



POLİSAN HOLDİNG  
UNITED NATIONS GLOBAL COMPACT  
PROGRESS DECLARATION REPORT

(Reporting Period: 01.01.2020-31.12.2020)

Maximizing our contribution to society, the environment and our country's economy, and minimizing the inevitable impact of our business processes are some of the most important aspects of our business strategy. We aim to secure our long-term success with our sustainability approach. As Polisan Holding, we signed the United Nations Global Compact (UNGC) in 2018 as an important source of information for us. We take the principles of human rights, labour standards, environment and anti-corruption in the scope of the Convention as a guide in our own operations as well as in our supplier evaluation processes and we carry out our activities with the awareness of these 10 principles. We are happy to share our third UNGC Progress Declaration Report.

[UN Global Compact CEO's Commitment Letter](#)



## THE TEN PRINCIPLES OF THE UN GLOBAL COMPACT

### Human Rights

1. Businesses should support and respect the protection of internationally proclaimed human rights and,
2. make sure that they are not complicit in human rights abuses.

### Labour

3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
4. the elimination of all forms of forced and compulsory labour;
5. the effective abolition of child labour; and
6. the elimination of discrimination in respect of employment and occupation.

### Environment

7. Businesses should support a precautionary approach to environmental challenges;
8. undertake initiatives to promote greater environmental responsibility; and
9. encourage the development and diffusion of environmentally friendly technologies.

### Anti-Corruption

10. Businesses should work against corruption in all its forms, including extortion and bribery.

## PRINCIPLES OF THE HUMAN RIGHTS AND LABOUR

### Human Rights

- Businesses should support and respect the protection of internationally proclaimed human rights and,
- make sure that they are not complicit in human rights abuses.

### Labour

- Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- the elimination of all forms of forced and compulsory labour;
- the effective abolition of child labour; and
- the elimination of discrimination in respect of employment and occupation.

## Management of Human Resources and Labour at Polisan Holding

We consider human resources to be our intellectual capital and one of the most important factors behind our financial achievements. In this respect, creating a qualified, results-oriented, agile-thinking and team-player human resources structure that takes initiative in times of uncertainty is the core of our business strategy. We aim to increase the expertise, loyalty and organizational effectiveness of our employees through training and development practices in line with our medium- and short-term objectives.

We ensure that our practices in the fields of working time, remuneration, leave and other health and personal insurance are in line with the Labour Law and are transparent and fair.



## Ethics and Integrity at Polisan Holding

We regard all of our company values, especially honesty, transparency, accountability and reliability, as integral parts of our corporate culture. We carry out our operations in accordance with the Polisan Holding Code of Business Ethics and Conduct for Suppliers, Disciplinary Procedure, Anti Bribery and Anti Corruption Procedure, Irregularities and Security Violations Management Procedure, which form the basis of our business relations with our stakeholders, and the rules in the relevant law.



## Healthy and Safe Working Conditions at Polisan Holding

### OUR RISK MANAGEMENT FOR COVID-19

We took action to protect the health of our stakeholders against COVID-19 pandemic by implementing the following measures at our companies;

**Measures for source of transmission**, such as performing PCR and antibody screening tests, making legal notifications of positive cases and taking the necessary isolation measures,

**Measures for mode of transmission**, such as creating and following new hygiene and social distancing rules in our work areas, controlling entry points with thermal cameras, ensuring a maximum 50-percent occupancy in our services, and arranging lunch breaks to be less crowded,

**Measures for host of transmission**, such as implementing remote working and rotation models, reducing shift density, limiting mass gatherings, and allowing employees, who were out of town or in a mass gathering for compulsory reasons, into our facilities according to the results of their PCR tests.

### Our Companies were Awarded COVID-19 Safe Production Certificate

Our companies, Polisan Kansai Boya, Poliport Kimya, and Polisan Kimya were awarded certifications. These certifications prove that our production is **reliable, hygienic, and unaffected by the pandemic**. They have also helped us establish trust in everyone visiting our sites and offices, especially our employees, subcontractors, and their families.

## Healthy and Safe Working Conditions at Polisan Holding

At Polisan Holding group companies, active in the chemicals industry, a high risk sector in terms of occupational health and safety, our core priority is to ensure a safe and healthy working environment for our employees and stakeholders. We continuously strive to improve our systems through a preventive approach based on international standards, as well as legal regulations. Digitized risk values are created for each hazard based on operational issues, people, the environment, financial effects, and brand value and relations. We create synergy by involving our subcontractors and suppliers who are in charge on our site in occupational health and safety issues, and by sharing good practices, integrating those applicable to our system. Accordingly, we closely monitor our subcontractors on-site and carry out planned and unplanned field site audits, trainings and various controls. With the next-generation OHS E-Learning Platform, we can organize our OHS training courses in accordance with the legislation at any place and any time.

Other activities we conducted in this scope in 2020 were as follows;

- **48** internal audits through announced site tours,
- **39** Pre-Project Risk Assessments specific to investment projects,
- **28** site audits for our regular subcontractors,
- Emergency response drills including **7** fire drills, **6** environmental spillage drills and **2** coastal facility drills to ensure emergency preparedness
- More than **80,000** person-hours of training on Basic OHS, Basic Health, Hazard Awareness and Risk Detection, Emergency and Fire, Fire Line and Work Permits for our employees, short and long term suppliers.

## Healthy and Safe Working Conditions at Polisan Holding

### Process Safety Management System

We have been working since 2015 to prevent and mitigate the effects of major accident hazards within the framework of the SEVESO directives. For the last three years, we have been fortifying these efforts and our Security Management Systems with our Process Safety Management Program.

Besides the KPIs we regularly monitor, we measure our performance in Occupational Health and Safety through stakeholder surveys we conduct with our employees, suppliers, and customers.

Our activities in this scope in 2020 were as follows;

- Providing **300** person-hours of training in the scope of Behaviour-Based Process Safety Leadership program,
- Providing **456** person-hours of workshops to support our Process Management System,
- Planning **1,391** person-hours of training as part of our Process Safety Competency Training,
- Providing **606** person-hours of workshops as part of Asset Integrity Management.

### Process Safety Management KPI Headings

- KPI.1 Change Management
- KPI.2 Incident Investigation
- KPI.3 Emergency Plans
- KPI.4 Drills
- KPI.5 Asset Integrity and Reliability
- KPI.6 Process Safety Competence
- KPI.7 Safety Meetings



## Healthy and Safe Working Conditions at Polisan Holding

### Other Practices for Employee Health

In addition to our efforts to reduce and eliminate occupational accidents and work-related diseases, we also provide general health information and support for our employees. As part of the preventive medicine services provided to employees, we undertook studies and provided information on the following matters under the leadership of the workplace health unit:

- Annual examinations,
- Stress management and psychological support during the pandemic,
- Information and encouragement regarding vaccination,
- Tips for healthy nutrition,
- Smoking cessation methods/support.



## Healthy and Safe Working Conditions at Polisan Holding

### Collective Labour Agreements

As Polisan, we respect our employees' right to organize and their collective bargaining rights. Therefore, we have created a framework that is based on the legal requirements for leading industrial relations in a fair manner, is able to ensure social justice and labour peace, and enables the employees and company management to mutually and collectively negotiate their own interests and benefits.

	Total Number of Employees	Number of Employees Who are Union Members	Percentage of Employees Who are Union Members
Polisan Kansai Boya	582	256	44 %
Polisan Kimya	206	145	70 %
Poloport Kimya	217	167	77 %



## Reflections on Stakeholder Relations

Critical suppliers of Polisan Kansai Boya representing **20 percent** of the transaction volume and critical suppliers of Polisan Kimya representing **86 percent** of the transaction volume had signed the **Code of Business Conduct and Ethics for Suppliers**.



## Assessment of Suppliers and Subcontractors

We evaluate our suppliers and subcontractors according to our integrated management systems standards, business ethics and codes of conduct, and the performance of the products and services we procure. We visit them at our site and/or their own site and offer improvement suggestions for the issues they need and support their development.

POLISAN HOLDING 2020 AUDIT PLAN			POLISAN HOLDING 2021 AUDIT PLAN
AUDIT TYPE	PLANNED	REALIZED	PLANNED
Behaviour-Oriented Safety Walk Audit	54	48	54
HSE Site Audit	32	28	35
Subcontractor Audit	18	6	64
Supplier Audit	54	48	54

## Our Social Responsibility Projects

Our main activities supporting human rights and labour practices are;

Every Voice One Breath with the motto “Striking Through Women’s Problems, and Underlining Collective Solutions”

This year, we continued our Every Voice One Breath Project, which has been active since 2012 to raise awareness on all forms of violence and inequality against women and promote social responsibility with effective messages. In our special video for Women’s Day, we drew attention to the problems faced by women by striking through violence, harassment, murder, child brides, and discrimination, and underlining collective solutions such as love, respect, and the right to life and education.

We are happy to support the Women in Tech® as part of this project, which covers 15 provinces of Turkey, includes one-day events, and aims through technology to strengthen the emotional, physical, productive and creative nature of being a woman and emphasizes women’s excellence in every technological field.



Clicking on images to display videos

## Our Social Responsibility Projects

Our main activities supporting human rights and labour practices are;

### Vocational Qualification Certification

As Polisan Kansai Boya, we have been providing the industry with successful and qualified painters and insulation workers since 2018. In 2020, we continued our "Vocational Qualification Certification" activities started with the Vocational Qualifications Authority (VQA) and supported the certification of **700** more of our painters by training them throughout the year, and **2562** in total.

### Polisan Supports the "Side by Side" Project

Koçtaş undertook the renewal of the classroom walls at schools in need under the Side by Side project started in September 2020 to provide more suitable learning environments for primary school students. As Polisan Kansai Boya, we provided the paint for the project to support equal opportunities in education and help children study in a cleaner environment.



## Üçüncü Taraf İş Sağlığı ve Güvenliği Değerlendirme Örneklerimiz

### Our Performance in Health and Safety - Borsa İstanbul Sustainability Index

As Polisan Holding, we were granted the right to be listed in the Borsa İstanbul Sustainability Index for the **fourth time**. Our performance in Occupational Health and Safety, which is one of the evaluation headings, has been examined in the following headings and we have achieved a successful performance by meeting the threshold criteria as a result of index valuation.



### Our Performance in Labour Practices - Ecovadis Sustainability Assessment

The sustainability performance of Poliport Kimya was awarded the Gold Award by the global rating platform EcoVadis, in its second assessment this year. Submissions for 2020 are ongoing, result of the rating will be shared.



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## Linking our Performance to Global Compact Principles with our GRI Sustainability Report

### Principles of the UN Global Compact

### Place of Performance Information in 2020 GRI Sustainability Report

#### Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Human Resources, p.118  
 Our Sustainability Policy, p.160  
 Occupational Health and Safety, p.126  
 We Signed the United Nations Global Compact, p.163  
 Ethics and Integrity, p.25  
 3rd Party Audits, pp.35,36

Principle 2: make sure that they are not complicit in human rights abuses.

Ethics and Integrity, p.25  
 Our Sustainability Policy, p.160  
 Polisan Holding Code of Business Ethics and Conduct for Supplier, p.26  
 Our Social Responsibility Projects and Sponsorships, p.137  
 Anti-Bribery and Anti-Corruption Program, p.27  
 Irregularity and Security Violations Assessment Committee, p.164  
 3rd Party Audits, pp.35,36

## Linking our Performance to Global Compact Principles with our GRI Sustainability Report

### Principles of the UN Global Compact

### Place of Performance Information in 2020 GRI Sustainability Report

#### Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Collective Agreements, p.122  
Polimevzuat Tracking System, p.35

Principle 4: the elimination of all forms of forced and compulsory labour;

Ethics and Integrity, p.25  
Our Sustainability Policy, p.160  
Polisan Holding Code of Business Ethics and Conduct for Supplier, p.26  
3rd Party Audits, pp.35,36

Principle 5: the effective abolition of child labour; and

Ethics and Integrity, p.25  
Polisan Holding Code of Business Ethics and Conduct for Supplier, p.26  
Polisan Holding General Purchasing Conditions, p.38  
3rd Party Audits, pp.35,36

Principle 6: the elimination of discrimination in respect of employment and occupation.

Ethics and Integrity, p.25  
Our Sustainability Policy, p.160  
Polisan Holding Code of Business Ethics and Conduct for Supplier, p.26  
3rd Party Audits, pp.35,36

## PRINCIPLES OF THE ENVIRONMENT

- Businesses should support a precautionary approach to environmental challenges;
- undertake initiatives to promote greater environmental responsibility; and
- encourage the development and diffusion of environmentally friendly technologies.



## Environment Management at Polisan Holding

### For a Liveable Environment

At Polisan Holding Group Companies, our operations revolve around product and service life cycles and sustainability, and we manage them with our environmental responsibilities in mind. We monitor and measure the environmental impact caused by our operations, and follow the current national and international best practices to eliminate or minimize these impacts and improve our processes.

Within the scope of our continuous improvement principle, we have updated our EMS Applications Booklet.

[Polisan Holding Environmental Management Systems Applications Booklet](#)



## Environment Management at Polisan Holding

### Waste Management

We manage hazardous and non-hazardous wastes resulting from our operations under the ISO 14001 standard and the applicable national and international directives. Continuous improvement of processes is essential at our facilities, which received the **“Zero Waste Certification”** in 2020. These processes include sorting wastes at the source, holding them in our temporary storage areas, evaluating the options for recycling/disposal, and sending them to licensed facilities.



### Water and Wastewater Management

Correct management of water, one of our most vital resources, is among our priority environmental issues. We supply our water considering the different quality needs of our main and subsidiary operations for sustainable water and wastewater management. Intending to effectively manage our water footprint and reduce our water use and wastewater discharge, we evaluate the wastewater from our operations based on water footprint components: gray, blue, and green.



### Energy Management

In operation-intensive areas, we monitor electricity consumption in relation to the volume of products manufactured/ handled each month. In case of a deviation from the values determined for comparison purposes, corrective action is taken by our facility managers. We classify all our electrical equipment according to energy efficiency. In line with this classification, we develop process-based energy efficiency and energy-saving projects such as purchasing, design and maintenance for significant energy volumes.



## Environment Management at Polisan Holding

### Management of Chemicals

We are meticulously implementing the national and international regulations with a risk-focused perspective to protect human and environmental health in the purchasing, handling, storage, use and transportation of chemicals. We perform the purchasing controls in our chemical procurement procedures in a safe and integrated manner according to the SDS information defined in our ERP system, the referral criteria in our internal procedures and ADR provisions. The handling of each chemical in the storage areas is carried out in line with safe working principles determined according to the potential environmental and health hazards of the materials.



### Operational Air Quality Management

We control the emission sources that may result from our operations in line with the Regulation on the Control of Industrial Air Pollution.



### Noise Control

We evaluate the selection and modification of machinery and equipment that may be a source of noise in our change management process, measure the noise they generate in operation and prepare noise exposure maps. In the scope of change management, we conducted onsite measurements at 35 points and updated our 7 noise maps in 2019.



## Environment Management at Polisan Holding

### We Continue to Support Biodiversity

Polisan Kansai Boya has been provided uninterrupted support to the Turkey's Life Program of WWF-Turkey since 2018 until 2020. We also participated in the program's fourth-term Selection Committee Meeting this year and decided to support projects aimed at protecting karakovan beekeeping in Hemşin, Rize, sea otters in Fethiye, Muğla, and imperial eagles in Trakya and Bolu.

[Certificate of Participation](#)



### Product Life Cycle Analysis Project

Polisan Kansai Boya renewed its first Environmental Product Declaration (EPD) documents, independently approved according to the ISO 14025 Standard and EN 15804 Norm, for four of its paint products in 2016 as well as its Type III environmental labels (EPD) based on the energy and environmental dimensions of our new paint factory at GEBKİM in 2020. Our documents were the first EPDs in Europe and Turkey prepared under the new version of the European Building Materials Norm. In 2021, we started our efforts to obtain EPD and EU Ecolabel certificates for our new product groups at Polisan Kimya and Polisan Kansai Boya.

[Our Certificates](#)



## Examples of Third-Party Assessments in Environment

- **2020 CDP Climate Change Program;** we have disclosed our work in the categories of governance, risk management processes, risk disclosure, opportunity disclosure, commercial impact assessment and financial planning assessment, scenario analysis, emission reduction initiatives and low carbon products, emissions 1, 2 and 3, verification and value chain participation .
- **2020 CDP Water Security Program;** we have disclosed our work in the categories of water accounting, value chain participation, operational impacts, water risk assessment, water-related risk exposure, water-related opportunities, water policies, management, business strategy, integrated approaches, objectives and targets.

*We have reduced our emissions by 49 % per unit from 2012 to 2020.*

[Polisan Holding CDP 2020 Climate Change Program Evaluation Result](#)  
[Polisan Holding CDP 2020 Water Security Program Evaluation Result](#)

[Polisan Holding Corporate Carbon Footprint 2020 Summary Report](#)  
[Polisan Kimya 2020 Greenhouse Gas Verification Report](#)



### Borsa İstanbul Sustainability Index

We became one of the 58 companies which were entitled to be listed in BiST Sustainability Index in the period of December 2020 - October 2021.



### Sustainability Governance Scorecard

Polisan Holding has been included in the impact analysis project, which examines sustainability in corporate governance strategies and business models. During the project evaluation period, we earned the right to be on the Global Sustainability Leaders list thanks to our significant sustainability Progress.



### Ecovadis Sustainability Assessment

The sustainability performance of Poliport Kimya was awarded the Gold Award by the global rating platform EcoVadis, in its second assessment in 2019. Submissions for 2020 is ongoing, result of rating will be shared.



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## Linking our Performance to Global Compact Principles with our GRI Sustainability Report

Principles of the UN Global Compact	Place of Performance Information in 2020 GRI Sustainability Report	
	Environment	
Principle 7: Businesses should support a precautionary approach to environmental challenges;	Our Commitment to Responsible Care, p.163 Our Certificates, p.15 Our Quality, Health, Safety and Environment Policy, p.160 Our Sustainability Policy, p.160 Environmental Analyses, p.91 Waste Management at Polisan Holding, p.92	Water and Wastewater Management, p.97 Operational Air Quality Monitoring, p.101 Energy Management, p.63 Management of Chemicals, pp.47,109 3rd Party Audits, p.35,36 Process Safety Management System, p.126
Principle 8: undertake initiatives to promote greater environmental responsibility;	Towards Sustainability, p.11 Our Management Systems, p.34 Our Sustainability Policy, p.160 Our Memberships, p.159 Our Responsible Production Approach at Polisan Kimya, p.47 Cooperation with ÇEVKO in Waste Management, p.92	Greenhouse Gas Emission Performance, p.46 3rd Party Audits, pp.35,36 R&D and Innovation at Polisan Kimya, p.70 Our Responsible Production Approach at Polisan Kimya, p.81
Principle 9: encourage the development and diffusion of environmentally friendly technologies.	Digitalization and Sustainable Production, p.55 R&D and Innovation at Polisan Kansai Boya, p.57 Maintenance Management Focused on Process Safety, p.111 Our Green Production Facility, p.55	Our Responsible Production Approach at Polisan Kimya, p.48 Our Distillation Unit Upgrade Project, p.51 Mix Center, pp.38-40 3rd Party Audits, pp.35,36

## PRINCIPLE OF THE ANTI-CORRUPTION



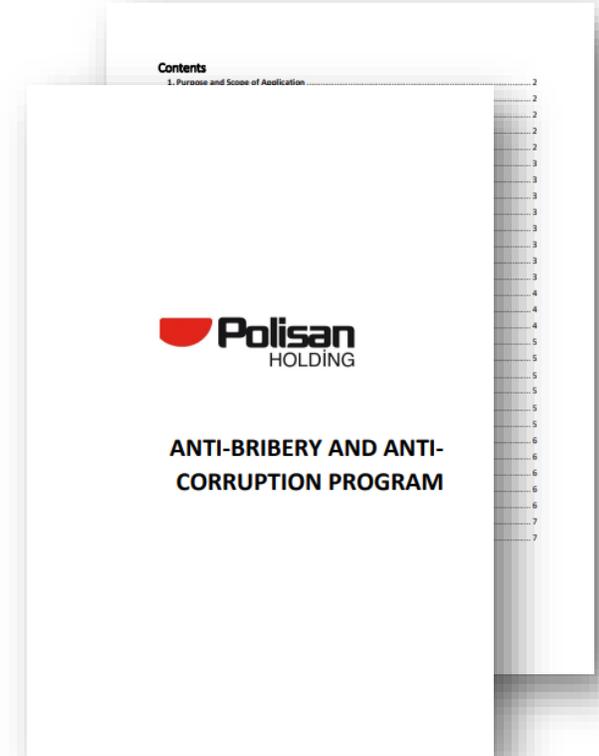
Businesses should work against corruption in all its forms, including extortion and bribery.

## Polisan Holding Anti-Corruption and Anti-Bribery Program

Within the scope of "Anti-Corruption and Non-Competitive Behaviour" in our Polisan Holding Code of Business Conduct and Ethics for Suppliers, we fight the corruption with our Anti-Bribery and Anti-Corruption Program. Risk assessment analyses and control lists prepared within the scope of the program are regularly reviewed and necessary actions are planned by the Anti-Bribery and Anti-Corruption Committee.

We are continuing our efforts to spread our fight against corruption throughout our value chain. Critical suppliers of Polisan Kansai Boya representing 20 percent of the transaction volume and critical suppliers of Polisan Kimya representing 86 percent of the transaction volume had signed the Code of Business Conduct and Ethics for Suppliers.

[Anti-Corruption and Anti-Bribery Program](#)



## Linking our Performance to Global Compact Principles with our GRI Sustainability Report

### Principles of the UN Global Compact

### Place of Performance Information in 2020 GRI Sustainability Report

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#### Anti-Corruption

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Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Our Anti-Bribery and Anti-Corruption Policy, p.160  
Our Anti-Bribery and Anti-Corruption Procedure, p.160  
Anti-Bribery and Anti-Corruption Performance, p.27  
Anti-Bribery and Anti-Corruption Risk Assessment, p.164  
Anti-Bribery and Anti-Corruption Trainings, p.164  
Global and Reliable Customs Operations, p.39  
Our Sustainability Policy, p.160  
3rd Party Audits, pp.35,36  
Internal Control and Audit, p.27

GRI CONTENT	PRINCIPLES
102-8 Information on employees and other workers	UNGC 6
102-14 Statement from senior decision-maker	UNGC 1, 2, 3, 4, 5, 6, 7, 8, 9, 10
102-16 Values, principles, standards, and norms of behavior	UNGC 10
102-41 Collective Bargaining Agreements	UNGC 1,2
205-2 Communication and training about anti-corruption policies and procedures	UNGC 10
302-1 Energy consumption within the organization	UNGC 7, 8
302-3 Energy intensity	UNGC 8
303-1 Interactions with water as a shared resource	UNGC 7, 8
303-3 Water withdrawal	UNGC 8
304-3 Habitats Protected or Restored	UNGC 8
305-1 Direct (Scope 1) GHG emissions	UNGC 7, 8
305-2 Energy indirect (Scope 2) GHG emissions	UNGC 7, 8
305-4 GHG emissions intensity	UNGC 8
305-5 Reduction of GHG emissions	UNGC 7

GRI CONTENT	PRINCIPLES
306-1 Water discharge by quality and destination	UNGC 8
306-2 Waste by type and disposal method	UNGC 8
306-3 Significant spills	UNGC 8
307-1 Non-compliance with environmental laws and regulations	UNGC 8
308-1 New suppliers that were screened using environmental criteria	UNGC 9
401-1 New employee hires and employee turnover	UNGC 6
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	UNGC 6
401-3 Parental leave	UNGC 6
404-1 Average hours of training per year per employee	UNGC 6
406-1 Incidents of discrimination and corrective actions taken	UNGC 6
408-1 Operations and suppliers at significant risk for incidents of child labor	UNGC 2-5
413-2 Operations with significant actual and potential negative impacts on local communities	UNGC 1



- 1 NO POVERTY**
- Number of Employees: 1,155
    - Polisan Kansai Boya: Blue Collar 44%, White Collar 56%
    - Poliport Kimya: Blue Collar 77%, White Collar 23%
    - Polisan Kimya: Blue Collar 70%, White Collar 30%
  - Wage policy determined by targeting the fairest and highest income standards for our employees.
  - Free Professional Competency Certificate for 2,562 painters since 2016
  - Vocational Qualification Certificates for all employees in accordance with the principles regulated by the Vocational Qualifications Authority Law.



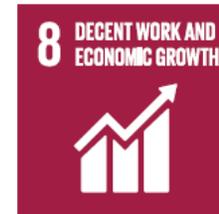
- 3 GOOD HEALTH AND WELL-BEING**
- Our COVID-19 Management:
    - Supply and distribution of additional personal protective equipment during the pandemic period
    - Additional disinfection practices at all locations
    - Transition to rotation and remote working model
    - 2,929 PCR tests and 548 antibody screening tests performed on a voluntary basis
    - Measurement with portable thermometers and thermal cameras at our field entrances
    - Management of PPE as "Medical Waste"
    - Sending Health Safety Kits to 10.000 Polisan painters
    - TSE COVID-19 Safe Production Certificate for Polisan Kansai Boya, Poliport Kimya and Polisan Kimya companies
  - Working with the principle of zero occupational accident and environmental accident
  - Lost time injury frequencies in 2020:
    - Polisan Kansai Paint: 0.67 Poliport Chemistry: 1.42 Polisan Chemistry: 0
  - Occupational accident severity rates in 2020:
    - Polisan Kansai Paint: 0.01 Poliport Chemistry: 0.07 Polisan Chemistry: 0
  - 28.4 Million TL Process Safety Investment in the last 6 Years
  - 11.3 Million TL Fire Safety Investment in the last 6 Years
  - 24.3 Million TL HSE Investment in the last 6 years



- 5 GENDER EQUALITY**
- Number of Female Employees: 128
    - Polisan Kansai Boya: Female Employees 13%
    - Poliport Kimya: Female Employees 2%
    - Polisan Kimya: Female Employees 6%
  - Our principle for equal opportunity regarding race, gender, marital status, age, color, religion, ancestry, national origin, disability and other protected status
  - Our Every Voice One Breath Project



- 6 CLEAN WATER AND SANITATION**
- 53% reduction in our gray water footprint in 2020
  - Water consumption per product manufactured/handled in 2020:
    - 23% reduction in Poliport Kimya
    - 4% reduction in Polisan Kimya
  - Industrial wastewater amount per product manufactured/handled in 2020:
    - 51% reduction in Polisan Kimya



- 8 DECENT WORK AND ECONOMIC GROWTH**
- In 2019 we published our Supplier Code of Business Ethics and Conduct: Prevention of child labor and forced labor, compliance with business ethics and ethical rules, fair remuneration, environmental effects of products and services.
  - Authorized Economic Operator (AEO) certificate by the Ministry of Customs and Trade for Polisan Kansai Boya and Polisan Kimya companies
  - Evaluation of our 2626 suppliers in 2020:
    - We decided to maintain collaboration with 95%
    - Gave 5% of suppliers to improve their performance
  - Polisan Holding signed the UN Global Compact
  - Borsa Istanbul Sustainability Index (BIST) Performance



- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE**
- USGBC LEED Gold Certificate for our Polisan Kansai Boya GEBKIM Facility
  - Turquality Support Program in which Polisan Kansai Boya was included by the Ministry of Economy
  - Ministry of Industry and Technology approved Polisan Kansai Boya R&D Center (Turkey's 159th R&D Center)
  - Ministry of Industry and Technology approved Polisan Kimya R&D Center
  - In 2020, 21.0 Million TRY R&D Center investments and 8.5 Million TRY R&D expenditure at Polisan Kansai Boya
  - In 2020, 6.2 Million TRY R&D expenditure at Polisan Kimya
  - Industry 4.0 compliance at GEBKIM Facility
  - The use of our digital assets (QDMS, eBA, SAP, etc.) in the management of our business processes, strategic and operational targets



- 10 REDUCED INEQUALITIES**
- Equal Opportunity and Compliance at Polisan: Equal opportunities, suitable employment, remuneration and fringe benefits, career and development opportunities included in our HR Policy.



- USGBC LEED Gold Certificate for our Polisan Kansai Boya GEBKIM Facility
- Gold Award from Ecovadis to Poliport Kimya
- TSE Certificate for 19 of our products at Polisan Kansai Boya
- Type III Environmental Label (EPD) for our 4 Products at Polisan Kansai Boya
- E0 Standard for Formaldehyde Resin Products at Polisan Kimya
- Compliance with ETA European Norms in our thermal insulation product group
- ISO 9001, ISO 14001, ISO 10002, ISO 45001 and ISO 50001 Certificates
- Compliance with health, safety and environmental rules during new product design and development
- Our memberships: KSO, TKSD, IKMIB, KIPLAS, GTO, BOSAD, TURKLIM, FETSA.



- Carbon footprint (2020): 23,325 tCO<sub>2</sub>/year
- 49% reduction in our carbon footprint since 2012
- Polisan Holding CDP Climate Change reporting since 2017
- Continuous Emission Monitoring System (CEMS) at Polisan Kimya



- Water footprint (2020): 290,685 m<sup>3</sup>/year
- 53% reduction in our gray water footprint in 2020
- Polisan Holding CDP Water Security reporting since 2018
- USGBC LEED Gold Certificate for our Polisan Kansai Boya GEBKIM Facility
- Our membership of the Turkish Marine Environment Protection Association (TURMEPA)
- Continuous Wastewater Monitoring System (CWMS) at Polisan Kimya



- In 2020, amount of hazardous waste per product manufactured/handled:
  - 5% reduction in Polisan Kansai Boya
  - 49% reduction in Polisan Kimya
- In 2020, amount of non-hazardous waste per product manufactured/handled:
  - 13% reduction in Polisan Kansai Boya
  - 6% reduction in Poliport Kimya
- Zero Waste Certificate for Polisan Kansai Boya, Poliport Kimya and Polisan Kimya companies
- Planting 100,000 trees on 2,000 acres of land in Dilovasi by Polisan
- Contribution to the recycling of 659 tons of packaging waste in 2020 and 1861 tons in the last three years
- Our membership of the Environmental Protection and Packaging Waste Recovery Foundation (CEVKO)
- Our participation in "Turkey's Life Program" by WWF
- Health, safety and environmental impact assessments in R&D's raw material and packaging purchases



- Our Supplier Code of Business Ethics and Conduct published in 2019
- Our Anti-Bribery and Anti-Corruption Program
- Our membership of the Ethics and Reputation Society (TEID)
- Against irregularities and security breaches: Internal Hotline 7575



- Foreign partnerships: Polisan Kimya and Dow Chemical - Polisan Kansai Boya and Kansai Paint



# POLİSAN HOLDİNG UNITED NATIONS GLOBAL COMPACT PROGRESS DECLARATION REPORT

## Headquarters

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## Polisan Holding Dilovası Facility

Dilovası Organize Sanayi Bölgesi  
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