IN 2020

**Aluminium Stewardship Initiative (ASI) Performance**  
Standard Certification audit was successfully completed.

We received “**Great Place to Work**” certificate in 2019 and joined the “Great Place to Work” Best Employers of Turkey 2020 list.

**We prepared our sustainability inventory.**

**We started the Life Cycle Assessment (LCA) and Environmental Product Declaration (EPD) efforts.**



We received **TSE COVID-19**  
Safe Production Certificate.

We completed the **ISO 31000** Enterprise Risk  
Management System installation.

We completed the **ISO 45001** Occupational Safety Management  
System transition process.

**We obtained the Zero Waste Certificate.**

We allocated over **18 million TL**  
of resources to our **R&D** studies.



**We applied for one patent, and two of our national patents were registered.**

**We prepared our water management plan.**

Our impact on biodiversity was evaluated by an independent institution; **no negative impact was found.**

With the **Biodiversity Conservation Project** that we carried out in cooperation with **Kocaeli University Biology Department**, we reproduced the endemic and endangered **Amsonia orientalis** plant, known as Blue Star, in a laboratory environment and brought it back to nature.

# SUSTAINABILITY AT ASSAN ALÜMİNYUM





**At Assan Alüminyum, we adopt a participatory, innovative, reliable, environmentally sensitive, and people-oriented management approach. We position sustainability as our fourth brand value alongside “Reliability”, “Flexibility” and “Innovation”. We strive to integrate economic, social and environmental factors into decision-making mechanisms in all strategic and operational processes.**

The principles of honesty and reliability defined as the core values of Kibar Group by Asım Kibar, the founder and honorary president of Kibar Holding, corporate governance tradition, innovative perspective, business ethics understanding, social responsibility culture and United Nations Global Compact are the guides of Kibar Group in the field of sustainability. We shape this deep-rooted tradition with our sectoral requirements and corporate engagements. With our motto “We Produce the Future Without Wasting It”, we strive to produce aluminium sustainably and to become a preferred employer and business partner.

The COVID-19 pandemic once again revealed the vulnerabilities in the global economic system. Disruptions in supply chains, inequalities in access to health care services, economic activities that came to a halt due to lockdown decisions, and the increasing repercussions of the negative effects of climate change made it necessary to make comprehensive changes in the current economic system. All institutions have important duties and responsibilities to create the new economic order with an inclusive and innovative perspective that respects natural resources and human rights.

# ALUMINIUM STEWARDSHIP INITIATIVE (ASI)

As the first and only sustainability certification standard of the aluminium industry, ASI enables companies to create value for their stakeholders and helps them identify areas to improve themselves. ASI certification is an effective tool to certify top companies and a good opportunity for companies to develop themselves holistically.

Since one of the main values of Assan Alüminyum is sustainability, it is critical for us to shape all our processes in accordance with the ASI principles covering the global aluminium industry and that we create a sustainable ecosystem in this direction.

As Assan Alüminyum, we have been awarded the ASI provisional Performance Standard Certificate for our Tuzla and Dilovası production facilities and recycling facility, thus we registered that our processes comply with global sustainability principles. At Assan Alüminyum, we support the ASI Principles. We are working to align our sustainability performance with ASI Standards, in a wide range from environmental impacts, working conditions, supply chain management to human rights. In 2020, we completed our ASI certification work that we started in 2019.

CREATING THE FUTURE THROUGH SUSTAINABILITY



## Our sustainability vision has been registered globally

We became the first aluminium brand in Turkey to receive the provisional ASI Sustainability Performance Standard Certificate.

We have been awarded the provisional Performance Standard Certificate from the Aluminium Stewardship Initiative (ASI), which determines the global sustainability framework of the aluminium industry. We are proud that the importance we attach to sustainability is certified on a global scale. We continue to create value to further our sustainability goals.

# OUR SUSTAINABILITY STRATEGY:

# VISION 2025



At Assan Alüminyum, we position sustainability as our fourth brand value and a component of our main business strategy. As a result of a series of studies we carried out in 2019, we created Vision 2025, our roadmap to be followed until 2025 in the field of sustainability. Vision 2025 defines the sustainability priorities and our sustainability axis that we will focus on in our company between 2020-2025. We have also created our business plans to realize the targets

we have determined on the axis of risk, opportunity and stakeholder expectations, covering all our activities.

We focused Vision 2025 on the axes of “More Satisfied Stakeholders”, “Better People” and “A Better World”. We determined our material issues corresponding to these areas and the UN Sustainable Development Goals to which we contribute.

We reviewed our strategy and targets with the stakeholder research and internal evaluation studies we conducted in 2020. In 2020, we also developed a sustainability scorecard called the “Sustainability Inventory” and conducted competitor benchmarking and impact analyzes for our key performance indicators. For details of our materiality assessment, please visit Assan Alüminyum 2019 Sustainability Report, page 19.

# VISION 2025

Management Principles: Corporate Governance and Business Ethics, Effective Risk Management, Business Continuity



## MORE SATISFIED STAKEHOLDERS

R&D, Innovation and Digitalization, Customer Satisfaction, Product Quality and Safety



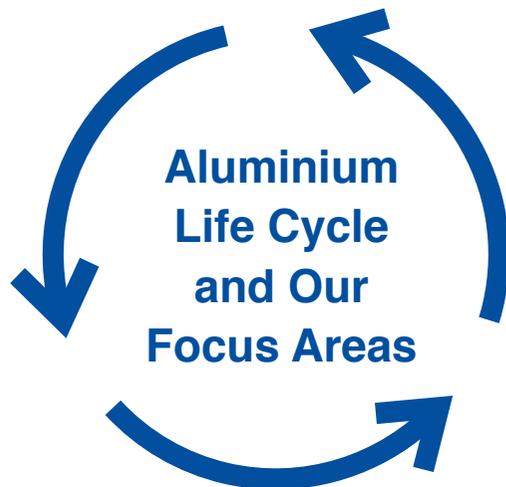
## BETTER PEOPLE

Occupational Health and Safety, Supply Chain Management, Employee Development and Talent Management, Gender and Equal Opportunity



## A BETTER WORLD

Efficient Use of Resources, Use of Renewable Energy Resources, Environmentally Friendly Products, Circular Economy



### Extraction, Refining, Melting

Alumina from bauxite ore, primary aluminium is obtained by electrolysis of alumina.

**Our focus areas:** *Supply Chain Management*

*We adopt responsible procurement principles.*

### Casting, Rolling and Pre-Painting

Primary and recycled aluminium is used as input for the production of aluminium sheet and foil. For some application areas, aluminium sheet is pre-painted in a coil painting line.

**Our focus areas:** *We are working to make our Occupational Health and Safety, Efficient Use of Resources, Renewable Energy Operations more sustainable.*

### Product Use

All products are used according to their product life.

**Our focus areas:** *Customer Satisfaction*

We are working to expand the application areas of aluminium, which is an environmentally friendly and safe material by nature.

### Recycling

The aluminium that completes the product life is reused in production.

**Our focus areas:** *Circular economy*

We are working to increase the reuse of aluminium, which can be recycled endlessly.

### Final Production

Aluminium sheets and foils are turned into final products and used in many sectors such as packaging, construction, consumer durables and automotive.

**Our focus areas:** *Environmental products, R&D, Innovation and Digitalization, Product Quality and Safety*

## Our Goals and Realizations

Performance Area	2025 Target	2020 Realization
More Satisfied Stakeholders	Working towards the target of “zero” customer complaints.	The works are in progress. Our customer satisfaction score for 2020 was 83%.
	Ensuring the continuity of the product and process certifications.	Continuity of all certificates has been ensured.
	Completing the ASI certification.	We received the ASI certification.
	Maintaining academic cooperation in the field of R&D.	We carried out projects with Vrije University, Koç University and Izmir Institute of Technology.
	Starting the supplier development program.	The supplier development program started by conducting surveys with suppliers to determine the current situation.
Better People	Receiving the “Great Place to Work” Certificate and be listed as “Employer of Choice”.	We received the Great Place to Work certificate, and we are listed in the “Employer of Choice”.
	Increasing employee commitment 5 points for office employees and 4 points for field employees.	Employee engagement increased by 19 points in office employees and 9 points in field employees in 2020.
	Designing and implementing a new leadership program for each first and mid-level manager managing office and field employees.	It was not realized in 2020 due to pandemic. It is planned to be held between September 2021 and December 2021.
	Performance above EA averages by improving Occupational Health and Safety statistics.	The process is followed for the target of 2025.
	Starting a social responsibility project for at least one of the SDGs that we have determined as material.	<ul style="list-style-type: none"> <li>• Tablet project for students in need, in cooperation with Tuzla Municipality</li> <li>• Project to bring the “Blue Star” endemic plant into nature in cooperation with Kocaeli University</li> <li>• Blood donation support in cooperation with Kızılay and Kartal Burak Bora High School</li> <li>• 1550 saplings donated through TEMA</li> </ul>
A Better World	Reducing our energy intensity (GJ/ton) by 5% with respect to 2017-2019 averages.	Due to the impact of COVID-19, on production conditions, there was no decrease in energy intensity in 2020. In 2020, we produced 467 GJ of energy from renewable sources.
	Reducing our carbon footprint through our own renewable energy production.	I-REC studies were initiated.
	Continuing to support biological diversity efforts.	An agreement was reached with Kocaeli University for the continuity of the project support.
	Better understanding our environmental impact by analyzing the life cycle assessment of our products.	LCA and EPD studies started.
	Developing projects to reduce our primary aluminium use.	We carried out many R&D projects.

# SUSTAINABILITY MANAGEMENT

The Sustainability Unit, under the Strategy and Marketing Directorate of Assan Alüminyum, is responsible for monitoring our company's goals and performance in the field of sustainability, raising awareness on sustainability and coordinating the relevant operations, monitoring external engagements and integrating best practices in the field of sustainability within the company.

As Assan Alüminyum, we are also a member of the Kibar Holding Sustainability Committee and Sustainability Working Group. The Committee, chaired by the CEO of Kibar Holding, consists of Holding function managers and general managers of Group companies. The Sustainability Committee determines the sustainability approach of the Group, formulates its policies and strategies, prepares the action plan, determines the targets and monitors the sustainability performance.

The Sustainability Working Group consists of the related managers of the Holding and Group companies. The Working Group implements the action plan determined by the Sustainability Committee and ensures that the strategy is disseminated to the entire Group. The Strategy and Marketing Director represents our company in the Sustainability Working Group.



# OUR CONTRIBUTION TO SUSTAINABLE DEVELOPMENT GOALS

As Assan Alüminyum, we support the United Nations Sustainable Development Goals, which were announced in 2015 and are to be achieved by 2030.

We see our contribution to these goals as an important component of the value creation process. In line with our activities, we directly contribute to 9 goals that are mainly in the impact area.



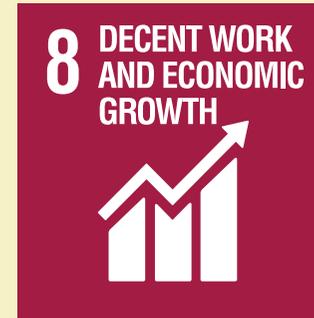
**Good Health and Well-being:** We strive to provide the best possible health conditions for our employees through proactive occupational health and safety practices.



**Quality Education:** We prepare our employees for the competencies of the future with development programs. We contribute to the improvement of the quality of education in our country with our social benefit investments in the field of education.



**Affordable and Clean Energy:** We reduce our carbon footprint with the electricity we produce from our renewable energy facility within our company. We reduce our energy and emission intensity with energy efficiency projects.



**Decent Work and Economic Growth:** We strive for an inclusive economy that creates value for all our stakeholders. We follow international standards in our supply chain, ensure that child labor and forced labor are not accepted and fair working conditions are created.

We produce value-added products with our investments in R&D and innovation.

# OUR CONTRIBUTION TO SUSTAINABLE DEVELOPMENT GOALS

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**Industry, Innovation and Infrastructure:** We focus on the development of high-performance, customer-specific, value-added products, with the work we carry out in our registered R&D Center. We consider strengthening our R&D competencies as one of our main strategic goals.



**Reduced Inequality:** We are constantly renewing our systems and processes to be a fair employer. We provide equal opportunity for our employees with a performance-based system. We ensure that our suppliers sign the Kibar Group Framework Agreement and that an unfair practice is not made due to characteristics such as language, religion, race and gender.



**Responsible Consumption and Production:** We support a low carbon economy and adopt a circular economy and innovation-based production model. We increase reuse with effective waste management and prefer environmentally friendly disposal methods. We help our customers choose the right products with the technical support we provide.



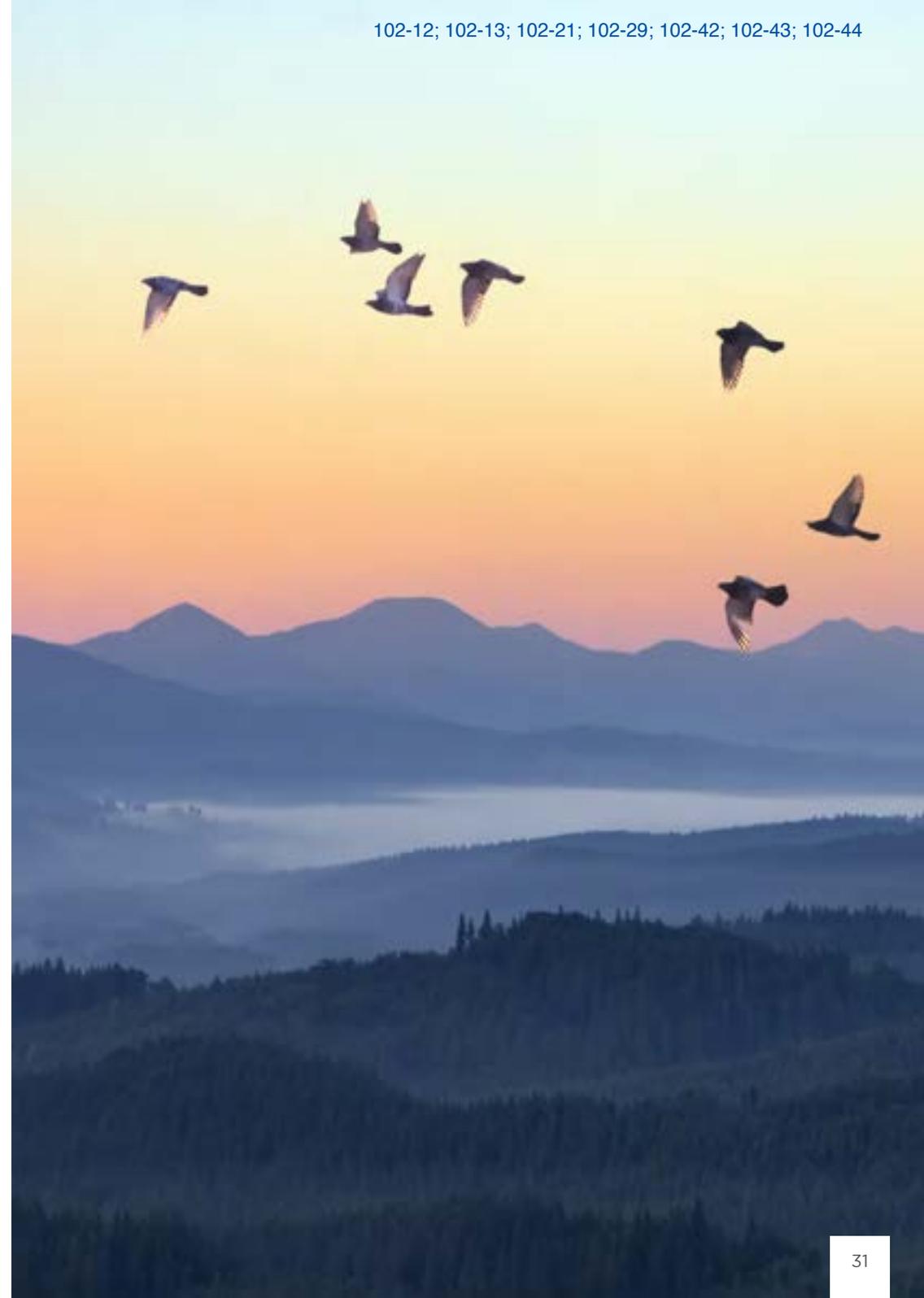
**Climate Action:** We evaluate the effects of climate change on our operations in our risk processes. We increase our energy efficiency, reduce the energy and emission intensity of our products and generate electricity from renewable energy sources.



**Partnerships to Achieve the Goals:** We closely follow sectoral initiatives in the field of sustainability. As a member of Kibar Group, we adopt the principles of the United Nations Global Compact. We do not compromise on our business ethics and corporate governance principles.

# RELATIONS WITH STAKEHOLDERS

We believe in the importance of two-way and timely communication with our stakeholders. We maintain our communication on many platforms that we have prepared specifically for different stakeholder groups. We increase our corporate know-how through memberships to numerous non-governmental organizations, global and sectoral initiatives.



## Our Customers

- Business Partners sharing meeting with all customers and sharing meeting with authorized dealers (once a year)
- Social media posts
- Evaluation meetings with our domestic authorized dealers (twice a year)
- General customer satisfaction survey made by independent research companies (once a year)
- Fairs (annually)

## Our Employees

- Internal Communication Meetings with office employees (4 times a year)
- Seniority award ceremonies for employees (once a year)
- General employee engagement survey - Great Place to Work (biennial)
- Employee engagement survey (once a year)

## Management

- Evaluation meeting with Kibar Holding top management (monthly)
- Assan Alüminyum Board Meeting (4 times a year)
- Consultation meetings with local and general administrations, factory visits as needed
- Target Deployment Workshop, Investment Strategy Workshop and Human Resources Workshop held with management staff (once a year)

## Affiliated Organizations

ASI Aluminium Stewardship Initiative  
 EAFA European Aluminium Foil Association  
 GLAFRI Global Aluminium Foil Roller Initiative  
 EA European Aluminium Association  
 WGM Wirtschaftsband Grosshandel Metallhalbzeug  
 ECCA European Coil Coating Association  
 TALSAD Aluminium Industrialists Association of Turkey  
 IMSAD Construction Materials Manufacturers Association  
 BEYSAD White Goods Manufacturers Association  
 FASD Flexible Packaging Manufacturers Association  
 IMMIB Istanbul Mineral and Metals Exporters Association  
 DEIK Foreign Economic Relations Board  
 CEFLEX A Circular Economy for Flexible Packaging  
 NCCA National Coil Coating Association  
 AA Aluminium Association

## Initiatives We Support

We support the UN Global Compact and Business Plastics Reduction Initiative, and SKD Turkey: Business World and Sustainable Development Association, where CEO of Kibar Holding is on the Board of Directors.

## Society

- Corporate website
- Social media content
- Presentations
- Internship programs
- Annual reports

## Our Qualifications

- Controls
- One-on-one meetings and visits

# MORE SATISFIED STAKEHOLDERS





At Assan Alüminyum, we manufacture our products with the highest possible quality and safety standards. We continue our R&D and innovation studies to expand our product range and to offer creative solutions to customers' needs. We care about digitalization and adopt Industry 4.0 principles. We are working to produce better, more environmentally friendly, more innovative, more robust and more reliable products. We aim to increase customer satisfaction with our special products that support the low carbon economy.

# OUR PRODUCTS

Aluminium, which is a 100% and infinitely recyclable material, is one of the most abundant elements in the world.

For these reasons, it is an alternative that is increasingly used in many different sectors all over the world. We offer a large number of products for different sectors in order to introduce all our customers with this environmentally friendly material. We serve many sectors such as packaging, construction, durable consumer goods, automotive and energy with our coil, sheet, foil and painted aluminium products. We sell our products to more than 70 countries in 6 continents. The main export markets with high quality expectations are North America and Western Europe.





## PRODUCT QUALITY AND SAFETY

At Assan Alüminyum, our primary business priority is to produce quality and reliable products. For this reason, we follow many national and international standards and are subject to audits by independent organizations and our customers. Within the scope of compliance with REACH and similar regulations, we have the samples taken from all our products tested in accredited laboratories every year, and create a “Declaration of Conformity”. In 2020, we added the TSE COVID-19 Certificate, ISO 31000, ISO 45001, ISO 14001:2015 documents to our quality and safety documents.

### Management System and Quality Certifications

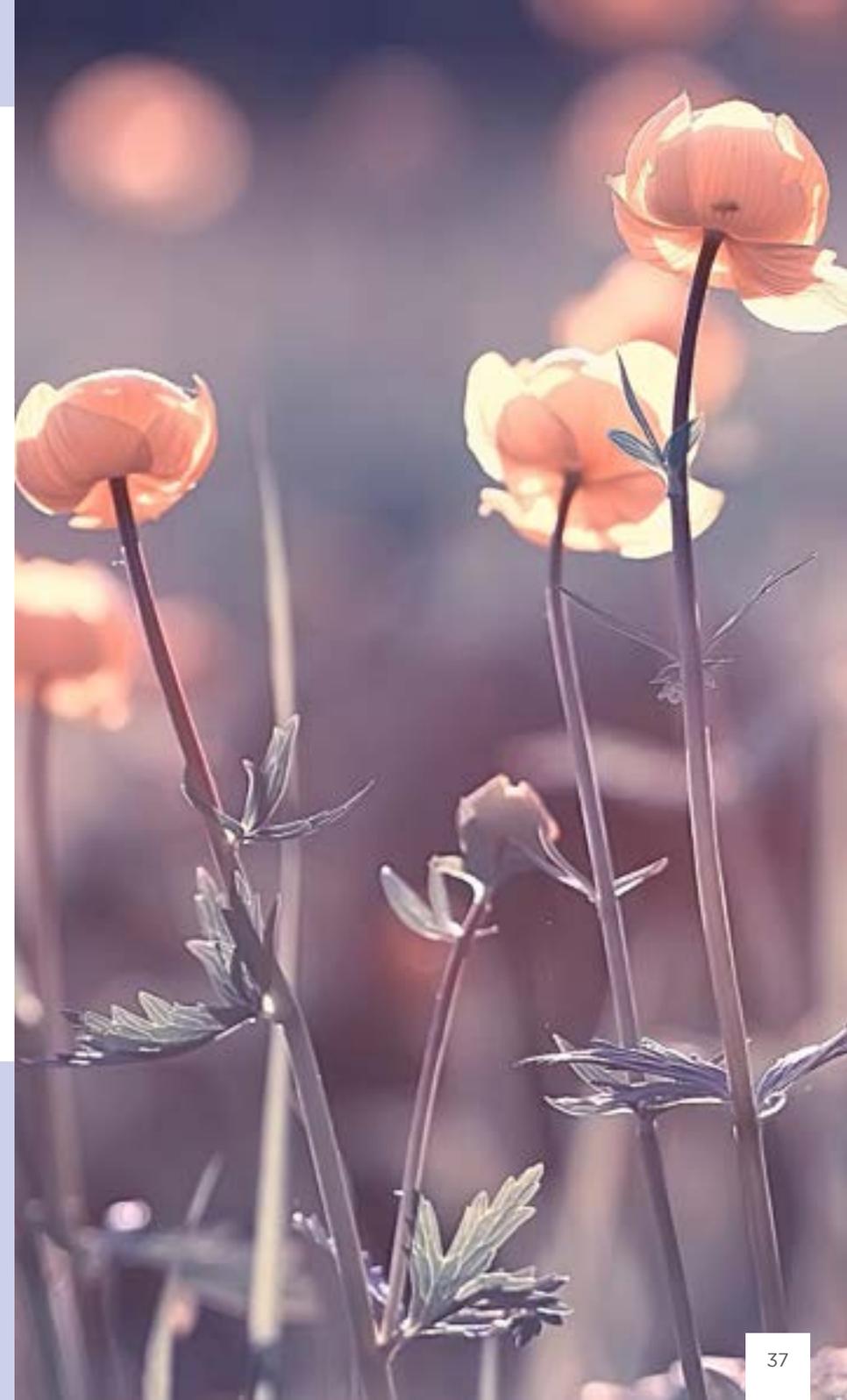
- ASI: Aluminium Stewardship Initiative
- ISO 50001: Energy Management System
- ISO - IEC270001: Information Safety Management System
- IATF16949: Quality Management System
- ISO 9001: Quality Management system
- ISO 14001: 2015: Environment Management System
- CE: EU Certificate of Conformity
- TSE COVID-19 Safe Production Certificate
- Zero Waste Certificate
- NSF: International Health Organization Certificate of Conformity
- Kosher: Kosher Food Compliance Certificate
- ISPM15: Wooden Packaging Materials Compliance Certificate
- Authorized Obligation Status
- ISO 31000: Enterprise Risk Management System
- ISO 45001: Occupational Safety Management System
- EFQM: European Foundation for Quality Management Excellence Model

# Highlights of 2020

- As one of the first companies in Turkey to obtain the ISO 14001:2015 certificate, which includes the new environmental standards, we completed the necessary work to adapt to the requirements of the system. We included the Dilovası Recycling Facility in the ISO 14001 document and renewed the document.
- We ensure consumer health by producing in accordance with the NSF (National Sanitation Foundation) certificate and the Business Registration Certificate issued by the Ministry of Food, Agriculture and Livestock. We completed our Food Safety Management System studies in 2020.
- We have successfully completed the re-certification audit of our Quality Management Systems, IATF 16949 and ISO 9001, and ensured the continuity of the certificate.
- We successfully completed the ISO 27011 Information Security Management System re-certification audit and ensured document continuity.
- We received TSE COVID-19 Safe Production Certificate for our Tuzla and Dilovası facilities.
- We passed the ISO 31000 Risk Management System Certificate audit and were entitled to receive the certificate.
- We transitioned to ISO 45001 and completed our document renewal.
- We have completed the ISO 50001 document renewal.
- We got the Zero Waste Certificate.
- In December 2020, we were subject to the ASI (Aluminium Stewardship Initiative) Performance Standards audit for both of our facilities and were awarded the ASI Provisional Performance Standard Certificate for our Tuzla and Dilovası production facilities and recycling facility.
- We ensured the continuity of all our certificates (CE, NSF, KOSHER, Business Registration Certificate, ISPM 15, TS EN 485-1, TS EN 1386).
- We continued our ISO 22301 Business Continuity Management System harmonization efforts, which aims to help organizations avoid crises and disasters and to quickly return to normal situations when such situations occur.
- We continued the ISO 22000 Food Safety Management System compliance studies, which regulates the activities of organizations directly or indirectly involved in the food chain.

## Audits We Are Subject To

External Audits: IATF 16949 (Automotive Quality Management System), ISO 9001 (Quality Management System), ISO 27001 (Information Security Management System), CE (Conformité Européenne), NSF (National Sanitation Foundation), KOSHER, ISPM 15 (Wood Packaging Materials Heat Treatment Applications), TSE (TS EN 485-1, TS EN 1386), ASI (Aluminium Stewardship Initiative), Internal Audits: IATF 16949 Process, IATF 16949 Process, IATF 16949 Product, ISO 27001 BGYS, CE, NSF, KOSHER, ISPM 15, TSE

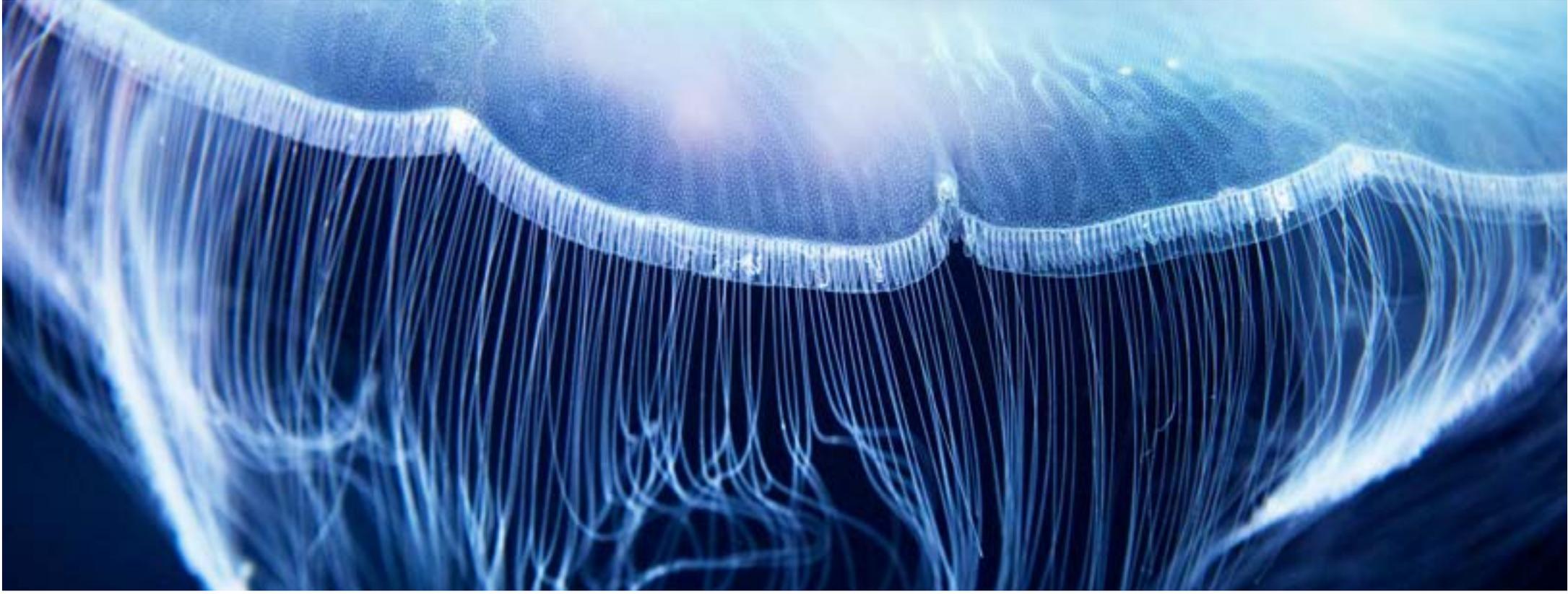


# CUSTOMER SATISFACTION

We strive to provide unconditional customer satisfaction. We organize technical trainings and business partner meetings every year for our customers to make the right product choices. Due to the COVID-19 pandemic in 2020, we held our customer meetings in a virtual environment. We regularly measure customer expectations through annual independent customer satisfaction surveys. We prepare action plans based on the survey results. Our customer satisfaction score for 2020 was 83%.

We regularly review and update our product portfolio in line with changing customer needs. We aim to meet our customers with the right products with the technical trainings we organize. We provide transparent information by sending the package label and test certificates and product specs that we have prepared according to the wishes of the customers with our delivered products.





## R&D AND INNOVATION

Assan Alüminyum aims to carry the Continuous Casting Technology beyond its known limits in order to increase its global competitiveness. For this purpose, the company forms the basis of its R&D strategy by conducting basic research in materials science, designing relevant processes and developing high-performance products that meet customer expectations at the highest-level. In line with our sustainable development goal, we constantly review our operations, closely follow the technology and developments in the world with Industry 4.0 applications that increase efficiency. We carry out our research and development activities in the R&D Center registered by the Ministry of Science, Industry and Technology. We attach importance to academic collaborations.

We continue our work within the scope of a 4-year cooperation agreement that we signed with Vrije University in 2017. In 2020, we received academic consultancy service from Koç University on the determination of the solidification rate by experimental microstructure simulation. We received academic consultancy services from Izmir Institute of Technology within the scope of developing additives compatible with rolling oil and experimental designs. We are a participant in the Asim Kibar Mavi Damla Awards Project, organized by Kibar Holding to reveal innovative ideas of its employees and to share their success stories with group companies in order to increase in-house entrepreneurship. In 2020, we allocated more than 18 million TL to our R&D studies. We applied for one patent; two of our patents were registered in the national area.

For details of our R&D studies: <https://www.assanaluminyum.com/en/r-d/r-d>

# Highlights in 2020

## Development of Conductivity Enhancing Additives in Oils

Rolling oil is used in the rolling process in aluminium production. When paraffinic light oil (rolling oil) moves at high speed through the filter system, an electrostatic charge can be generated. Most fuels and hydrocarbon solvents have relatively low conductivity. Purification and transfer processes cause voltage to lead separation of traceable components even in properly grounded equipment. If the surface tension exceeds a critical value, a flammable electrical discharge may occur, causing an explosive fire if the vapor phase is a flammable mixture. In order to distribute the electrostatic charge on the wall, conductivity increasing additives are used to increase the conductivity. We have started an R&D project to develop an alternative product that is more compatible with our rolling oil and complies with the food contact substance regulation compared to the currently used product. We aim to obtain FDA approval for the product, which is in the approval phase.

The risk of fire caused by static electricity in rolling oils creates a danger in terms of occupational safety and operational continuity. The use of alternative additives will eliminate this problem. Since the newly developed conductivity enhancing product also touches food contact products, we plan to have the necessary food safety certifications.

## Development of Continuous Casting Technique

With the project, 8xxx series casting will be performed using copper shell for the first time in Assan Alüminyum. The microstructure and casting efficiency of food contact products will be improved by using the knowledge and experience previously gained in the 3105 alloy. As project output; we aim to increase the casting efficiency by 50%, to improve the grain structure that can be seen clearly on the matte surface of kitchen foils, and to prevent condition inconsistency problems encountered in production of wrinkled container products. The productivity increase from the project is expected to increase the production capacity of Assan Alüminyum.

The project will make a positive contribution to the supply chain with the shortening of lead times for kitchen foil and crumpled container products. By ensuring that the demands coming from the North American market, which is a new market for Assan Alüminyum, will be met quickly, thus the competitive advantage of our company will be increased in this product group. Customer satisfaction will also increase with the improvement of matte surface appearance in kitchen foil products. With the study, a significant contribution will be made to the knowledge pool of Assan Alüminyum, which is very competent in twin roll casting technique, and its R&D reflexes will be developed.



## High Electrical Conductivity Aluminium Sheet

The project aims to increase the conductivity of a standard alloy (EN 1060), which is produced with existing raw materials (A6-A7) without changing the main alloy. In this way, we aim to develop an aluminium sheet product with increased electrical conductivity.

If the project is successful, we expect to provide an additional 200 tons/month of extra order entry in the first plan. It is predicted that this figure may rise to the levels of 350-400 tons with the dissemination efforts. In this way, a significant contribution will be made to the export targets of our company and the country. The chemical composition change to be made will also make a significant contribution to our company in terms of know-how. With the elimination of the need for A8 raw materials, the dependency problem in our supply chain will also be overcome.





## DIGITALIZATION

Digitalization is a corporate priority for Assan Alüminyum. In addition to technical projects to ensure cultural change in the organization on its digital transformation journey, we implement necessary practices (such as training, rotation, agile methodologies) to ensure the adaptation of all human resources to digital transformation. Our main goals in the digital transformation process are; blending corporate culture with digital, integrating digital technologies into all internal processes and managing business digitally in order to ensure efficiency in processes, to be in a continuous transformation and to offer more value to customers. In line with the Kibar Holding Digitalization and Industry 4.0 strategy, in 2020, it was aimed to implement projects on a group basis with the participation of Assan Bilişim and company digital transformation managers.

In 2020, we aimed to create the Big Data architecture and to increase efficiency with active “analytic” and “artificial intelligence” studies. Corporate Big Data Architecture project was carried out within the group. As a result of the project, Data Architecture and Advanced Analytics Department was established within Assan Bilişim. In the process from data collection to reporting and analysis, a structure was created to create value from data, and use-cases for analytics, which are planned to be carried out in the production and supply chain, were prepared. The year 2021 has been determined as the “Analytical Year” in Kibar Group and many project plans have been created. As a result of the workshops organized for Robotic Process Automation (RPA), we determined our processes and made plans that can be handled within the scope of RPA. Thanks to RPA applications, we aimed to increase efficiency, data consistency and quality, and to focus human resources on jobs that will create more value. One of the works carried out in 2020 was the introduction of the agile management approach. Agile Management trainings were held throughout the year. We aim to expand its scope that was launched on a small scale in 2021.

# Technological Infrastructure and Data Management: HR Analytics

In Kibar Group, the HR Analytics Project was launched to create an analytical layer by bringing together HR data from different platforms. With the common data model created in the analytical layer, the project aims to manage the sustainable master data, data analysis, reporting and forecasting.

Kibar Holding aims to be among the leading companies in Turkey that have adopted a common data management culture by creating data awareness and a common data management culture throughout the group.

With the Technological Infrastructure and Data Management work, instant access to data and dynamic reporting will be provided, operational inefficiency will be minimized by integrating processes with each other, human-induced errors will be reduced, in-depth analysis will be started by switching to data analytics and modeling.



## Cast'n Roll Program

We continued to work within the scope of the Cast'n Roll Program, which aims to digitize and automate all our business processes and includes fifteen information technology projects. In 2020, we completed the following projects: Control Tower Project, Development of Sales - Supply Chain Integration, Development of Demand Forecasting and Integrated Planning, Restructuring of Product Portfolio Management, Optimization of Product and Process Master Data, Integration of Standard Cost Structure with Business Processes, Digital Transformation of Production Site (Pilot) project.

EDI integration and Logistics Integration projects, which are the projects determined to ensure automation with customers and suppliers, were initiated and automation work was completed with some customers and suppliers by the end of 2020. As part of the analytical work, the Data Warehouse Installation work was started with SAP BW, and the data of processes such as cost and profitability were transferred to the Data Warehouse.

In the coming period, we aim to create a data warehouse model, develop decision support systems and increase the integration of digital processes with each other.

The Cast'n Roll Supply Chain Transformation Project was awarded the first prize in the "Most Innovative" category in the "Project Competition".

## Information Security

We aim for the highest standard of information security for our employees, suppliers, customers and business partners. We manage our information security practices in line with our ISO 27001 certification requirements.

Information security is handled with a holistic perspective throughout Kibar Group.

Assan Bilişim Technology Infrastructure Unit, one of the group companies, manages the IT infrastructure needs of 22 Group companies serving in different sectors, from data centers to end-user computers in an end-to-end central discipline. Cyber security applications not only prevent malicious attacks, but also provide uninterrupted access to data. For this purpose, infrastructure works are carried out to prevent external attacks through projects carried out in different areas, to prevent data leaking from within the group, and to provide easy/uninterrupted access to information.

Our information security risk map is determined annually with the joint work of Kibar Holding Risk Department and Assan Bilişim. Classification, securing and anonymization of data within the scope of compliance with the Personal Data Protection Law are among the processes we carry out meticulously.

# BETTER PEOPLE



At Assan Alüminyum, we listen to the expectations of our employees, business partners, customers and suppliers and constantly improve our processes in order to be a preferred employer and business partner.

# EQUAL OPPORTUNITY AND GENDER EQUALITY

We aim to be a fair, participatory employer that respects diversity. As per Kibar Holding Human Resources Policy, we are against all kinds of discrimination that may occur due to differences such as language, religion, race and gender. We carry out various activities in order to prevent gender inequality and to encourage women's participation in business life. In 2020, 21 female colleagues started to work in our company.

We have prepared new rooms for the breastfeeding employees.

At Assan Alüminyum, we provide equal opportunities to all candidates in the recruitment processes. The process is carried out in an objective and fair manner. The candidate selection process is carried out meticulously in order to fill the open positions with the right talents.

Different tools such as personality inventory, competency-based interviews and assessment centers are used throughout the process, and different career portals and databases are used to increase diversity.

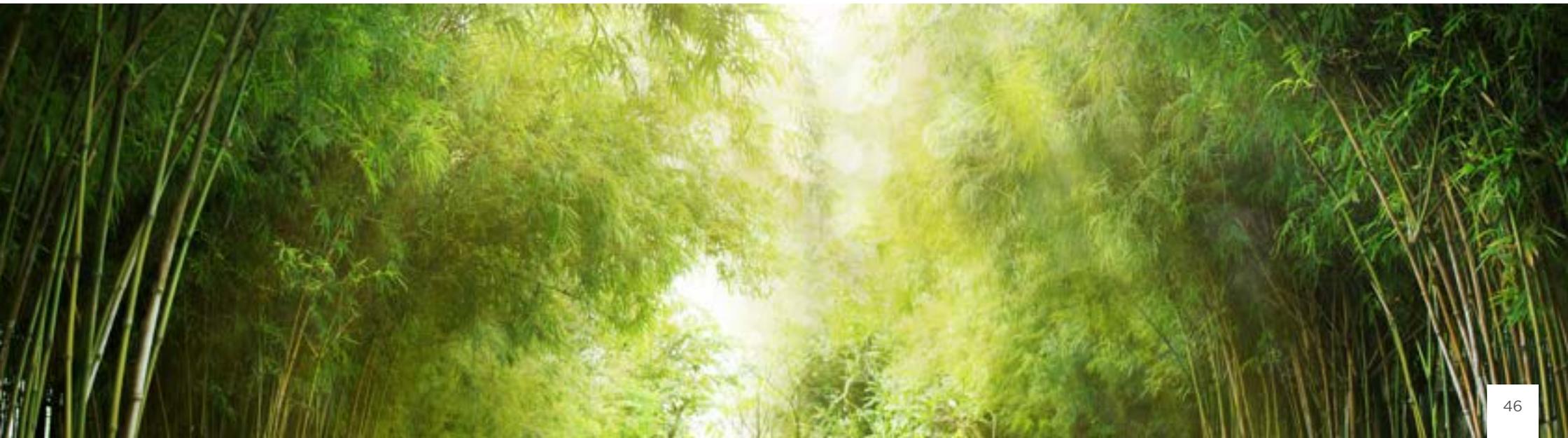
# HUMAN RIGHTS AND OUR EMPLOYER APPROACH

Assan Alüminyum offers its employees a business life in which human rights are protected, occupational health and safety is prioritized, professional development is supported, fair and equal opportunities are given, and trade union rights are respected.

At Assan Alüminyum, human rights are secured in accordance with the Universal Declaration of Human Rights and the Global Compact and the provisions announced by national and international legislation. Systems and processes have been defined to prevent all kinds of discrimination, child labor, forced and compulsory labor practices.

We expect our suppliers and business partners to meet similar working norms, follow the practices of suppliers and contribute to the improvement of conditions. (For details: Sustainability in Supply Chain, page 53).

As part of the preparations before the ASI audits in 2020, our policies and practices regarding trade union rights and human rights in Assan Alüminyum and its business partners operations were reviewed and updated.



# EMPLOYEE DEVELOPMENT AND TALENT MANAGEMENT

At Assan Alüminyum, we carry out our employee development practices in an integrated manner with Kibar Holding. In Kibar Group, we participate in various training and development activities carried out with the aim of continuously improving the professional knowledge, skills and personal competencies of our employees with a “lifelong learning” approach. At Assan Alüminyum, we strengthen the competence, professional knowledge and skills of our employees with development activities. We enable our employees to learn about their strengths and areas of development. We use methods such as development center applications, development programs that support the competence and technical development that support employees’ learning from each other, and distance learning tools.

The programs designed by taking into account the needs of the employees, contribute to the strengthening of communication within the company and within the group. We provided 24,590 hours of training to our employees in 2020, the total training hours was approximately 3 times more than in 2019. Training hours per employee increased from 6 to 16. We also provided our employees with 37,183 hours of OHS training and 1,955 hours of environmental training. In 2020, we also provided performance feedback to our 1,496 employees.

## Talent Management

Within the scope of talent management processes, we identify employees who make a difference with their performance and potential. We prepare career development plans by evaluating the needs and goals of our employees and our company. With the advantage of being a company group, our employees, who are evaluated in the talent group, are supported by rotations and job changes between companies.



## Our Future Is Within

Kibar Group has the “Our Future Is Within” platform in order to ensure the visibility of positions opened within the organization and to prioritize existing employees in career development. Positions opened in group companies are shared on this platform, ensuring that employees are informed about the opportunities. In this way, we can provide our employees with career mobility between group companies.

## Power Is Within Us

In Kibar Group, all development programs carried out by the Holding are gathered under a single roof. With programs in different segments, from leadership development to training internal trainers and mentors, it is aimed to continue the culture of development in the Group and to increase the culture of learning from each other.

- Development Programs
- Managerial Development Program
- Expert Development Program
- Leadership Development Program
- Development Ambassadors (internal training and mentoring)
- Those Who Succeed Together HR Development Program
- Game Changers

## Benefits of the Platform:

- Providing access to training and development activities for everyone anytime, anywhere
- Offering a personalized learning experience
- Ability to manage all training processes from a single point
- Providing efficiency, automation and digitalization in training operations
- More effective management of training activities with learning analytics and reports
- Developing social learning environments by sharing knowledge
- Ensuring the preservation of institutional memory by incorporating the collective mind and knowledge
- Supporting continuous learning by providing a holistic view of the group’s development journey
- Ensuring that newly recruited employees adapt to the working culture of the group
- More clear identification of development needs through effective use of data



## Managerial Development Program

In order to support the development of leadership skills at Kibar Group, the “Managerial Development Program” was implemented. 47 employees from Assan Alüminyum were included in the program. In the first module of the program, building trust, values, effective feedback, appreciation and recognition were covered. In addition, experience sharing sessions were held in which the experiences of senior managers were conveyed.

It is aimed that every manager who joins Assan Alüminyum will pass this basic program.

## Expert Development Program

At Kibar, the “Expert Development Program” is carried out in order to ensure the competence development of the staff of experts. 33 employees from Assan Alüminyum were included in the program. In 2020, within the scope of the program, analyzes were conducted to determine the competence development needs of the employees and a catalog was prepared in the areas deemed necessary. The catalog featured efficient working and reaching results, problem solving and reaching results, creative and innovative thinking, financial modeling, negotiation skills, tax education and effective presentation techniques.

## Leadership Development Program

A “Leadership Development Program” is carried out for the development of directors and higher level managers. Within the framework of the program, newly recruited or appointed managers attend the three-day Effective Leaders Workshop. Within the scope of the program, a platform was created to facilitate the follow-up of current trends.

## Development Ambassadors

The Development Ambassador Training Program was implemented in order to perpetuate the culture of sharing in Kibar Group and to spread learning from each other. Volunteer employees, who are named as Development Ambassadors within the scope of the program, share their knowledge and experience with classroom training in their own companies or Group companies.



# EMPLOYEE PARTICIPATION AND COMMUNICATION

Assan Alüminyum sees a participatory business environment as the key to both employee satisfaction and corporate success. We include the expectations and suggestions of our employees in decision processes. Employee opinions are collected through the Employee Opinion Survey conducted by an independent institution since 2014. According to the results of the research conducted in 2020, our employee satisfaction score was 76 and the employee confidence index survey conducted within the scope of Great Place to Work was 70/100.

The results of the survey are examined, and necessary improvement work is carried out in line with the feedback.

Kibar Holding launched an online recognition and rewarding platform called “BIZPLUS” in 2020, ensuring that all company employees are

appreciated and rewarded for their outstanding efforts and contributions in different categories. In 2020, 3,669 suggestions were submitted to the employee suggestion system, and 324 of these suggestions were implemented.

Strengthening the communication between the company and the employees is one of the main purposes of the BİZ employer brand. This system aims to make employees feel the value of working together culture and to increase the awareness of BİZ in the whole group through continuous sharing. The developments in the company are shared with the employees through various communication platforms. The annual internal communication meeting, the group-wide management meeting, the internal network Porttakal and the “Kibarca” magazine, both digital and printed, are the most important communication channels.



## GREAT PLACE TO WORK

As part of our efforts to become the preferred employer, we were awarded the “Great Place to Work” certificate in 2020. We received an award in the category of 500 - 2000 Employees in Turkey’s Best Employers 2020 list.

## K-Team

With the K-Team Young Talent Program, which was initiated in 2014 with the motto “Real Career Starts With Real Internship” in Kibar Group, continued in 2020. Since the beginning of the program, 49 young talents have had internship opportunities at Assan Alüminyum as part of the K-Team program, and 5 participants were recruited from 14 young talents selected in 2020.

## Asım Kibar Mavi Damla Awards

In Kibar Group, employees are believed to be the most reliable and distinctive resource to quickly adapt to the changing competitive environment. Various practices are implemented in group companies for employees to realize their creative and innovative ideas. Asım Kibar Mavi Damla Awards is one of these practices and it aims to reveal and reward creative and innovative ideas and to share these success stories with group companies. The main purpose of the Asım Kibar Mavi Damla Awards, which is implemented with the motto “Every successful project first starts with a drop of ideas and spreads in waves”, is to achieve the strategic goals of the company, to recognize and reward competence-based success.

In 2020, we participated in the Asım Kibar Mavi Damla Awards with a total of 7 projects. We received the third prize in the category of digitalized.

## Feedback Culture

In 2020, we made an effort to popularize the feedback culture in line with the new performance system at Kibar Group. All managers were trained through feedback culture and 5 Appreciation Languages virtual classroom training. Awareness about feedback was increased with trainings that emphasized that feedback is a unique gift.





## NEW CENTURY COMPETENCIES

It took place in Assan Alüminyum.

A total of 1382 participants joined our 8 webinar series of 2073 hours of information.

The satisfaction rate of the participants was 4.46 out of 5.

1. Agile Leadership Agile Organization
2. Mindfulness (Happiness, Conscious Awareness)
3. Change Management
4. Worry and Anxiety Management
5. Resilience
6. Leadership in an Environment of Crisis and Uncertainty
7. Work and Social Life Balance
8. Lifelong Learning

## BIZPLUS Program

With BIZPLUS, which was implemented with the aim of increasing the visibility, appreciation and rewarding of their achievements, managers can reward their colleagues in their teams in six different categories.

## SOCIAL LIFE

Assan Alüminyum supports practices that will enrich the social lives of its employees and increase the culture of sharing. In this way, we aim to create a happy and participatory work environment where employees can develop belonging.

### **Avita: Employee Support Program**

Kibar Group's employee support program, Avita, provides unlimited and free consultancy support to Kibar Group employees and their families 24/7. Within the scope of the program, consultancy services are offered on various subjects such

as psychology, medicine, law, healthy nutrition, ergonomics, technology, veterinary, social life and general information services.

When necessary, face-to-face psychological support is provided free of charge for up to six sessions with the guidance of the clinical psychologists at the call center. In the program, which can be accessed through different channels such as phone, website and mobile application, the personal information of the employees is not requested, and the confidentiality principle is strictly followed.

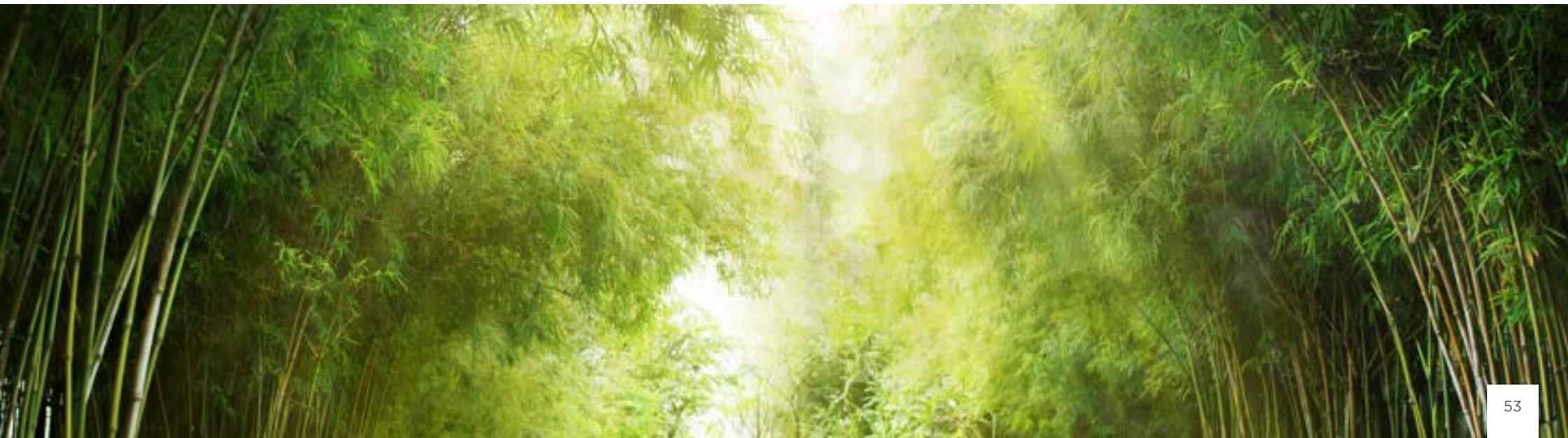


## **KIBAR GROUP SPORTS FESTIVAL**

Kibar Sports Festivals aim to encourage employees to do sports, contribute to the strengthening of communication between employees and to build the culture of “BİZ” within the group. Kibar Sports, organized throughout the Kibar Group and which has become a tradition since 2016, took place in eight branches including football, volleyball, basketball, tennis, table tennis, swimming, athletics and bowling. Festival could not be held in 2020 due to the pandemic.

## **ASSAN ALÜMİNYUM SPORTS CLUB**

Founded in 2008, Assan Alüminyum Sports Club offers many opportunities for employees such as kickboxing, yoga, pilates and folk dance activities.



# OCCUPATIONAL HEALTH AND SAFETY

Occupational Health and Safety (OHS) processes at Assan Alüminyum are managed under the leadership of the OHS-E unit and workplace physician in line with international standards. In 2020, we completed ISO 45001 certification. At Assan Alüminyum, 31 employees and employee representatives take part in two OHS committees. Occupational Health and Safety committees meet every month. Assan Alüminyum OHS practices also include subcontractor employees.

OHS risk assessments at Assan Alüminyum are carried out using the Fine Kinney method in accordance with the Occupational Health and Safety Risk Assessment Regulation ISO 45001 requirements.

The dangers of all activities are determined, the risk level of these dangers is determined and action plans are prepared. Identified risks are shared with employees in order to raise awareness.

Health risks in work areas are also evaluated, and preventive actions to be taken are determined. All facilities are subjected to regular hygiene tests. Chronic patients, pregnant and breastfeeding employees are followed up, and necessary precautions are taken during risky periods.

Office ergonomics is also a subject followed within the scope of risk management at Assan Alüminyum. Practices to improve ergonomics are developed for office employees. In the face of natural disasters and epidemics, the relevant procedures, action plans, instructions and risk maps are constantly updated to monitor and prevent risks.

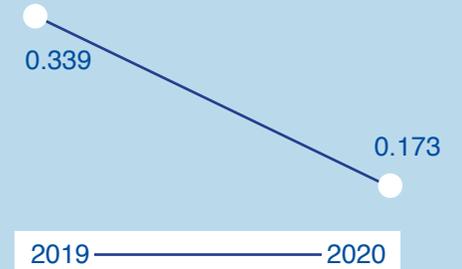
We inform our employees about the precautions to be taken against all risks through Occupational Health and Safety Handbook, Life Safety Program Information Booklet, ISO 14001 Environmental Management System Information Booklet and trainings.

We offer our employees the right to refuse dangerous jobs, we ensure that our employees report risks and take precautions with the “Accident Is Coming Form.” All occupational accidents, despite the precautions taken, are examined in detail by occupational safety experts and representatives of the relevant unit. After the evaluations, necessary preventive and corrective measures are implemented. Thanks to this approach, the accident frequency rate decreased by 33% compared to 2019 and became 8.30. In the same period, our accident severity rate decreased by 50%.

Accident frequency rate



Accident severity rate



*\*Due to the change in our account criteria, 2019 data has been updated.*

During the reporting period, we provided 37,183 hours of OHS training to our employees. By spreading the OHS culture across the entire value chain, we provided 624.5 hours of OHS training to 1,249 contractor company employees.

## Safe Production during Pandemic

During the pandemic process, we have been awarded the TSE COVID-19 Safe Production Certificate by documenting the continuation of production by taking the maximum measures to protect the health of our employees.



## SUSTAINABILITY IN SUPPLY CHAIN

Assan Alüminyum manages an integrated purchasing operation with Kibar Group. The group works to ensure that the supply chain adopts corporate ethics and sustainability principles, so it prefers long-term business deals. The common purchasing structure of Kibar Group prefers suppliers that offer high technology, energy efficient products and services. The sustainability performance of the wide supply network consisting of more than 4,600 active suppliers is constantly monitored and improved.

Points taken into consideration in purchasing processes are defined with corporate documents and procedures. We expect all suppliers to comply with the Purchasing Ethical Rules, which is an integral part of the Kibar Group Code of Ethics. Procurement Procedures

developed in accordance with the United Nations Global Compact include issues such as not employing child labor and forced labor, ensuring fair working conditions and reducing environmental impacts. The Kibar Group Framework Agreement is a document that is signed by all supplier companies and ensures that critical sustainability priorities are also adopted by suppliers. It defines in detail the rules that all suppliers must comply with on following issues: Kibar Group Business Ethics Principles, Anti-Corruption and Bribery, Forced Labor, Child Labor, Harassment, Remuneration, Working Hours, Non-Discrimination, People of the Region, Occupational Health and Safety, Environment, Biodiversity, Honesty, Quality and Continuous Development, Information Security. Supplier risk assessment studies are carried out for all

suppliers. All legal and environmental risks are included in this process. The supplier is expected to be able to prove that it fully complies with all legal regulations to protect the environment, human rights, health and safety conditions. For this purpose, the certifications of the suppliers are examined. In the evaluations made in 2020, no suppliers were found in the critical category due to their environmental and social impacts. No new supplier, which should be subject to environmental and social inspection, has also been identified.

At Assan Alüminyum, we adopt local procurement practices as much as possible in order to increase the contribution of our activities to the national economy. In 2020, 25% of our 1,800 suppliers were local companies.



# Supplier Selection Criteria

**Supplier selections are made by considering the rules specified in the Group Purchasing Procedure and the Approved Supplier List.**

The following features of the supplier firm are taken into consideration:

- Development capacity,
- Future orientation, stability and continuity,
- References, reputation and experience,
- Flexibility and support,
- Quality assurance,
- Financial structure,
- Authorization documents such as license, distributorship, agency,
- Technological competence,
- Partnership structure and other factors required by the relevant business area.

Before the company is added to the Approved Supplier List for purchase items that may affect product and production quality, the purchasing department and related company units conduct preliminary interviews, and the quality and R&D departments carry out audit and evaluation studies. With the companies that reach enough scores, the sample production and testing phase is started. Suppliers that are evaluated positively as a result of these stages are added to the approved supplier list. During the supplier selection stage, supplier classification is made regarding information security criticality and audits are organized for approved suppliers.

In Assan Alüminyum, 208 suppliers were evaluated in 2020, the rate of suppliers that passed the audit was 98%. Within the scope of the Supplier Management Portal project, which continues to work in the reporting period, we aim to systematically monitor the practices related to supplier development programs by creating an infrastructure.

**Supply chain management award to Assan Alüminyum!  
Our Supply Chain Director Semih Adakçı was included in the list of “Turkey’s Most Influential Supply Chain Professionals”.**



# SOCIAL RESPONSIBILITY

We carry out studies that contribute to the increase of the welfare of the society. We increase our contribution to the UN Sustainable Development Goals with our social responsibility activities. In 2020, as Assan Alüminyum, we allocated more than 1.6 million TL to social investment support.

## Kibar Education and Social Aid Foundation

We support the investments made by Kibar Holding in the fields of education, health and social life in our country under the umbrella of Kibar Education and Social Aid Foundation, which was established in 1999.

## Assan Alüminyum Biodiversity Conservation Project

With the Biodiversity Conservation Project, which we carried out in cooperation with Kocaeli University Biology Department, we have reproduced the endemic and endangered *Amsonia orientalis* plant, known as Blue Star, in a laboratory environment and brought it back to nature. The communication of the project to all stakeholders was carried out on June 5, World Environment Day, which is celebrated with the theme of biodiversity all over the world, aiming to raise awareness on this issue.

## Assan Alüminyum Tablet Project

We supported Tuzla Municipality's Tablet Project for Social Responsibility by donating 150 tablets to students living in the region and continuing their education remotely due to the pandemic.

## Kibar Volunteers

A corporate volunteering program under the name of "Kibar Volunteers" was launched in Kibar Group in 2018, in order to volunteer all Kibar Group employees and work for the environment and public benefit in solidarity. 581 Kibar Volunteers work actively on the platform where volunteering activities take place in 6 different fields. With the realized projects, it is aimed both to increase the awareness of social responsibility within the company and to provide voluntary support of employees in areas in need. In 2020, we allocated 143,000 TL to Kibar Volunteers.

## Internship Programs

By conducting internship programs with vocational high schools in Tuzla and Dilovasi, where our production facilities are located, we help students form their career plans, gain work experience and improve their social conditions.



# A BETTER WORLD





In today's world, where the effects of the climate crisis are getting deeper and environmental disasters are getting more frequent, a clean environment and a livable world are the greatest legacy we can leave to future generations. With this responsibility, we produce aluminium, an energy-saving material that can be recycled infinitely, while minimizing our environmental impact.

We reduce our carbon footprint with our integrated recycling facility, and we balance the amount of energy we use in production with clean energy with our renewable energy facility. With our R&D activities, we turn potential threats created by environmental problems into opportunities by developing environmentally friendly technologies and products. We allocated approximately 18 million TL for environmental expenditures in 2020. You can reach our Environmental Policy at <https://www.assanaluminyum.com/en/sustainability/life-safety-and-environment/occupational-health-safety-and-environment-policy>

As Assan Alüminyum, "We produce the future without wasting it, for the healthy construction of tomorrow":

- use of renewable energy
- recycling
- less waste
- less emissions
- less energy and conscious resource use

## OUR APPROACH TO BIODIVERSITY

Biodiversity ensures that all the needs of humanity needed for its existence are met by nature in a balance. All people and institutions have important responsibilities in order not to disturb this balance.

Assan Alüminyum continues its activities with the awareness of this responsibility. We follow the effects of our activities on natural life and take measures to reduce these impacts with the “producing without consuming the future” approach, which focuses on producing more with less impact.

Our company does not have production activities in high biological diversity areas and areas under protection. We also consider the effects of our investment and purchasing decisions on biodiversity.

In the biodiversity impact assessment study conducted by an independent institution in 2020, no negative impact of our activities was detected on biodiversity on Level 3 habitat type 7 different endemic species in Tuzla region and 6 different endemic species in Dilovası region.

We also support the conservation of biological diversity with our social responsibility activities. With the Biodiversity Conservation Project, which we carried out in cooperation with Kocaeli University Biology Department, we have reproduced the endemic and endangered *Amsonia orientalis* plant, known as Blue Star, in a laboratory environment and brought it back to nature.





## OUR APPROACH TO COMBATING CLIMATE CHANGE

Climate change is one of the most important problems of our era that affects the whole world. The aluminium industry is responsible for the 1.1 billion tons of CO<sub>2</sub> emissions it creates, 2% of the human-induced emissions. By 2050, it is predicted that the demand for aluminium in sectors such as construction, transportation and energy will increase by 50%. This forecast also indicates that the industry needs to step up its emissions-reducing activities.

Climate change and diminishing natural resources directly affect natural life and the global economy. Changing climatic conditions create new needs, and decreasing types of raw materials must be replaced with rational alternatives. Assan Alüminyum continues its activities by considering the risks and opportunities created by changing climatic conditions.

We are developing action plans in line with the “Climate Change Risks and Opportunities” study prepared by Kibar Holding Risk Management Directorate, in which the impact of climate change on Kibar Group and the risks and opportunities in the sectors of the group companies are analyzed.

Climate change increases the uncertainties about the management of natural disaster risks. It causes disasters such as heavy rain, hail, tornado, lightning, flash floods to be more frequent, more severe and longer lasting. In this context, we reviewed the risks of natural disasters (especially the risks of flooding due to excessive precipitation and dehydration due to drought) and the risks of fire, which are likely to be triggered due to climate change, and which are also included in the risk map of our company, and the actions to be taken within the scope of these risks in the year 2020 risk assessment studies.

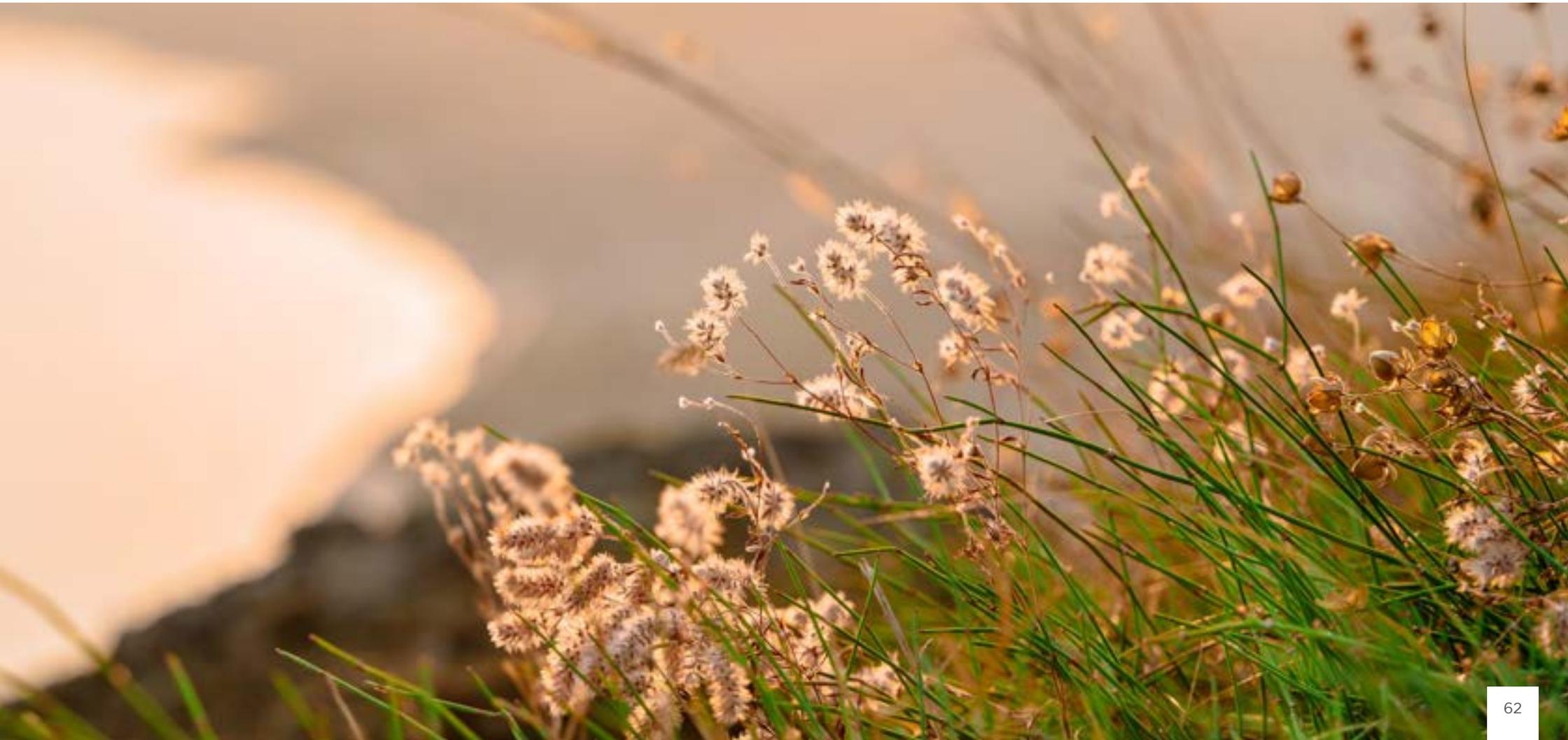
Changing environmental regulations, possible carbon tax regulations, and increasing demands of our customers are important factors that accelerate our efforts to combat climate change. Increasing global awareness of combating climate change brings business opportunities for Assan Alüminyum. Aluminium, which is an environmentally friendly material by nature, stands out as a preferred material because it reduces the environmental impact of the projects it is used in.

# ENERGY AND EMISSION MANAGEMENT

We follow our energy density meticulously. We continue our efforts to combat climate change by implementing projects and investments that provide energy efficiency. With the projects carried out in 2020, we saved 81 thousand m<sup>3</sup> of natural gas and 900 thousand kWh of electricity, thereby reducing greenhouse gas emissions equivalent to 687 tons of CO<sub>2</sub>. We implemented more

than 85 projects in the last 5 years, our total savings reached 18.9 million kWh. In 2020, our energy intensity was 9.49 and our emission intensity was 0.76. Moreover, our NOx-SOx emissions decreased by 35% compared to 2019 and amounted to 174.8 tons. In 2020, we produced 129,700 kWh of electricity from renewable energy sources with our Manavgat Hydroelectric Power Plant.

In our renewable energy production facility, we produce clean electrical energy equivalent to our annual use, and we can balance all of our scope 2 emissions with the I-REC International Renewable Energy Certificates we have created with our production.



# Highlights in 2020

## Hot Water Boiler Circulation Pump Replacement

The old-style pump-motor group, with an inefficient pump installation, was replaced with a high-efficiency (IE3) monoblock pump motor group, resulting in increased efficiency. With the project, 43800 kWh/year energy savings were achieved.

## Heating-Cooling System Control Unit Automation System

In Tuzla Cold Rolling Mill-2, a driver was added to the transmission oil heating/cooling system and the installation was revised so that it could operate as needed. In this way, the desired heat value was achieved with automation control. 186,048 kWh/year energy savings were achieved with the automation system of the heating-cooling system control unit.

## Hot Water Boiler Set Temperature Lowering Project

By reducing the set value of the hot water boiler from 140 °C to 120 °C, 80,883 m<sup>3</sup>/year natural gas savings were achieved.

## Recycling Plant Dust Removal Filter Installation

The fact that aluminium is a 100% recyclable metal increases the importance of recycling activities. We aim to reduce the end-to-end carbon footprint by using the scrap melting furnaces in our facilities at full capacity. For this purpose, dust filtration systems were renewed in accordance with the principles of integrated pollution prevention and control. A modern system was put into use in line with the Communiqué on Continuous Emission Measurement Systems, which is expected to be updated in 2023 by increasing the efficiency of the system. Thanks to the new system, the particle emission from the chimney was reduced below 2 mg/m<sup>3</sup>.

## Induction Plant Dust Removal Filter Installation

In Dilovası Induction Facility, we aimed to double the filtration capacity by renewing old-style filters. With the installation of the filter, the emission of dust and black smoke from the furnaces into the enterprise was prevented and a healthier working environment was created for the employees.

With the renewal of the system and the replacement of the hoods, the emission of smoke and dust into the enterprise was prevented. After the filtration process, dust emission to the atmosphere was reduced below 2 mg/m<sup>3</sup> and instant dust leaks were minimized. The need for planned maintenance and cleaning stops was eliminated, and improvements were achieved in terms of sustainability and capacity increase. The supplied filter is expected to save 75% energy per unit time compared to old technology filters.



# WATER MANAGEMENT

Decreasing water resources and increasing pollution are encouraging all institutions to review their water policies. At Assan Alüminyum, our operating areas are not located in a protected wetland. There is no water source under stress, no water body that we consume most of, and no receiving environment that is adversely affected by our wastewater. Despite this, we still follow our water footprint meticulously.

We prepared our first Water Management Plan in 2020 and set our water consumption reduction target for 2025. In order to ensure water efficiency, we monitor the loss and leakage rates, and carry out projects throughout the year to consume less water.

In our operations, we use water for cooling the machines, washing and cleaning the board, moistening wood and fire extinguishing systems. We measure daily water consumption and chemical parameters. We analyze water resources weekly. Cooling water towers and chemical conditioning devices are controlled by the consulting firm. We conduct detailed water analyzes every two weeks. We measure monthly consumption and intervene in case of abnormal consumption by comparing it with past values. We ensure that waste water does not harm the environment by quality control. We control the quality of the water discharged at our Tuzla facility by analyzing it every week in our company's laboratory.

There is an automatic sampling device in the discharge area. The water discharged at the Dilovası facility is sent to the DOSB (Kocaeli Dilovası Organized Industrial Zone) treatment plant. For the water going to this facility, DOSB takes samples and analyzes it every month. In 2020, our water density was 1.59.



# Highlights in 2020:

## Waste Water Recovery in Water Treatment Units Project

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Within the scope of the project, we aim to regain the water discharged from the conditioning units by the resting method. Thanks to the recycling system, a significant part of the waste water that does not contain any pollution has started to be recovered. With the system, it is predicted that 12,600 m<sup>3</sup> of water will be recovered annually.

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## Chemical Conditioning and Control System Automation

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Chemical Conditioning and Control System Automation started in Assan Alüminyum Dilovası Cooling Tower. It was aimed to reduce chemical water consumption with online control, to use the systems with a longer life against corrosion, to correct the error by immediate intervention in the cooling system with instant error alarms.

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Consumable costs are reduced with automation control. In addition, the chemicals used were reduced so that the wastewater contained less chemicals. Thanks to the project, 35% reduction in cooling chemical consumption and 10% improvement in water consumption in the first 4 months of the system was implemented.

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# WASTE MANAGEMENT AND CIRCULAR ECONOMY

An effective waste management makes important contributions to the sustainability of natural resources and the circular economy. We carry out our activities in the circular economy area within the framework of international strategies and standards such as European Aluminium “Circular Economy 2030 Action Plan”, CEFLEX “Designing for a Circular Economy” and ASI standards. We are trying to increase the use of secondary (made of scrap) aluminium and aluminium scrap in order to reduce external dependency in supply and to create an effective waste management.

In 2020, we processed approximately 125 thousand tons of recycled raw materials in our integrated recycling facility and included them in production. In this way, we obtained 35% of the raw material we use in production from primary aluminium sources. Since the production of recycled aluminium requires 95% less energy consumption than primary aluminium, this practice allows us to reduce our carbon footprint.

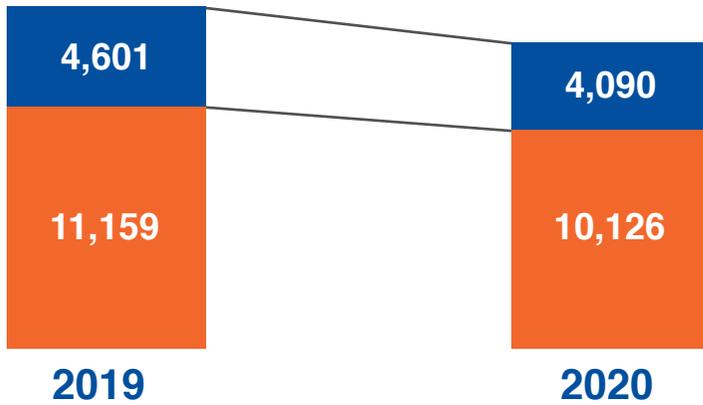
Reducing, recycling and eliminating wastes with environmentally friendly methods are the issues that we attach importance to at Assan Alüminyum.

In 2020, our total waste amount was 14,216 tons with a decrease of 9.8%. The recovery rate of all waste was 99.7%; almost all of the waste generated as a result of our operations has been recovered. There were no significant leakage at our facilities in 2020.

We completed the LCA (Life Cycle Analysis) and EPD (Environmental Product Declaration) studies of our products in accordance with ISO 14025 and ISO 14040 standards at the beginning of 2021. The environmental effects of all life-cycle processes, from obtaining raw materials from nature, to production, transportation and end-of-life disposal, were evaluated with a scientific approach.



## Amount of Waste - Tons



- The amount of non-hazardous waste
- Hazardous waste amount

## Recycling Friendly New Alloy

Today, aluminium semi-finished products are produced by melting primary aluminium known as pure aluminium, secondary aluminium produced by re-melting scraps, aluminium scraps and additives added in order to achieve the desired chemical composition. Within the scope of the project, we produced an alloy from 100% non-primary inputs, with a low carbon footprint and meeting the quality criteria. The recycling facility of Assan Alüminyum also played a role in the success of the project.



# OUR MANAGEMENT APPROACH



## OUR MANAGEMENT APPROACH

At Assan Alüminyum, we aim to keep up with the rapidly changing global conditions and create sustainable value for all our stakeholders. To achieve this goal, we adopt the principles of resource efficiency, effective leadership and transparent communication, which are Kibar Holding's management principles.

## CORPORATE GOVERNANCE

Assan Alüminyum adopts a management structure in line with corporate governance principles; accountable, ethical and transparent management approach. The Board of Directors, consisting of 5 members, is the highest level strategic decision-making body of Assan Alüminyum and is responsible for determining corporate targets, ensuring compliance with corporate governance principles, determining and managing strategic orientations, and ensuring the functionality of risk management and control systems.

The CEO of Assan Alüminyum is responsible for the implementation of the strategies determined by the Board of Directors. You can find detailed information about Assan Alüminyum Board of Directors at <https://e-sirket.mkk.com.tr/esir/Dashboard.jsp#/sirketbilgileri/12026>.



## RISK MANAGEMENT

ISO 31000 Corporate Risk Management System standards have been accepted as a guide in Assan Alüminyum. Corporate risk management is based on analyzing not only risks but also opportunities. Corporate risk management is positioned as part of the decision-making mechanism.

At Assan Alüminyum, any uncertainty that may cause a positive or negative deviation while the company is moving towards its targets is considered a risk. The basis of human rights and ethics form the basis of its risk management philosophy. The studies focus on people and are carried out with the aim of benefiting all stakeholders. In this context, the Corporate Risk Map includes human rights risks, social and environmental risks. Reputational risks are also evaluated in the risk management studies carried out. While measuring the

identified risks, they are analyzed together with their impact and consequences.

In the process of determining risks, grading and determining management strategies, the financial and operational impacts of risks as well as their environmental, compliance and social impacts are evaluated. Especially issues related to employee health and safety are approached with the utmost sensitivity. In this context, our corporate risk map includes topics such as fire, occupational health and safety, environment, employee rights, employee turnover, occupational illness, abuse; and in addition to defined (existing) controls, additional risk reducing controls are defined and monitored.

The Corporate Risk Map is updated annually with workshops attended by relevant unit representatives.

The development status of high and some medium level risks are monitored quarterly and shared with the Company Risk Committee. Follow-up studies are carried out for defined actions in six-month periods. With monthly activity reports, key risk indicators (KRI) determined on the basis of specific subject / process are followed up. In addition, at the Kibar Holding Risk Committee meetings held quarterly, the activities carried out within the framework of the exceeded KRI values and risk management activities are presented to the committee.

Assan Alüminyum has obtained the TSE ISO 31000 verification certificate, the process of which was launched in 2019, within the framework of the audit carried out by TSE in 2020 and as a result of a single audit.

## INTERNAL AUDIT AND CONTROL

Internal audit activities at Assan Alüminyum are carried out by the Internal Audit Directorate under the coordination of Kibar Holding. Audit activities at Kibar Holding are carried out in line with a proactive methodology established by International Internal Audit Standards and Kibar Holding Code of Ethics. Audits carried out by the Internal Audit Vice Presidency are carried out in a risk and process-oriented manner in order to control compliance with the legislation, corporate policies and principles, and predetermined strategic targets.

Internal audits are carried out in four areas: process audit, compliance audit, financial audit and information technology audit. Findings obtained regarding risks identified within the scope of audit activities are conveyed to the relevant units and improvement suggestions are presented. Corruption and abuse issues are taken into consideration in all audits performed at Assan Alüminyum in 2020. No major fines or non-compliances with laws have been recorded in the reporting period.



# BUSINESS ETHICS

The main guiding document in the field of business ethics at Assan Alüminyum is the Kibar Holding Code of Ethics. At Kibar Group, the principles of behavior towards working life and the basic rights and responsibilities of employees are determined within the framework of the “Ethical Rules”.

Kibar Group Code of Ethics covers 7 main topics: honesty, confidentiality, justice, quality and continuous improvement, conflict of interest, our responsibilities and accepting and giving gifts. Kibar Group is based on the principle of honesty in all its activities, and sees honesty, sincerity and high business ethics above all else. In the Code of Ethics document, we discuss the protection of the private information of all our stakeholders, the understanding of justice based on equality of opportunity, and the goals of quality and continuous improvement.

The responsibilities of Kibar Group to the laws, our customers, our employees, our business partners, our

competitors, society and humanity are also set forth within the framework of the Code of Ethics document. The Code of Ethics document also includes case examples and examples of behavior that are expected to be applied in situations that may be encountered in business life.

At Assan Alüminyum, employee perception is kept up to date with the theme “Is It Ethical?” posters in common areas. Within the Kibar Group, the Ethics Committee is responsible for ensuring compliance with the Code of Ethics, investigating and resolving complaints and notifications regarding violations.

Working under the Chairman of the Board of Kibar Holding, the Ethics Committee consists of the Vice President of Internal Audit, the Head of the Human Resources Department and the Group Legal Counsel. At Assan Alüminyum, there are Ethical Code Advisors assigned to support all kinds of needs and questions of employees regarding the implementation of the Code of Ethics.

An Ethics Line has been established, which can be consulted confidentially within the group or outside, in case of a situation contrary to the Ethical Rules. This line includes the e-mail box, the telephone line, and the mailbox, that only the Ethics Committee can access. All notifications received by the Ethics Committee via telephone, e-mail and/or post are handled confidentially, appropriate units are assigned to carry out the necessary studies, and all work related to the case is ensured to be carried out meticulously. The Ethics Committee takes the necessary measures to prevent any kind of retaliation, pressure and intimidation that may occur against those who report an ethical violation.

**You can access the Kibar Holding Code of Ethics at <https://www.kibar.com/tr-tr/holding/etik-rules>.**

## ANTI-CORRUPTION

Assan Alüminyum does not tolerate bribery and corruption in any way due to its high business ethics understanding. Our approach to fight against bribery and corruption is defined in the Kibar Holding Code of Ethics. Financial relations with public institutions and organizations are subjected to independent audit. No penalties were imposed for non-compliance with social, environmental and corruption laws in 2020.

Compliance with the Code of Ethics is the responsibility of all Assan Alüminyum managers and employees. All Assan Alüminyum employees are obliged to report the violation of ethical rules or suspected bribery and corruption. The notices sent are treated confidentially. The understanding of anti-bribery and anti-corruption is binding for all relevant stakeholders, especially suppliers and business partners, as well as employees.

Internal control against corruption risks is evaluated within the scope of the process audits and examination and investigation activities carried out by Kibar Holding Internal Audit Department. In this context, process audits, examination and investigation activities were carried out in Assan Alüminyum in 2020

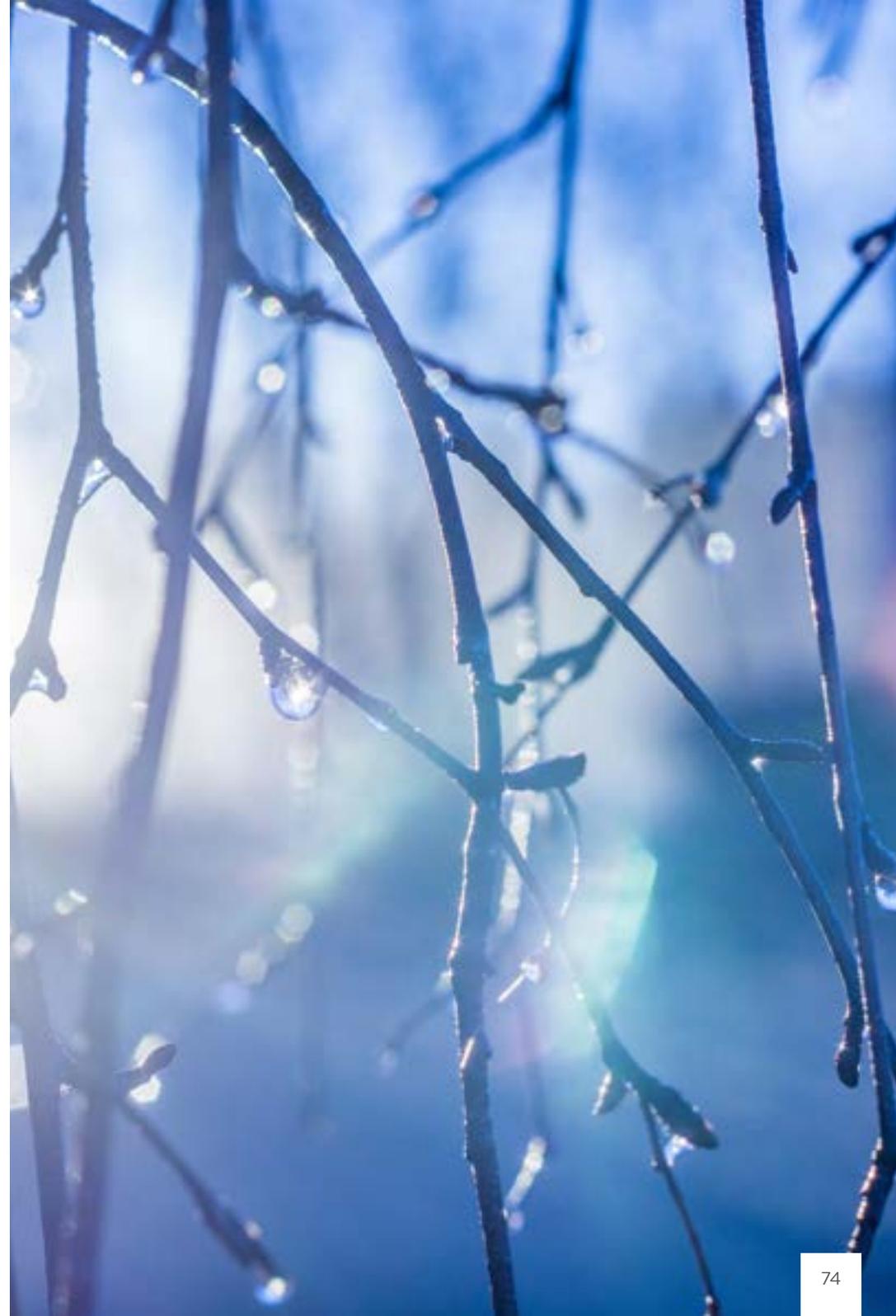
# BUSINESS CONTINUITY AND EMERGENCY PREPARATIONS

At Assan Alüminyum, the management of operational risks such as natural disasters and epidemics, which endanger the life and property of stakeholders and interrupt the flow of products and services, is carried out with the coordination of Risk Management, Insurance Management and Risk Engineering units within Kibar Holding. Decisions and actions for preventing operational risks and minimizing losses in cases where risks cannot be prevented are carried out with the participation and cooperation of all relevant departments.

The Risk Engineering department, established by the group's insurance and brokerage company, identifies and tracks the findings that create operational risks in the production areas of subsidiaries in coordination with both internal and external audits, and presents its suggestions to companies to improve these risks.

The work to be done for the effective management of operational risks and the determined action plans are followed effectively and regularly by all relevant company managers and employees. All policies and procedures (case management, emergency response, crisis communication, business continuity, corporate action plan, return to work guide, etc.) for the management of such risks at the time of the case and for the following business continuity have been established and shared with all employees.

Business continuity plans have been created and put into use for some group companies to ensure the continuity of business processes, products and services in the event of an interruption, crisis or disaster and to return all business processes to normal working order within the planned periods. The main purpose of these plans is to make critical processes and assets determined by business impact analysis work again in a predetermined time in case of any interruption. In order to increase the effectiveness of corporate business continuity programs, drills and trainings are organized every year.



# ANNEXES



## Awards in 2020

We were deemed worthy of the first prize in the “Most Innovative” category in the “Project Competition” with our Supply Chain Transformation Project, Cast’n Roll.

Semih Adakçı, Assan’s Supply Chain Director, was included in the list of “Turkey’s Most Influential Supply Chain Professionals”.

Zeynep Sarsan, Assan Alüminyum CFO was included in the “50 Most Influential CFOs” list in the “Turkey’s Most Influential Human Resources Leaders Research” conducted in cooperation with Fortune Turkey and Data Expert.

We received the third prize in the “Digitalizing” category at the Asım Kibar Mavi Damla Awards.

We became the first company in our industry to be certified by Great Place to Work, and we were included in the “Best Employers” list with the evaluations of our employees.

# Performance Indicators

Employee Demographics	2019	2020
Total number of employees	1,512	1,496
Number of female employees	84	84
Number of male employees	1,413	1,412
Female employee rate	0.06	0.06
Office employees		
Female	81	82
Male	196	192
Field employees		
Female	3	2
Male	1,217	1,220
Number of employees by age groups		
Number of employees under the age of 30	319	284
Number of employees aged 30-50	1,131	1,167
Number of employees aged 50 and over	47	45
Executives		
Total number of executives	47	44
Female	7	6
Female executive ratio (%)	0.15	0.14

Parental Leave	2019	2020
Number of female employees on parental leave	5	3
Number of male employees on parental leave	106	106
Number of female employees returning from parental leave	5	3
Number of male employees returning from parental leave	106	106

Trainings	2019	2020
Employee Trainings - Number of Participants		
Blue collar	2,369	1,223
White collar	796	271
Female	145	81
Male	3,020	1,413
Employee Trainings - Total hours		
Blue collar female	-	32
White collar female	1,112	1,248
Blue collar male	3,355	20,339
White collar male	4,423	2,970.5
Total hours	8,890	24,590
Number of employees trained	3,165	1,494
Annual training hours per employee	6	16

Employee Engagement		
Suggestion Systems		
Number of Suggestions	3,570	3,669
Number of Suggestions Implemented	2,227	324
Number of Employees Participating in Performance Evaluation		
Blue collar female	0	2
White collar female	84	82
Blue collar male	1,202	1,220
White collar male	207	192
Total	1,493	1,496

# Performance Indicators

Occupational health and safety	2019	2020
<b>Injury Rate</b>		
Employees	11.07	8.3
Female	0	0
Male	11.64	8.76
<b>Accident Severity Rate</b>		
Total	0.339	0.173
Female	0	0
Male	0.356	0.182
<b>Occupational Disease Rate (ODR)</b>		
Employees		
Female	0	0
Male	0	0
<b>Contractors</b>		
Female	0	0
Male	0	0
<b>Fatal accidents</b>		
Employees		
Female	0	0
Male	0	0
<b>Contractors</b>		
Female	0	0
Male	0	0
<b>Company Employees Total Number of Lost Days</b>	<b>1,069</b>	<b>522</b>
Employees		
Female	0	0
Male	1,069	522
<b>Contractor Company Employee</b>		
Female	18	15
Male	10	52

Occupational Health and Safety	2019	2020
<b>OHS Trainings</b>		
Total hours of OHS training given to employees	24,891	37,183
Total hours of OHS training given to contractor employees	531	624.5
Total number of employees participating in OHS trainings	8,876	2,751

Occupational Health and Safety Management	2019	2020
Number of Established OHS Committee	2	9
Total Number of Members in Established OHS Committees	32	31
Number of Members Working in Established OHS Committees	7	9

Economic Performance Indicators	2018	2019	2020
Net Sales Revenue (TL)	4,215,781,067	4,671,764,697	5,035,353,834
R&D budget (TL)	-	8,544,912	18,106,239 TL
Number of Patents Received	0	0	2
Number of Suppliers	2,111	2,174	2,174
Local Supplier Ratio (%)	87	83	87

# Performance Indicators

Resource Efficiency	2019	2020
Total production amount (tons)	287,695	255,196
Amount of raw materials consumed (tons)	393,571	360,049
Amount of recycled/recovered raw material used as input (tons)	129,758	124,469
Recycled raw material / Total raw material (%)	33	35
Total Withdrawal by Source		
Well water (m <sup>3</sup> )	350,377	359,812
City water (m <sup>3</sup> )	55,679	46,409
Total amount of water consumed (m <sup>3</sup> )	406,056	406,221
Water density (m <sup>3</sup> /ton)	1.41	1.59

Combating Climate Change		
Total energy consumed in the organization		
Direct energy consumption		
Natural gas-m <sup>3</sup>	49,030,999	48,108,038
Natural Gas-GJ	1,863,178	1,828,105
Direct energy consumption total (GJ)	1,863,178	1,828,105
Indirect energy consumption		
Electricity-kwh	173,214,303.1	165,090,158.0
Electric-GJ	623,571	594,325
Total indirect energy consumption (GJ)	623,571	594,325
Total energy consumption (GJ)	2,364,779	2,422,430
Renewable energy production amount (kWh)	153,785,000	129,700
Renewable energy generation (GJ)	558	467
Energy density (GJ/ton)	8.6	9.5
Scope 1 emissions (tones)	101,656	99,504
Scope 2 emissions (tones)	99,933	96,082
Greenhouse gas (GHG) emission intensity	0.578	0.766
NOx, Sox and other significant air emissions*	267.3	175.0

Waste Management	2019	2020
Total water discharge by quality and destination	133,353	164,193
Natural receptive environment	0	0
Water channel	133,353	145,222
Hazardous waste amount (tons)	11,159	10,126
Recovery	10,957	10,084
Landfill	202	43
Waste incineration	0	0
Amount of non-hazardous waste (tons)**	4,601	4,090
Recovery	4,601	4,090
Landfill	0	0
Total amount of waste (tons)	15,760	14,216

Management Approach	2019	2020
Environmental Trainings		
Environmental training hours given to employees	3,213	1,955
Environmental training hour given to contractor personnel	59	488.5
Number of employees receiving environmental training	3,144	2,039
Number of contractor employees receiving environmental training	1,179	1,249
Number of trees planted	4,237	0
Environmental budget	19,703,430	13,520,571
Environmental investment expenditures (TL)	13.124.000	10,017,328
Environmental management expenditures (TL)	6,579,430	3,503,243

# GRI Content Index



GRI CONTENT INDEX	
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102-2	About Assan Alüminyum, page: 13
102-3	Communication - Back Cover
102-4	About Assan Alüminyum, page: 13
102-5	<a href="https://e-sirket.mkk.com.tr/esir/Dashboard.jsp#/sirketbilgileri/12026">https://e-sirket.mkk.com.tr/esir/Dashboard.jsp#/sirketbilgileri/12026</a>
102-6	About Assan Alüminyum, page: 13
102-7	About Assan Alüminyum, page: 13; Performance Indicators, page: 77
102-8	Performance Indicators, page: 77
102-9	Sustainability in the Supply Chain, page: 55
102-10	GRI Content Index: There were no significant institutional changes during the reporting period.
102-11	Risk Management, page: 70
102-12	Relations with Our Stakeholders, page: 31-32
102-13	Our Relations with Our Stakeholders, page: 31-32
<b>Strategy</b>	
102-14	Message from the CEO, page: 6; Message from the General Manager, page: 8-9
102-15	Risk Management, page: 70 Business Continuity and Emergency Preparedness, page: 74 Our Approach to Combating Climate Change, page: 61
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102-31	Sustainability Management, page: 28
102-32	Sustainability Management, page: 28
<b>Stakeholder Engagement</b>	
102-40	Relations with Our Stakeholders, page: 32
102-41	GRI Content Index: There is no collective bargaining agreement at Assan Alüminyum.
102-42	Our Relations with Our Stakeholders, page: 31
102-43	Our Relations with Our Stakeholders, pages: 31-32
102-44	Our Sustainability Strategy: Vision 2025, page: 26-27 Our Relations with Our Stakeholders, page: 31-32

"GRI Services has assessed that, as part of the Materiality Disclosures Service, the GRI Content Index is clearly presented and Disclosures 102-40 and 102-49 are included in the appropriate sections of the report. This service was carried out through the Turkish version of the report."

# GRI Content Index

GRI CONTENT INDEX	
Description	Descriptions and Page Numbers
<b>GRI 101: Foundation 2016</b>	
<b>GRI 102: General Disclosures 2016</b>	
<b>Reporting</b>	
102-45	About Kibar Holding, About Assan Alüminyum, page: 11-13
102-46	About the Report, page: 4
102-47	Our Sustainability Strategy: Vision 2025, page: 26-27
102-48	GRI Content Index: No change.
102-49	GRI Content Index: No change.
102-50	About the Report, page 4
102-51	“GRI Content Index: 2020 Sustainability Report is the second report of Assan Alüminyum. The previous report is Assan Alüminyum2019 Sustainability Report.”
102-52	GRI Content Index: Reporting is done annually.
102-53	Communication - Back Cover
102-54	About the Report, page: 4
102-55	GRI Content Index, page: 80
102-56	GRI Content Index: No external audit was received.

# GRI Content Index

PRIORITY ISSUES		
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<b>Business Continuity and Emergency Preparedness</b>		
GRI 103: Management Approach 2016	103-1 Description and Binding of Material Issue	Business Continuity and Emergency Preparedness, page: 74
	103-2 Management Approach and Components	Business Continuity and Emergency Preparedness, page: 74
	103-3 Management Approach Evaluation	Business Continuity and Emergency Preparedness, page: 74
GRI 201: Economic Performance 2016	201-1 Economic Value Created	About Assan Alüminyum, page: 13
GRI 204: Procurement Practices 2016	204-1 Amount of Local Procurement Budget and Ratio in Total Procurement Budget	Sustainability in the Supply Chain, page: 55
GRI 412: Human Rights	2016 412-3 Provide Information on Investment Treaties or Human Rights Clauses in Contracts.	Human Rights and Our Employer Approach, page: 46 Sustainability in the Supply Chain, page: 55
<b>Renewable Energy</b>		
GRI 103: Management Approach 2016	103-1 Description and Binding of Material Issue	Our Approach to Combating Climate Change, Energy and Emissions Management, pages: 61-62
	103-2 Management Approach and Its Components	Our Approach to Combating Climate Change, Energy and Emissions Management, pages: 61-63
	103-3 Evaluation of Management Approach	Our Approach to Combating Climate Change, Energy and Emissions Management, pages: 61-63
GRI 302: Energy 2016	302-1 Energy Consumption Within the Organization	Performance Indicators, page: 79
	302-3 Energy intensity	Performance Indicators, page: 79
	302-4 Reducing Energy Consumption	Energy and Emission Management, page: 62-63
	302-5 Reducing Energy Consumption of Products and Services	Energy and Emission Management, page: 62-63
GRI 305: Emissions 2016	305-1 Direct Greenhouse Gas Emissions (Scope 1)	Performance Indicators, page: 79
	305-2 Indirect Energy Greenhouse Gas Emissions (Scope 2)	Performance Indicators, page: 79
	305-4 Intensity of Greenhouse Gas Emissions	Performance Indicators, page: 79
	305-5 Reducing Greenhouse Gas Emissions	Energy and Emission Management, page: 62-63
	305-7 Nitrogen Oxides (NOx), sulfur Oxides (SOx) and other Important Air Emissions	Performance Indicators, page: 79

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PRIORITY ISSUES		
Standard	Disclosures and Page Numbers	
Efficient Use of Resources		
GRI 103: Management Approach 2016	103-1 Explanation and Binding of Material Issue	Water Management, Waste Management and Circular Economy, pages: 64-67
	103-2 Management Approach and Its Components	Water Management, Waste Management and Circular Economy, pages: 64-67
	103-3 Evaluation of Management Approach	Water Management, Waste Management and Circular Economy, pages: 64-67
GRI 303: Water and Waste Management Approach 2018	303-1 Water Policy and Management Approach of the Institution	Water Management, page: 64
	303-2 Management of Impacts Related to Water Discharge	Water Management, page 64
	303-3 Withdrawal	Performance Indicators by Source, page: 79
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with Environmental Laws and Regulations	GRI Content Index: Environmental compliance in the reporting period no fines were charged.
Circular Economy		
GRI 103: Management Approach 2016	103-1 Explanation and Binding of Material Issue	Waste Management and Circular Economy, page: 66
	103-2 Management Approach and Its Components	Waste Management and Circular Economy, pages: 66-67
	103-3 Evaluation of Management Approach	Waste Management and Circular Economy, pages: 66-67
GRI 301: Materials 2016	301-1 Raw Materials	Performance Indicators, page: 79
	301-2 Recycled Raw Material	Performance Indicators, page: 79
GRI 306: Wastewater and Waste 2016	306-1 Water Discharge	Performance Indicators, page: 79
	306-2 Waste Type and Disposal Method	Performance Indicators, page: 79
	306-3 Cases of Leakage and Spill	GRI Content Index: There were no significant cases of leakage/spill during the reporting period.
	306-5 Affected Water Resources	Water Management, page: 64

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PRIORITY ISSUES		
Standard	Disclosures and Page Numbers	
Sustainable Supply Chain		
GRI 103: Management Approach 2016	103-1 Description and Binding of Material Issue	Sustainability in the Supply Chain, page: 55
	103-2 Management Approach and Components	Sustainability in the Supply Chain, page: 55
	103-3 Management Approach Evaluation	Sustainability in the Supply Chain, page: 55
GRI 308: Supplier Environmental Assessments 2016	308-1 Environmentally Audited Suppliers	Sustainability in the Supply Chain, page: 55
	308-2 Significant Current and Potential Negative Environmental Impacts of the Supply Chain and Measures Taken	Sustainability in the Supply Chain, page: 55
GRI 414: Supplier Social Assessments 2016	414-1 Proportion (%) and Number of New Suppliers Audited for Social Impact	Sustainability in the Supply Chain, page: 55
	414-2 Current and Potential Negative Social Impacts of the Supply Chain and Actions Taken	Sustainability in the Supply Chain, page: 55
GRI 408: Çocuk İşçilik Karşıtlığı 2016	GRI 408: Anti-Child Labor 2016 408-1 Activities and Suppliers Identified as at Risk for Child Labor	Sustainability in the Supply Chain, page: 55
GRI 409: Anti-Forced-Involuntary Labor 2016	409-1 Activities Determined to be at Risk in Terms of Forced or Compulsory Labor	Sustainability in the Supply Chain, page: 55
Employee Development and Talent Management		
GRI 103: Management Approach 2016	103-1 Description and Binding of Material Issues	Employee Development and Talent Management, pages 47-48
	103-2 Management Approach and Its Components	Employee Development and Talent Management, pages 47-48
	103-3 Evaluation of Management Approach	Employee Development and Talent Management, pages 47-48
GRI 404: Employee Development 2016	404-1 Training Hours per Employee	Employee Development and Talent Management, page: 47 Performance Indicators, page: 77
	404-2 Talent Management and Lifelong Learning Programs	Employee Development and Talent Management, pages 47-49
	404-3 Percentage of Employees Who Receive Regular Performance and Career Development Evaluation	Employee Development and Talent Management, page: 47 Performance Indicators, page: 77

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PRIORITY ISSUES		
Standard	Disclosures and Page Numbers	
Gender and Equal Opportunity		
GRI 103: Management Approach 2016	103-1 Explanation and Binding of Material Issue	Gender and Equal Opportunity, page: 46
	103-2 Management Approach and Its Components	Gender and Equal Opportunity, page: 46
	103-3 Evaluation of Management Approach	Gender and Equal Opportunity, page: 46
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of Management Bodies and Employees	Performance Indicators, page: 77
	405-2 Base Salary and Wage Ratio Between Women and Men	GRI Content Index: There is no gender-based salary difference at Assan Alüminyum. The principle of equal pay for equal work is applied.
GRI 406: Anti-Discrimination 2016	406-1 Cases of discrimination	GRI Content Index: No case of discrimination has occurred during the reporting period.
Occupational health and Safety		
GRI 103: Management Approach 2016	103-1 Explanation and Binding of Material Issue	Occupational Health and Safety, page: 54
	103-2 Management Approach and Its Components	Occupational Health and Safety, page: 54
	103-3 Evaluation of Management Approach	Occupational Health and Safety, page: 54
GRI 403: Occupational Health and Safety 2018	403-1 Occupational Health and Safety Management System	Occupational Health and Safety, page: 54
	403-2 Identification of OHS Risks	Occupational Health and Safety, page: 54
	403-3 Identification of Occupational Health Practices	GRI Content Index: We do not have employees in specific occupations with a high risk of accident or occupational disease. However, Assan Alüminyum company, which is included in the very dangerous workplace group, has 1204 field workers.
	403-4 Management-Worker Health and Safety Committees	Occupational Health and Safety, page: 54; Performance Indicators, page: 78
	403-5 OHS Trainings given to Employees	Occupational Health and Safety, page: 54; Performance Indicators, page: 78
	403-6 Practices to Improve Employee Health	Occupational Health and Safety, page: 54
	403-7 OHS Risks That Employees are Exposed to Due to Production Processes and Products	Occupational Health and Safety, page: 54
	403-8 Workers Under the Occupational Health and Safety Management System	Occupational Health and Safety, page: 54
	403-9 Work-Related Injuries	Occupational Health and Safety, page: 54 Performance Indicators, page: 78
	403-10 Occupational Diseases	Performance Indicators, page: 78

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PRIORITY ISSUES		
Standard	Disclosures and Page Numbers	
Product Quality and Safety		
GRI 103: Management Approach 2016	103-1 Description and Binding of Material Issue	Product Quality and Safety, page: 36
	103-2 Management Approach and Components	Product Quality and Safety, page: 36
	103-3 Management Approach Evaluation	Product Quality and Safety, page: 36
GRI 416: Customer Health and Safety 2016	416-1 Health and Safety Impacts of Products and Services	Product Quality and Safety, page: 36
	416-2 Violations of Legal Regulations and Voluntary Principles and Codes Regarding the Health and Safety Conditions of Products and Services	GRI Content Index: No such non-compliance has occurred during the reporting period.
Customer Satisfaction		
GRI 103: Management Approach 2016	103-1 Explanation and Binding of Material Issue	Customer Satisfaction, page: 38; Information Security, page: 44
	103-2 Management Approach and Components	Customer Satisfaction, page: 38; Information Security, page: 44
	103-3 Evaluation of Management Approach	Customer Satisfaction, page: 38; Information Security, page: 44
GRI 417: Marketing and Labeling 2016	417-1 Product Information and Labels	More Satisfied Stakeholders, page: 34; Product Quality and Safety, page: 36
	417-2 Number of Violations of Law or Voluntary Code in Product Information and Labeling	GRI Content Index: No such violation occurred during the reporting period.
	417-3 Incidents of Non-Compliance with Regulations and Voluntary Rules on Marketing Communications	GRI Content Index: There was no such mismatch during the reporting period.
GRI 418: Customer Information Privacy 2016	418-1 Customer Information Privacy	GRI Content Index: There was no case of breach of customer information privacy during the reporting period.
R&D, Innovation and Digitalization		
GRI 103: Management Approach 2016	103-1 Description and Binding of Material Issues	R&D and Innovation, page: 39
	103-2 Management Approach and Its Components	R&D and Innovation, page: 39-41
	103-3 Evaluation of Management Approach	R&D and Innovation, page: 39-41

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