



KAMUYU AYDINLATMA PLATFORMU

EBEBEK MAĞAZACILIK A.Ş. Sustainability Compliance Report 2024 - Annual Notification

Summary

Sustainability Compliance Report

Related Companies

Related Funds

	Company Compliance Status				Explanation	Report Information on Publicly Disclosed Information (Page number, menu name on the website)
	Yes	Partial	No	Not Applicable		
Sustainability Compliance Report						
A. GENERAL PRINCIPLES						
A1. Strategy, Policy and Goals						
A1.1. The prioritised environmental, social and corporate governance (ESG) issues, risks and opportunities have been determined by the Company's Board of Directors.	X				ebebek has identified ESG-related risks . The risks and opportunities will be shared in detail in the 2024 Sustainability Report.	The section titled INFORMATION ON RISK MANAGEMENT PRACTICES is on page 161 of the Annual Report.
A1.1. The ESG policies (Environmental Policy, Energy Policy, Human Rights and Employee Policy etc.) have been created and disclosed to the public by the Company's Board of Directors.	X				Company policies are published on the corporate website.	https://kurumsal.ebek.com/sirket-politikasi
A1.2. The short and long-term targets set within the scope of ESG policies have been disclosed to the public.	X				The targets set within the scope of ESG Policies are published on the corporate website.	https://kurumsal.ebek.com/sirket-politikasi
A2. Implementation/Monitoring						
A2.1. The responsible committees and/or business units for the implementation of ESG policies and the senior officials related to ESG issues in the Company and their duties have been identified and disclosed to the public.	X				The Sustainability Committee, along with other committees responsible for implementing ESG policies, and the highest-level responsible individuals have been identified and publicly disclosed. The roles, authorities , and operations of the committees have been defined in detail.	https://kurumsal.ebek.com/denetim-kurulu
A2.1. The activities carried out within the scope of policies by the responsible committee and/or unit have been reported to the Board of Directors at least once a year.	X				The Sustainability Committee is included in roles and responsibilities.	https://kurumsal.ebek.com/denetim-kurulu
A2.2. In line with the ESG targets, the implementation and action plans have been formed and disclosed to the public.	X				A specific roadmap and targets have been established to achieve the defined ESG goals. Information has been provided within the scope of the policies. Detailed information will be available in the 2024 Sustainability Report.	https://kurumsal.ebek.com/sirket-politikasi

A2.3. The Key ESG Performance Indicators (KPI) and the level of reaching these indicators have been disclosed to the public on yearly basis.	X				Human Resources and Sustainability section in the Annual Reports – Pages 68 and 76
A2.4. The activities for improving the sustainability performance of the business processes or products and services have been disclosed to the public.	X			Details on improving sustainability performance have been shared in the Annual Report.	Our Sustainability Approach section in the Annual Report – Pages 72-85
A3. Reporting					
A3.1. The information about the sustainability performance, targets and actions have been given in annual reports of the Company an understandable, accurate and sufficient manner.	X			Information on the subject is included in the Annual Report.	Sustainability Principles Compliance Statement section in the Annual Report – Pages 116-127
A3.2. The information about activities which are related to the United Nations (UN) 2030 Sustainable Development Goals have been disclosed to the public.	X			Explanations regarding the subject are publicly disclosed in the Annual Report.	OUR PROJECTS ALIGNED WITH SUSTAINABLE DEVELOPMENT GOALS section in the Annual Report – Pages 77-79
A3.3. The lawsuits filed and/or concluded against the Company about ESG issues which are material in terms of ESG policies and/or will significantly affect the Company's activities, have been disclosed to the public.	X			Information on the subject is included in the Annual Report.	CORPORATE GOVERNANCE INFORMATION FORM section in the Annual Report – Page 107
A4. Verification					
A4.1. The Company's Key ESG Performance metrics have been verified by an independent third party and publicly disclosed.			X		
B. ENVIRONMENTAL PRINCIPLES					
B1. The policies and practices, action plans, environmental management systems (known by the ISO 14001 standard) and programs have been disclosed.	X			ebebek's Environmental Policy is published on the corporate website. Within the scope of this policy, implementations and action plans are publicly disclosed in the Annual Report.	Environmental Policy section in the Annual Report – Pages 74-81 https://kurumsal.ebebek.com/sirket-politikasi
B2. The environmental reports prepared to provide information on environmental management have been disclosed to the public which is including the scope, reporting period, reporting date and limitations about the reporting conditions.	X			ebebek strives to disclose environmental data as comprehensively as possible. However, in cases where data access is not possible, necessary disclosures are always made.	Emission Management section in the Annual Report – Page 76
B4. The environmental targets within the scope of performance incentive systems which included in the rewarding criteria have been disclosed to the public on the basis of stakeholders (such as members of the Board of Directors, managers and employees).		X			
B5. How the prioritised environmental issues have been integrated into business objectives and strategies has been disclosed.	X			ebebek has established the Sustainability Committee and a working group to integrate sustainability goals into business processes.	Sustainability Approach section in the Annual Report – Pages 72-73
				In addition to projects such as the Packaging Recycling Bin, baby me Detergent Refill Stations, and Benden Kardeşime, the company aims to create a sustainable supply chain to reduce	

B7. The way of how environmental issues has been managed and integrated into business objectives and strategies throughout the Company's value chain, including the operational process, suppliers and customers has been disclosed.	X			environmental impact. In this context, it implements strategies such as the use of recycled materials, reducing carbon footprint, and efficient use of natural resources. The Sustainability Committee has been established to ensure the integration of these strategies into business processes.	OUR PROJECTS ALIGNED WITH SUSTAINABLE DEVELOPMENT GOALS section in the Annual Report – Pages 77-81
B8. Whether the Company have been involved to environmental related organizations and non-governmental organizations' policy making processes and collaborations with these organizations has been disclosed.			X		
B9. In the light of environmental indicators (Greenhouse gas emissions (Scope-1 (Direct), Scope-2 (Energy indirect), Scope-3 (Other indirect), air quality, energy management, water and wastewater management, waste management, biodiversity impacts)), information on environmental impacts is periodically disclosed to the public in a comparable manner.	X			Data has been shared in the Annual Report. Details will be included in the 2024 Sustainability Report.	Emission Management section in the Annual Report – Page 76
B10. Details of the standard, protocol, methodology, and baseline year used to collect and calculate data has been disclosed.	X			Information on the subject has been included in the Annual Report.	Emission Management section in the Annual Report – Page 76
B11. The increase or decrease in Company's environmental indicators as of the reporting year has been comparatively disclosed with previous years.	X			Data has been shared in the Annual Report. Details will be included in the 2024 Sustainability Report.	Emission Management section in the Annual Report – Page 76
B12. The short and long-term targets for reducing the environmental impacts have been determined and the progress compared to previous years' targets has been disclosed.	X			Data has been shared in the Annual Report. Details will be included in the 2024 Sustainability Report.	Sustainability section in the Annual Report – Pages 72-73
B13. A strategy to combat the climate crisis has been created and the planned actions have been publicly disclosed.		X			
B14. The programs/procedures to prevent or minimize the potential negative impact of products and/or services on the environment have been established and disclosed.	X			Projects and procedures have been established to prevent or minimize the negative environmental impacts of products and services. In this context, environmentally friendly projects such as the Packaging Recycling Bin, baby me Detergent Refill Stations, and Benden Kardeşime Recycling Basket have been explained in detail.	OUR PROJECTS ALIGNED WITH SUSTAINABLE DEVELOPMENT GOALS section in the Annual Report – Pages 77-81
B14. The actions to reduce greenhouse gas emissions of third parties (suppliers, subcontractors, dealers, etc.) have been carried out and disclosed.			X		

B15. The environmental benefits/gains and cost savings of initiatives/projects that aims reducing environmental impacts have been disclosed.	X				
B16. The data related to energy consumption (natural gas, diesel, gasoline, LPG, coal, electricity, heating, cooling, etc.) has been disclosed as Scope-1 and Scope-2.	X			Since January 1, 2022, ebebek has been publicly disclosing Scope 1 and Scope 2 data collectively in Sustainability Reports. Details will be included in the 2024 Sustainability Report.	Emission Management section in the Annual Report – Page 76
B17. The information related to production of electricity, heat, steam and cooling as of the reporting year has been disclosed.			X	Not available.	
B18. The studies related to increase the use of renewable energy and transition to zero/low carbon electricity have been conducted and disclosed.	X			Regarding ebebek's solar energy investment, the 4.8 MW facility application submitted in the last quarter of 2023 is awaiting the necessary approvals at the call letter stage.	Energy Management section in the Annual Report – Page 76 Report on the Use of Funds to be Obtained/Obtained from Capital Increase: https://kurumsal.ebebek.com/halka-arz
B19. The renewable energy production and usage data has been publicly disclosed.			X	Not available.	
B20. The Company conducted projects about energy efficiency and the amount of reduction on energy consumption and emission achieved through these projects have been disclosed.			X		
B21. The water consumption, the amount, procedures and sources of recycled and discharged water from underground or above ground (if any), have been disclosed.			X		
B22. The information related to whether Company's operations or activities are included in any carbon pricing system (Emissions Trading System, Cap & Trade or Carbon Tax).			X	ebebek is not included.	
B23. The information related to accumulated or purchased carbon credits within the reporting period has been disclosed.			X	ebebek is not included.	
B24. If carbon pricing is applied within the Company, the details have been disclosed.			X	ebebek is not included.	
B25. The platforms where the Company discloses its environmental information have been disclosed.	X			The relevant reports have been published on the corporate website.	https://kurumsal.ebebek.com/
C. SOCIAL PRINCIPLES					
C1. Human Rights and Employee Rights					
C1.1. The Institutional Human Rights and Employee Rights Policy has been established in the ligh of the Universal Declaration of Human Rights, ILO Conventions ratified by Turkey and other relevant legislation. The policy and the officals that responsible for the implementation of it have been determined and disclosed.	X			The Human Resources Policy has been published on the corporate website.	https://kurumsal.ebebek.com/sirket-politikasi
C1.2. Considering the effects of supply and value chain, fair workforce, improvement of labor standards, women's employment and inclusion issues (gender, race , religion, language, marital status, ethnic identity, sexual orientation, gender identity, family responsibilities, union activities, political opinion, disability, social and cultural differences, etc., such as non-discrimination) are included in its policy on employee rights.	X			The Human Resources Policy has been published on the corporate website.	https://kurumsal.ebebek.com/sirket-politikasi
C1.3. The measures taken for the minority rights/equality of opportunity or the ones who are sensitive about certain economic, environmental, social factors (low income groups, women, etc.) along the supply chain have been disclosed.	X			The Human Resources Policy has been published on the corporate website.	https://kurumsal.ebebek.com/sirket-politikasi
C1.4. The developments regarding preventive and corrective practices against discrimination, inequality, human rights violations, forced and child labor have been disclosed.	X			The Human Resources Policy has been published on the corporate website.	https://kurumsal.ebebek.com/sirket-politikasi

C1.5. Investments in employees (education, development policies), compensation, fringe benefits, right to unionize, work/life balance solutions and talent management are included in the employee rights policy.	X			Information on the subject is included in the Annual Report.	https://kurumsal.ebek.com/sirket-politikasi
C1.5. The mechanism for employee complaints and resolution of disputes have been established and related solution processes have been determined.	X			Information on the subject is included in the Annual Report.	Code of Ethics section in the Annual Report – Page 147
C1.5. The activities carried out within the reporting period which related to ensure employee satisfaction have been disclosed.	X			Information on the subject is included in the Annual Report.	OUR HUMAN RESOURCES PRACTICES section in the Annual Report – Pages 63-69
C1.6. The occupational health and safety policies have been established and disclosed.	X			The Occupational Health and Safety Policy has been published on the corporate website.	https://kurumsal.ebek.com/sirket-politikasi
C1.6. The measures taken for protecting health, preventing occupational accidents and related statistics have been disclosed.	X			Information on the subject is included in the Annual Report.	OUR OCCUPATIONAL HEALTH AND SAFETY ACTIVITIES section in the Annual Report – Page 71
C1.7. The personal data protection and data security policies have been established and disclosed.	X			Information on the subject is published on the company website.	https://www.e-bek.com/kisisel-verilerin-islenmesi-ve-korunmasi-politikasi
C1.8. The ethics policy have been established and disclosed.	X			Information on the subject is published in the Annual Report and on the ebek corporate website.	Code of Ethics section in the Annual Report – Page 147
C1.9. The studies related to social investment, social responsibility, financial inclusivity and access to finance have been explained.	X			Information on the subject is included in the Annual Report.	Corporate Social Responsibility section in the Annual Report – Pages 77-81 and Our Human Resources Practices section in the Annual Report – Pages 62-66
C1.10. The informative meetings and training programs related to ESG policies and practices have been organized for employees.	X			Information on the subject is included in the Annual Report.	Our Sustainability Approach section in the Annual Report – Page 73
C2. Stakeholders, International Standards and Initiatives					
C2.1. The customer satisfaction policy regarding the management and resolution of customer complaints has been prepared and disclosed.	X			Information on the subject is published in the Annual Report and on the ebek corporate website.	https://kurumsal.ebek.com/sirket-politikasi
C2.2. The information about the communication with stakeholders (which stakeholder, subject and frequency) have been disclosed.			X		
C2.3. The international reporting standards that adopted in reporting have been explained.	X			Information on the subject is included in the Annual Report.	Emission Management section in the Annual Report – Page 76
C2.4. The principles adopted regarding sustainability, the signatory or member international organizations, committees and principles have been disclosed.	X			Information on the subject is included in the Annual Report.	Our Sustainability Approach section in the Annual Report – Page 73
C2.5. The improvements have been made and studies have been carried out in order to be included in the Borsa Istanbul sustainability indices and/or international index providers.	X			Information on the subject is included in the Annual Report.	Our Sustainability Approach section in the Annual Report – Page 73
D. CORPORATE GOVERNANCE PRINCIPLES					
D1. The opinions of stakeholders have been sought in the determination of measures and strategies related to sustainability field.	X			ebek's sustainability priorities have been determined by incorporating the opinions of various stakeholders. Details will be provided in the Sustainability Report.	Sustainability section in the Annual Report – Pages 72-85
				ebek designs its activities to ensure	

D2. The social responsibility projects, awareness activities and trainings have been carried out to raise awareness about sustainability and its importance.

X

sustainability in all aspects while also creating value in social matters. Details are included in the Annual Report.

Sustainability section in the Annual Report – Pages 72-85