

göknur
Fruit of Fertile Anatolian Lands

SUSTAINABILITY REPORT 2023





On Fertile Lands

A SUSTAINABLE FUTURE

We believe in the importance of using natural resources efficiently and minimizing environmental impacts. As Gökür Gıda, we aim to protect these resources and create a healthier living environment for both current and future generations.

2023 Sustainability Report

göknur

ABOUT THE REPORT

We are committed to providing our stakeholders with comprehensive and up-to-date information about our activities through our annual sustainability reports. The Gök Nur Gıda Sustainability Report reflects the social, governance and environmental impacts of our operations and is aligned with the United Nations Sustainable Development Goals. The Gök Nur Gıda 2023 Sustainability Report highlights our initiatives and achievements between January 1, 2023 and December 31, 2023. The information in this report, prepared in accordance with GRI Standards, is based on internal sources and has not undergone external audit. You may send any questions or feedback to info@goknur.com.tr.

This report is structured around 5 high-priority and 5 priority topics identified through materiality analysis. These analyses clarify which areas we need to focus on in our sustainability journey, guiding us in achieving our long-term strategic goals.

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01

Company
Overview



CEO MESSAGE

DEAR STAKEHOLDERS,

“

What began as a modest investment in 1993 has, over the years, grown into something far greater. Built on a vision of “innovation” and “creating difference,” Gök Nur Gıda has successfully transformed into a globally recognized organization that generates value on an international scale.

”

At Gök Nur Gıda, our rapid ascent to global prominence stems fundamentally from our dual commitment to progress and harmonious coexistence with our environment. Since our inception, we have viewed value creation for both natural and social ecosystems as an intrinsic part of our operational DNA and mission. A pivotal milestone in this journey was 1999, when we pioneered organic fruit and fruit concentrate production—marking not only a transformative contribution to our industry but also the early integration of sustainability into our corporate ethos. In 2007, we took another bold step with our “Organic and Industrial-Scale Fruit Cultivation” initiative, setting benchmarks for local farmers while amplifying sector-wide benefits. Parallely, our strategic shift to self-operated agricultural lands further cemented our leadership in sustainable production.

What truly differentiates Gök Nur Gıda is our rejection of commoditized outputs. Instead of generic products, we have cultivated a market-defining posture—one that aligns with our planet’s evolving needs and expectations, thereby redefining industry standards.

Today, with a daily fruit and vegetable processing capacity of 7,200 tons across our Adana, Afyonkarahisar, and Nigde facilities, our company has achieved the largest production capacity in Türkiye’s fruit juice sector. As the industry’s leading exporter, we contribute significantly to the national economy by exporting nearly 80% of our total production to 500 customers across 85 countries. Behind these production processes stands our unwavering principle: the “From Branch to Glass” philosophy. This motto embodies our commitment to making sustainable and responsible farming accessible to all, forming the foundation of our corporate ethos. In every stage—from production to distribution—we prioritize food safety and quality, adhering to rigorous national and international standards. We not only certify these practices but also transparently share them with our stakeholders. Since our founding, we have maintained an uncompromising commitment to sustainable and innovative product and service development. This principle remains at the core of our journey because we recognize a fundamental truth: “Everything we have achieved by cultivating these lands will endure only if we continue to generate value and preserve them for future generations.”

Sincerely,

Osman ASLANALI

ABOUT THE COMPANY

At Göknur Gıda, with our team of 750 experts across our factories, we process 35 varieties of fresh fruits and vegetables cultivated from Türkiye's fertile lands.

From our production facilities spanning 63 acres in Adana-Kozar and 85 acres in Nigde, we annually export 30,000 tons of citrus fruits, 10,000 tons of fruits, and 10,000 tons of vegetables, making significant contributions to the national economy. We package our products according to customer requirements with various packaging options.

In line with our long-term vision, we conduct sustainable agricultural activities across:

	Nar Valley, Adana İmamoglu	2,000 decares
	Nigde	5,000 decares
	Afyon	3,000 decares
	Yozgat	5,000 decares
	Eskişehir	8,000 decares
	Total	25,000 decares

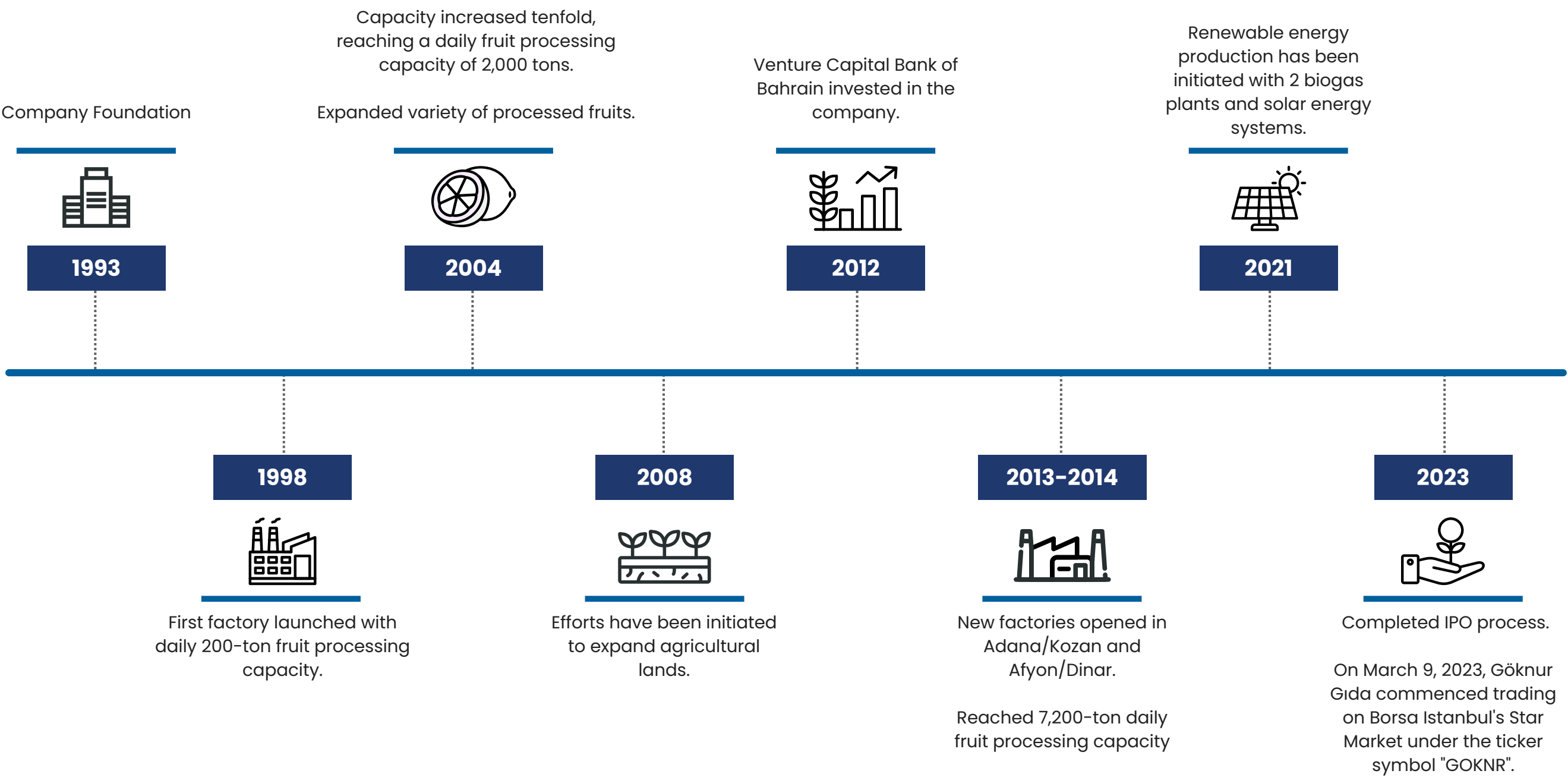
In these areas, we cultivate apples, pomegranates, pears, apricots, peaches, strawberries, and black carrots, implementing environmentally friendly and productivity-enhancing practices to optimize resource utilization.

By placing quality and innovation at the heart of our production philosophy, we have become one of the sector's leading exporters. The superior quality and extended shelf life of our products, compliant with international food standards, earn our customers' trust. We regularly export to European markets, Middle Eastern destinations like Saudi Arabia, Dubai, and Qatar, Far Eastern markets including Malaysia, Singapore, and Hong Kong, as well as Ukrainian and Russian retail chains. All our export products hold the EU's GlobalGAP certification, ensuring full traceability and food safety for our customers.

As Göknur Gıda, we aim to increase our market share in citrus and vegetable exports through sustainable farming and production practices, while maintaining our global competitiveness through quality investments. Aligned with our mission to add value to nature, society, and the economy, we will continue to enhance our operations for a more sustainable future.



MILESTONES



OUR PRODUCT GROUPS

Cold-Pressed Fruit Juice		- Fruits are washed in the washing pool and sorted on the selection belt. - Crushed through destoning and seed removal process. - Fruit puree is pressed under high pressure to obtain direct (Not From Concentrate - NFC) juice, then packaged.
Puree		- Fruits are washed in the washing pool and sorted on the selection belt. - Crushed through destoning and seed removal process. - Fruit puree is transferred to the finisher to separate seeds and peels, then aseptically packaged.
Puree Concentrate		- Fruits are washed in the washing pool, aligned on the sorting belt, and separated on the selection belt. - Crushed through destoning and seed removal process. - Fruit puree is sent to the finisher to separate seeds and peels. - After water removal through evaporation, the product is aseptically packaged.
Fruit Juice Concentrate		- Fruits are washed in the washing pool and aligned on the sorting belt. - Crushed through destoning and seed removal process. - Fruit pulp undergoes clarification and rinsing processes to remove turbidity. - After water removal through evaporation, the product is aseptically packaged.
Deionized Concentrate		- Clear fruit juice at 20 brix is processed through anion and cation resins to remove all ions. - Then, it is subjected to evaporation for concentrate production.
Peel Oil Production		- Citrus fruits are washed and brushed. - Oil and water are separated. - Water with high oil content is sent to a separator for oil extraction.
Dried Seeds		- Seeds are obtained as by-products. - Seeds are brushed and dried in a tunnel. - Dried seeds are packed in bags.
Fresh Fruits and Vegetables		After harvest, fruits and vegetables are separated on the selection belt and packaged in crates or carton boxes.
Individually Quick Frozen (IQF) Products		Fruits are washed, selected, and frozen at -40°C in the IQF tunnel.
Blends		Custom blends can be prepared according to customer requirements.
Flavors		By-products are obtained as natural aromas in aroma columns during the pasteurization process and are labeled as FTNF (From the Named Fruit).

PRODUCTION FACILITIES



NİĞDE

- NFC, Puree, Concentrate, FTNF Aromas
- Juice Packaging
- Fresh Fruit Packing
- Biogas

MEY BIOGAS FACILITY	
Electricity Production	8,183,000 kWh/year
Heat Production	8,866,000 kWh/year
Total Area	20,577 m²

FRUIT DROPS	
Total Area	27,300 m²
Storage Capacity	19,000 tons
Bottling Lines	10 (2 glass, 4 tetra, 2 pouch, 2 PET)

NİĞDE FACTORY	
Daily Processing Capacity	2,000 tons
Storage Capacity	11,000 tons
Production Lines	6

Fresh Fruit Packing Facility	
Total Area	5,000 m²
Daily Processing Capacity	240 tons
Storage Capacity	8,800 tons



ADANA

- NFC, Puree, Concentrate, FTNF
- Fresh Fruit Packing
- IQF (Individually Quick Frozen)
- Dried Seeds & Citrus Oils

ADANA-KOZAN FACTORY	
Daily Processing Capacity	1,000 tons
Storage Capacity	7,500 tons
Production Lines	3

Fresh Fruit Packing Facility	
Total Area	12,000 m²
Daily Processing Capacity	210 tons
Storage Capacity	8,800 tons

IQF FACILITY	
Daily Processing Capacity	24 tons



AFYON

- NFC, Puree, Concentrate, FTNF (Aroma)
- Biogas

AFYON-DINAR FACTORY

Daily Processing Capacity	4,000 tons
Storage Capacity	10,600 tons
Production Lines	4

DINAR BIOGAS FACILITIES

Electricity Production	8,183,000 kWh/year
Heat Production	8,866,000 kWh/year
Total Area	4,633 m ²



MERSİN

- Compound & Blends
- Aseptic Filling

MERSIN FACILITY

Daily Processing Capacity	100 tons
Storage Capacity	15,000 tons
Production Lines	2

AWARDS



"2023 Fruit & Vegetable Sector Export Champion of Türkiye"

Turkish Exporters Assembly



"3rd Fastest-Growing Company in Employment"

Capital 500 Türkiye's Top 500 Private Companies Research

MEMBERSHIPS & PARTNERSHIPS

At Göknur Gıda, our memberships and strategic partnerships form a cornerstone of our operations. We actively collaborate with numerous local and international organizations to stay at the forefront of industry developments, driving continuous improvement through these alliances.



ADANATO – Adana Ticaret Odası



AIJN – European Fruit Juice Association



AKİB – Akdeniz İhracatçı Birlikleri



Ankara Sanayi Odası

ASO – Ankara Sanayi Odası



ATO – Ankara Ticaret Odası



DİTSO – Dinar Ticaret ve Sanayi Odası



FÜAB – Fidan Üreticileri Alt Birliği



KOZAN OSB – Kozan Organize Sanayi Bölgesi



KOZANTO – Kozan Ticaret Odası



MESBAŞ – Mersin Serbest Bölge İşletmeciliği



MEYED – Meyve Suyu Endüstrisi Derneği



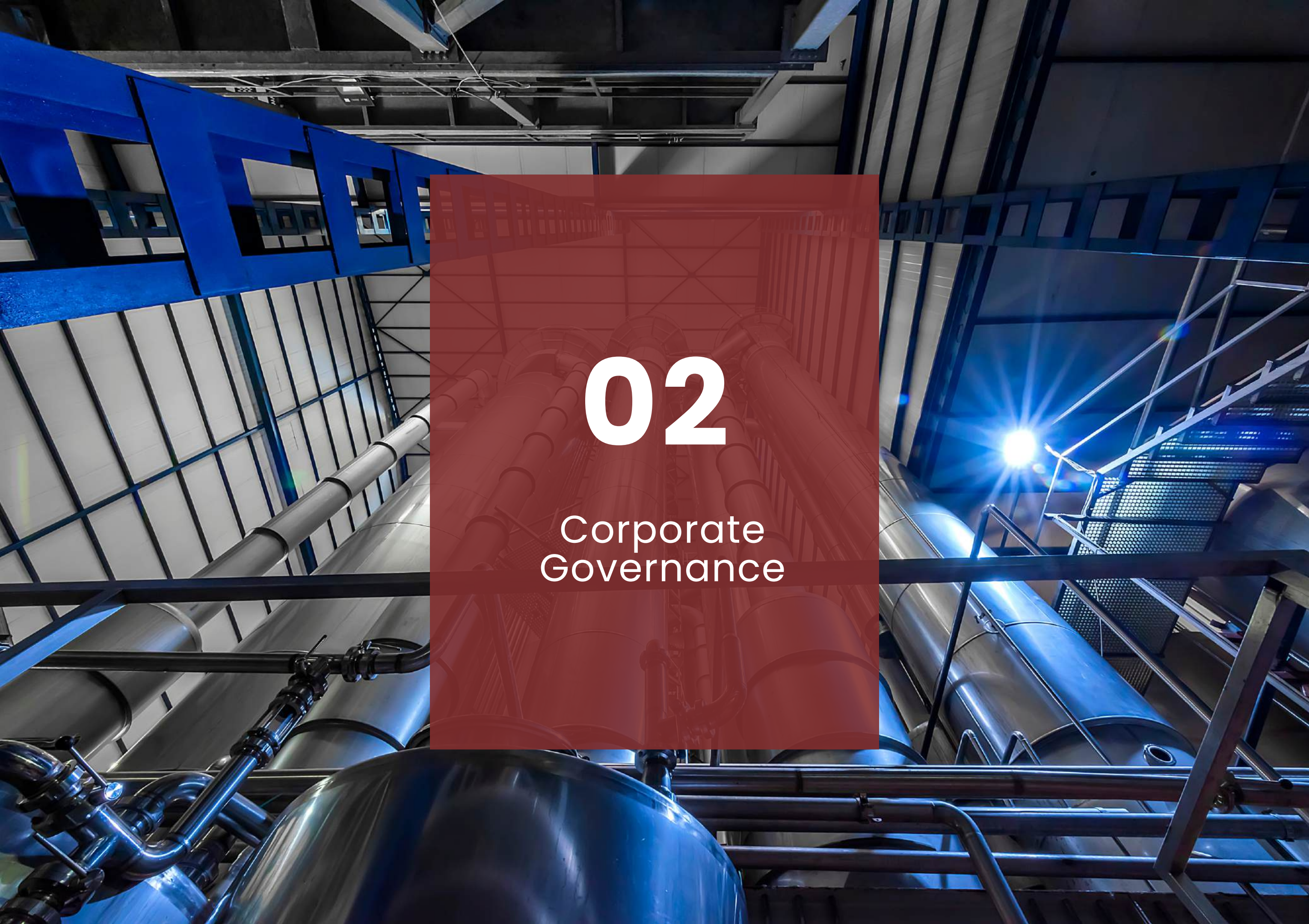
MTSO – Mersin Ticaret ve Sanayi Odası



NİTSO – Niğde Ticaret ve Sanayi Odası



OAİB – Orta Anadolu İhracatçı Birlikleri

The background image shows a complex industrial facility, likely a refinery or chemical plant. It features a dense network of large, horizontal and vertical stainless steel pipes and cylindrical storage tanks. A blue-painted metal walkway or staircase structure is visible on the left side. In the upper right, a bright light source creates a starburst effect. A semi-transparent red rectangular box is centered over the image, containing the page number and title.

02

Corporate Governance



OUR CORPORATE GOVERNANCE APPROACH

Göknur Gıda places great emphasis on the principles of transparency, accountability, fairness, and responsibility in its corporate governance framework.

The Company is committed to providing clear and understandable information to stakeholders, maintaining robust oversight mechanisms in decision-making processes, and balancing the interests of all parties. This approach ensures compliance with both national and international standards. Göknur Gıda aims to create a fair working environment that respects human rights, promotes non-discrimination, and implements inclusive policies. By considering the needs of employees and stakeholders, we have established a culture that creates shared value and ensures satisfaction for all parties. In this context, Göknur Gıda integrates not only financial success but also social and environmental impacts into management decisions.

Sustainability is a cornerstone of Göknur Gıda's corporate governance principles. The Company prioritizes environmental responsibilities in its long-term strategies, aiming to leave a livable world for future generations. Accordingly, Göknur Gıda optimizes energy and resource usage, implements eco-friendly practices across the supply chain, and differentiates itself in the industry by adhering to ESG (Environmental, Social, and Governance) criteria.

VISION, MISSION, VALUES



Vision

Göknur Gıda has adopted the vision of becoming a leading company in its sector in Türkiye, and a recognized and preferred brand worldwide — a company that leads its industry with knowledge and experience, makes its employees proud, brings satisfaction to its stakeholders through collaboration, and offers innovative products.



Mission

Göknur Gıda is dedicated to:

- Transforming Türkiye's agricultural sector from low-value fruit/vegetable production to high-value, internationally standardized manufacturing
- Revitalizing underutilized lands and serving as a pioneering model for Turkish farmers
- Generating employment and contributing to regional development through nationwide investments



Our Values

The beliefs that make our company unique and the values that define our corporate character, representing our cultural identity:



Our country and our employees are our most valuable resources,



Quality is our objective in every field,



Innovation is the assurance of our future,



Responsibility and integrity form the foundation of everything we do.

- Expanding organic farming areas to promote sustainable agriculture and environmental protection.
- Ensuring food safety through certified production processes that meet global standards.
- Being a globally recognized brand that continuously innovates and remains the preferred choice of customers.
- Increasing production capacity, product diversity, and export volume to grow our contribution to the national economy every year.

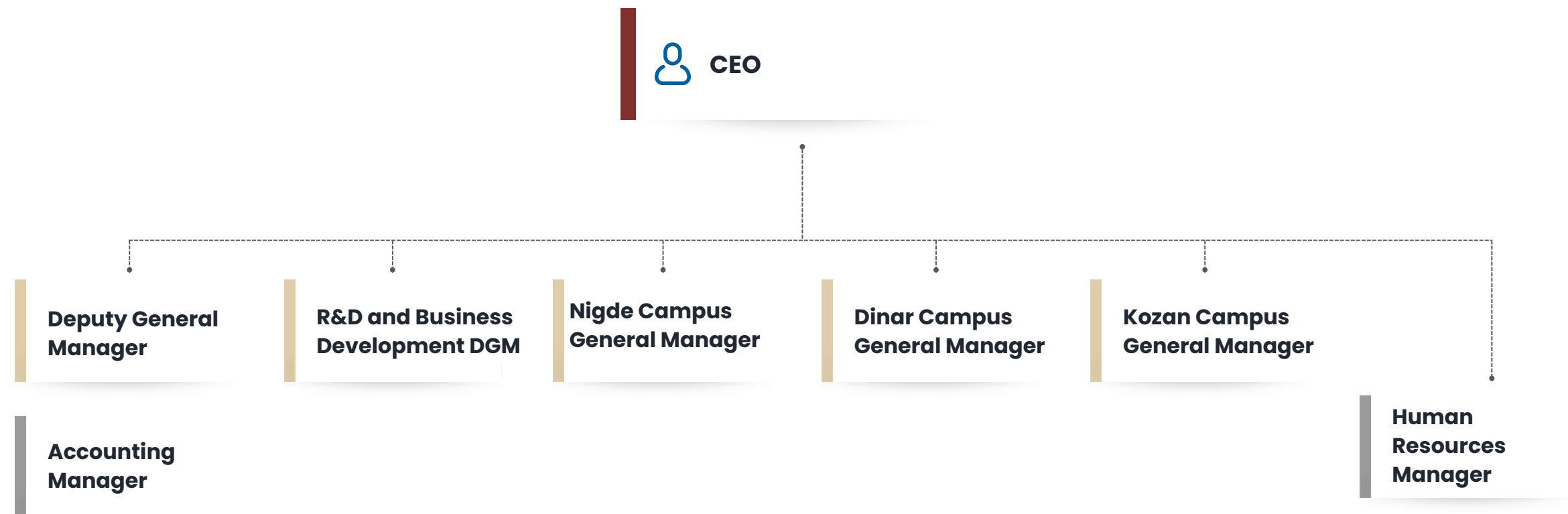
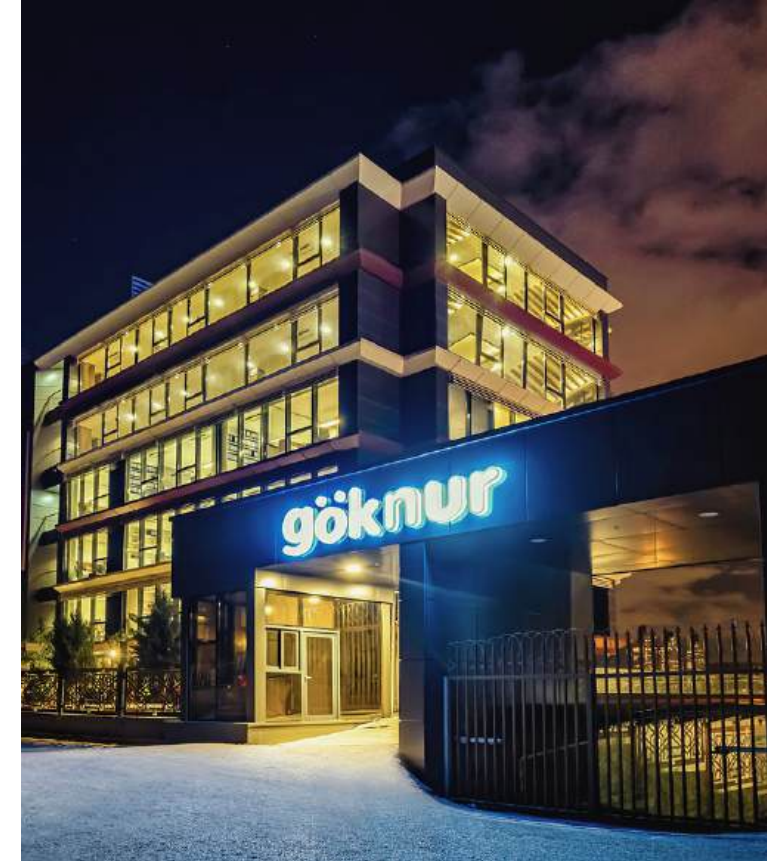
OUR BOARD OF DIRECTORS

At Gökür Gıda, we consider a transparent, effective, and diverse management structure to be one of the fundamental pillars of sustainability. In this context, our Board of Directors works as an integrated whole with our executive management, board committees, and working groups to establish a sustainable governance framework that upholds sustainability principles. We view our governance and organizational structure as a reflection of our strong and reputable corporate identity.

In the coming years, we will continue to amplify our brand and recognition on a global scale through our sustainability journey.

Our governance framework serves as a bridge between our stakeholders and employees. By keeping stakeholders transparently informed about company processes, we foster effective and efficient communication. At Gökür Gıda, we grow together with our stakeholders, and we highly value their role in our journey.

In line with our organizational chart, all positions—from the CEO to factory managers—have clearly defined roles and responsibilities. The shared goal of our employees and Board of Directors is to sustainably enhance our brand value by driving added value for the company.



Our Board of Directors consists of 8 members in total, comprising 4 executive and 4 non-executive directors. At Göknur Gıda, we place great emphasis on enhancing our Board's effectiveness in strategic decision-making processes and its contribution to our company's sustainable growth.

BOARD OF DIRECTORS						
Board Members	Executive / NonExecutive	Industry Experience/Education	Financial Experience/Education	Experience Duration	Position	External Company Positions
Abdulfatah M R H Marafie	Executive	Bachelor's Degree in Administrative Sciences, Industrial Management and Commerce – Kuwait University	Extensive knowledge and expertise in real estate sector, with involvement in real estate, banking, insurance, education, entertainment, tourism, contracting, hospitality and services sectors.	44 Years	Chairman of the Board – Group B Signatory Authority	Board Member at The Commercial Real Estate Company. Chairman and CEO of Al Madrigira Real Estate Co., Chairman and CEO of Commercial Real Estate Development Co., Chairman and CEO of Mason Investment Holdings Co.
Ahmed Y AA Alsager	Executive	Obtained Bachelor's Degree in Economics in 1983 from Claremont McKenna College, California, USA	Worked for 3 years in Kuwait Financial Investment Company in banking sector, and has been involved as an entrepreneur in numerous business ventures.	39 Years	Vice Chairman of the Board Group B Signatory Authority	Chairman of the Board at Alygusa Food Company
Mahmood Mohamed Ghuloom Zainal,	Executive	Holds Bachelor of Commerce degree from John Molson School of Business at Concordia University in Montreal, Canada	Began career at American Express in Bahrain, with 20 years of experience in Middle East investments. Specializes in real estate and private equity valuation, investment management, and restructuring. Worked for five years in Kuwait Finance, Engineering Department, Corporate Banking and Advisory services before bank's sale.	20 Years	Board Member – Group B Signatory Authority	Board Member
Osman Aslanati (Representing Aslanati Agriculture Livestock Food Industry Trade Inc.)	Executive	Graduated with Bachelor's degree from Middle East Technical University, Department of Food Engineering	Served as Quality Control Engineer and General Manager at Maya Fruit Juice Inc. from 1991–1997. Joined Odunu Food Inc. in 1997. Established Odunu Food Inc.'s Nigde Production Facility on a 50,000 m ² land with 3,000 m ² closed area in 1997, transforming the company into its current structure.	33 Years	Board Member – CEO Group A Signatory Authority	Serves as Chairman and Board Member in various companies.

BOARD OF DIRECTORS

Board Members	Executive / NonExecutive	Industry Experience/Education	Financial Experience/Education	Experience Duration	Position	External Company Positions
Ahmed Abdulwahed Ahmed Abdulrahman	Non-Executive	Completed bachelor's education in Business Systems and Information Technology at Northumbria University. Has served on boards of over 20 companies including chairmanships. Provides corporate governance and strategic direction for multinational companies. Owner and manager of investment firms.	Over 23 years in investment banking with expertise in M&A and private equity. Held senior positions at leading financial institutions.	23 Years	Board Member	Chairman of Esarad Investment Company Executive Committee; Board Member and Executive Committee Member at ISSC Telecommunications; Audit Committee Chairman and Vice Chairman at Modeling Telecommunications; Board Member at Saudi Environmental Company.
Jamil Hallak	Non-Executive	Holds Economics degree from Saint-Joseph University Beirut (1989) and Master's from Sorbonne University. Over 20 years experience in senior positions at international institutions. Expert in capital markets with private equity fund management experience.	He began his career as a Global Debt Instruments and Credit Portfolio Manager. His experience focuses on High Yield and Emerging Markets for countries and companies, while extensively working on financing solutions during crises. In 2009, at the beginning of MENA debt capital growth, he was responsible for Middle East and Africa trade operations, actively managing various situations during the Arab Spring, Dubai crisis, and Government and Corporate restructurings. He has worked at various banks in Paris and London including Société Générale, BNP Paribas, Standard Chartered, Deutsche Bank, and Credit Suisse. In 2017, he served as Head of Investments at Riyadh Bank in Riyadh, where his experience primarily focused on direct investments and management of large and complex portfolios.	21 Years	Independent Board Member	Serves on Saudi Investment Committee and as Non-Executive Director.
Hamit Aydoğan	Non-Executive	Graduate in Political Science and Public Administration from METU.	He has held senior executive and CEO positions at numerous domestic and international banks. He has gained comprehensive experience across all banking domains including commercial banking, treasury operations, cash management, financial leasing, and transactions involving both domestic and international real sector companies. With extensive expertise in real sector enterprises, he has served on banks' credit committees.	42 Years	Independent Board Member	Serves as consultant and board member for real sector companies.
Talat Aydın	Non-Executive	Mechanical Engineering graduate from Erciyes University with Master's from METU.	Served as Ministerial Advisor, Deputy Undersecretary at Ministry of Transportation, General Manager at KATO Transportation, Senior Engineer at Highways and High Audit Board, Senior Engineer at State Railways General Directorate. Also served as company manager. Board member at various companies including Tebzett Inc., TCDD, and AYE A Inc. Served as Headquarters Manager and Vice Chairman at TCDD.	35 Years	Independent Board Member	Has served as Board Member, General Manager and Board Chairman at multiple companies.

COMMITTEES REPORTING TO THE BOARD OF DIRECTORS

At Göknur Gıda, one of the key components of our transparent and sustainable governance structure is the committees that report directly to our Board of Directors. These committees aim to ensure regular reporting by our employees to the Board and a continuous flow of internal information from within the company

Our company has four committees operating under the Board of Directors. These committees are mandated for publicly traded companies in accordance with the Capital Markets Board (CMB) and Turkish legislation, and their activities must be regularly reported.

At Göknur Gıda, we attach great importance to these committees and consider their role critical in reviewing company matters and priorities on a quarterly basis.



Audit Committee



Early Risk Detection Committee



Corporate Governance Committee



Sustainability Committee



Sustainability Committee

At Göknur Gıda, we established our Sustainability Committee in 2021 to monitor environmental, social, and economic initiatives and integrate them into our corporate strategies. The committee meets at least twice annually, with the frequency subject to executive review. Meeting outcomes are formalized in written resolutions, approved by committee members, and communicated to senior management for archival.

Our committee includes members from senior management and the Board of Directors, demonstrating our leadership's commitment to sustainability priorities. Key Responsibilities of the Sustainability Committee;



Identifying priority sustainability topics through stakeholder engagement



Establishing and monitoring Key Performance Indicators (KPIs) for sustainability



Translating sustainability issues into short-, medium-, and long-term goals



Assessing ESG (Environmental, Social, and Governance) risks and developing mitigation plans to guide corporate sustainability strategies



Organizing regular training programs on sustainability practices



Tracking and implementing national and international sustainability developments

MATERIALITY ANALYSIS

At Göknur Gıda, the foundation of our sustainability approach lies in understanding our stakeholders' expectations and acting in a manner responsive to these expectations. The materiality analysis we conduct within this framework serves as a critical component of our sustainability strategy, contributing to the enhancement of value our company creates in the sector.

When identifying our priority issues, we consider the United Nations Sustainable Development Goals, the European Green Deal, sectoral trends, and global sustainability priorities. We analyze all our stakeholders' perspectives through an inclusive approach and shape our sustainability strategy based on these assessments. Feedback from our stakeholder groups - including our employees, customers, suppliers, business partners, and investors - forms the foundation of our strategic decisions.

Through our materiality analysis, we aim to ensure our operations align with our stakeholders' needs and demands, and to develop more effective solutions in both environmental and social spheres accordingly. These analyses contribute to our long-term value creation vision while progressing in harmony with our company's dynamic structure.



MATERIALITY MATRIX

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9		4	2
	7		
		10	
			8

MATERIAL TOPICS

High-Material Topics	
1	Energy management
2	Food quality and consumer well-being
3	Climate change adaptation
4	Land and resource utilization
5	Sustainable product design and lifecycle management

Material Topics	
6	Working conditions and employee engagement
7	Greenhouse gas emissions
8	Water and wastewater management
9	Governance structure (Independence and diversity)
10	Packaging management

GOALS

Environmental Goals					
Material Topic	Metric	Unit	Base Year	Target Year	Target
Energy Management	Renewable Energy Ratio	%	2023	2030	Increase renewable energy production by 50%.
	Renewable Energy Ratio	%	2023	2030	30% of energy demand to be met from renewable sources.
Climate Change Adaptation	Scope 1 and Scope 2 Emissions	t-CO2e	2023	2030	10% reduction in total Scope 1 and Scope 2 emissions
Land and Resource Use	Water Recovery	m3	2023	2030	10% increase in water recovery
Social Goals					
Material Topic	Metric	Unit	Base Year	Target Year	Target
Occupational Health and Safety	Annual Work Accident Rate	%	2023	2030	Reduce annual work accident rate to 0%
	Work Accident-Related Workforce Loss Rate	%	2023	2030	Reduce work accident-related workforce loss rate to 0%
	Occupational Disease Rate	%	2023	2030	Reduce occupational disease rate to 0%
Training and Development	Annual Training Hours per Employee	hours	2023	2030	Increase annual training hours per employee to 25
	Training Participation Rate	%	2023	2030	Increase training participation rate to 90%
	Orientation Participation Rate	%	2023	2030	Increase orientation participation rate to 95%



GOALS

Social Goals					
Material Topic	Metric	Unit	Base Year	Target Year	Target
Working Conditions and Employee Engagement	Employee Engagement Rate	%	2023	2030	Increase employee engagement rate to 85%
	Survey Participation Rate	%	2023	2030	Increase employee satisfaction survey participation rate to 95%
	Employee Satisfaction Rate	%	2023	2030	Increase employee satisfaction rate to 95%
	Work-Life Balance Score	%	2023	2030	Increase work-life balance score to 85%
	New Hire & Voluntary Separation Rate (For 6 Month)	%	2023	2030	To reduce the 6-month attrition rate of new hires to 5%
	Overall Employee Attrition Rate	%	2023	2030	Reduce overall employee attrition rate to 10%
	Feedback Session Participation Rate	%	2023	2030	Increase feedback session participation rate to 75%
Gender Equality	Increasing Percentage of Female Employees	%	2023	2030	Achieve 30% female representation in total workforce

GOALS

Governance Goals					
Material Topic	Metric	Unit	Base Year	Target Year	Target
Gender Equality	Increase Percentage of Female Employees	%	2023	2030	Achieve 30% female representation in junior management positions
	Increase Percentage of Female Employees	%	2023	2030	Achieve 25% female representation in senior management positions
Sustainable Product Management Goals					
Material Topic	Metric	Unit	Base Year	Target Year	Target
Product Quality and Consumer Well-being	Customer Feedback/Complaints	%	2024	2030	Reduce customer complaints by 25%
	GFSI Certification Rate	%	2023	2030	By 2030, ensure over 50% of food-contact material suppliers are certified by Global Food Safety Initiative (GFSI)
Land and Resource Use	Amount of Recycled Packaging	-	2023	2030	Replace current materials with sustainable alternatives in our retail products
Product Labeling and Marketing	Packaging Amount	ton/ton production	2023	2030	Reduce purchased packaging materials by 10%

CORPORATE RISK MANAGEMENT AND OPPORTUNITIES

Our company's approach to risk and opportunity management is structured in accordance with principles that identify hazards, opportunities, and risks arising from both internal and external processes:

In line with the ISO 9001:2015 Quality Management System (QMS), our risk-based process management approach ensures the implementation of preventive measures necessary to enhance, protect, improve, and sustain quality; establishes procedures and methods for the prompt evaluation of measures taken or planned; and develops a methodology to ensure the suitability of opportunity assessment activities to conditions.



Corporate Risk Management and Opportunities





Classification

At Gök Nur Gıda, ongoing or planned activities are classified. Classification considers maintenance/repair activities, potential emergencies, production/service stages, and employee roles. Classifications are recorded in the Risk Threat Opportunity Analysis Plan.



Data and Information Collection

This stage involves evaluating: the workflow of operations, employees involved in processes, equipment used in relevant procedures, and any historical issues or procedural challenges encountered in past operations. The outputs of this process are recorded in the Risk Threat Opportunity Analysis Plan.



Impact Dimension Analysis

Risk levels are determined using the Impact × Probability (5×5) calculation method from the Risk Threat Opportunity Analysis. The calculated values are mapped onto a matrix to evaluate tolerability. These assessments are documented in the Risk Threat Opportunity Analysis Plan.



Risk Prioritization

Risks are prioritized beginning with the highest scores based on their position in the matrix, potential impact magnitude, or impact scope.



Risk Response

Response procedures are established for all identified risks.



Reporting

Measures identified in the Risk Threat Opportunity Analysis Plan are monitored and reviewed at least annually, with findings formally reported.



Monitoring

Actions resulting from the Risk Threat Opportunity Analysis are recorded in the Corrective Action Tracking Form. The process is overseen by the Quality Manager, Factory Manager, and/or General Manager. Outcomes are assessed during Management Review Meetings.



Evaluation

The effectiveness of the risk management process is reviewed, the success of actions is evaluated, necessary revisions are made to strategies, and results are shared with senior management.



Risk Sources				Risk Classification	
Sustainability Category	Process	Internal Factor	External Factor	Threat	Opportunity
Governance	Quality Management System Implementation	X		–	- More effective sustainability of documentation and practices with new standards - Gaining a competitive edge by adapting to the system before our competitors - Being featured among brand companies in local/national media
	Quality Objectives	X	–	–	- Gaining prominence in the market ahead of competitors - Being featured in local/national press - Continuity of continuous improvement activities
Economic	Purchasing (Service Procurement)	–	X	- Decline in product quality - Decrease in market share - Failure to meet customer needs and expectations on time - Financial loss - Inability to meet customer needs and expectations - Creation of competitive environment - Financial loss - Non-compliance in raw materials - Malicious intent of employees (regarding products)	–
			X	- Difficulty in product supply - Excessive price increases in products - Increase in raw material costs	
	Purchasing (Auxiliary Material Import)	–	X	- Failure to meet customer needs and expectations on time - Financial loss	–
	Marketing (Production and Sales)		X	- Inability to meet customer needs and expectations - Creation of competitive environment - Financial loss - Time loss - Wrong investment - Non-compliance with regulations - Capacity increase - Tax increase - New distribution channels	- Providing quality products and services - Being among leading organizations - Increasing market share - Ensuring competitive environment
Environmental	Quality Management	–	X	Decline in product quality due to reduced water resources from climate change	–
	Climate Change Management	–	X	Drought risk due to rising air temperatures	–
	Energy Management	–	X	–	Renewable energy production through our biogas facility
	Production Management	–	X	–	Production of safe and organic products

INFORMATION SECURITY RISK MANAGEMENT

At Gök Nur Gıda, we place utmost importance on information security and data privacy, consistently addressing these critical areas within our governance framework. In this context, we operate in full compliance with the ISO 27001 Information Security Management System (ISMS) standard, working through our certified ISMS and dedicated information security team to ensure comprehensive protection.

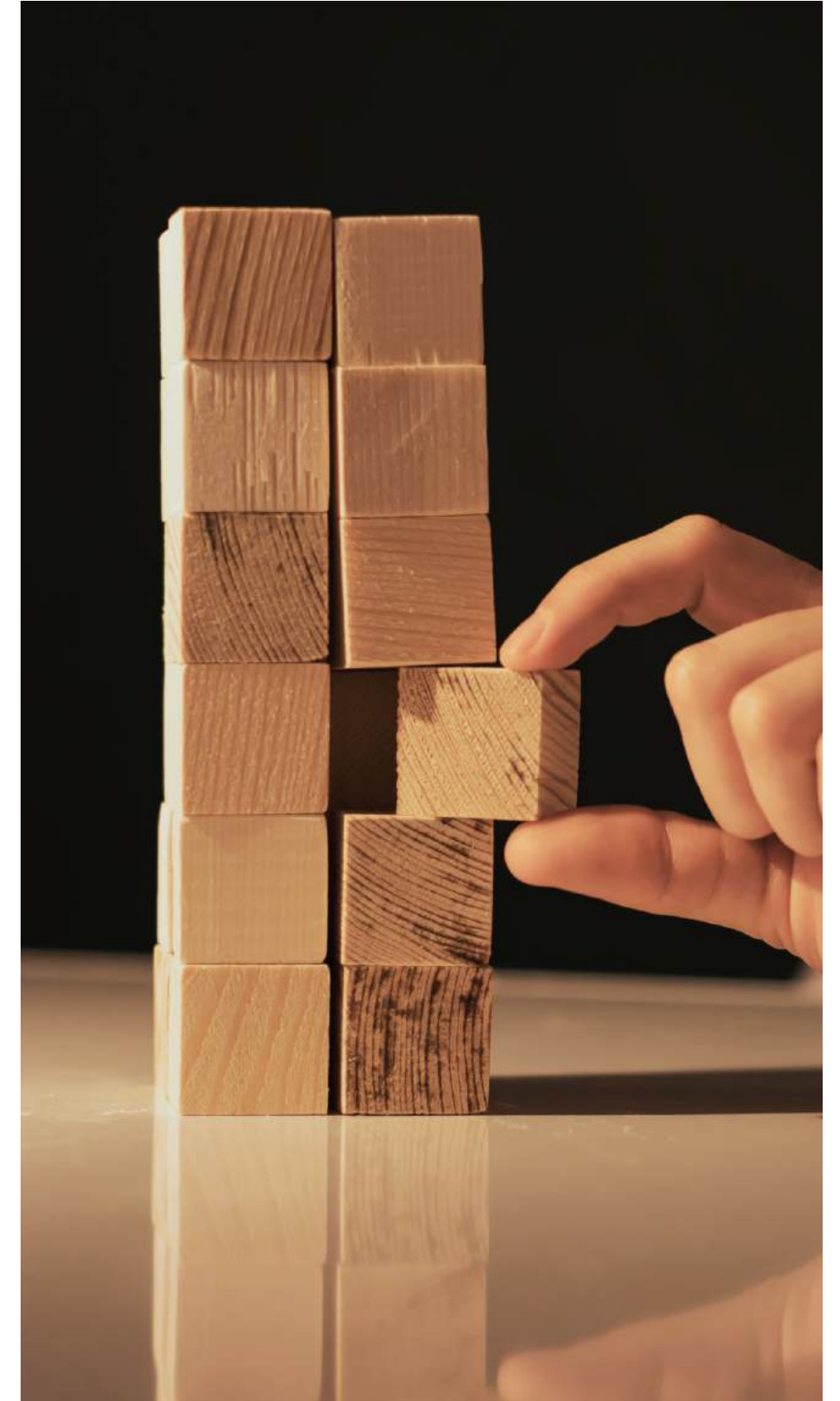
Through initiatives we consider to constitute a significant portion of our sustainability work, we ensure data security and maintain our employees in a safe work environment.

Our ISMS risk management study is a work we have developed in this context. In this study, which operates in parallel with our corporate risk management efforts, we measure ISMS risks based on asset, probability, and impact parameters. All three parameters are scored between 1-5, and based on these scores, a 5x5x5 risk matrix is created. Necessary measures are taken according to the outputs from this matrix. Within Gök Nur Gıda, rapid action is taken for risks in critical condition, and they are reduced to acceptable levels.

Business Continuity

As Gök Nur Gıda, business continuity is one of the critical components of our ISMS. The continuity of our processes and operations, along with periodic backups, forms the foundation of business continuity. With our Business Continuity Action Plan prepared in this regard, we remain prepared and proactive in cases of disruptions and sudden shutdowns, enabling us to continue our business processes without interruption.

One of the significant aspects of business interruptions includes emergencies and natural disasters. In this context, the principles outlined in our natural disaster procedures and emergency procedures are implemented.



OUR CODE OF CONDUCT

As Göknur Gıda, our code of conduct reflects our core values and serves as the unifying elements that strengthen our cohesion and ensure our consistency. These values enable our growth strategy and guide our success.

We believe that by drawing strength from our values, we can progress and achieve success.



Our Country and Employees

- Our primary objective is to support all economic, environmental, and social contributions that will bring prosperity to the country where we operate.
- Providing value to society and our employees is fundamental to our reason for existence.
- We believe the quality of our services begins with the quality of our employees.

Our People-Centric Approach

- We support our employees' talents and creativity, prioritizing their development.
- We create a work environment where collaboration and solidarity thrive.
- In recruitment and promotions, we consider only competence, performance, and job requirements.

Our Results-Oriented Approach

- We set challenging goals that serve our vision and mission.
- We achieve success through our attention to detail, diligence, and heartfelt commitment to our work.
- We benchmark our performance both internally and against competitors, always striving for better.

Our Change-Oriented Approach

- With our entrepreneurial spirit towards change and innovation, we research, support, and implement new ideas.
- We shape our innovation journey with diverse talents and knowledge.
- We identify new opportunities in our sector and rapidly adapt to change to enhance our capabilities.
- We lead change, create new markets, and set trends.
- We embrace new and different ideas.

Our Belief in Collective Success

- We respect individual differences and work as one team towards common goals.
- We consult each other, learn together, and develop our talents.
- The success of each of us is the success of our company.



OUR BUSINESS ETHICS

As Gökür Gıda, we prioritize our ethical values in all our business processes and relationships, combining this approach with a sustainable business model. By adhering to the principles of reliability, honesty, and responsibility, we provide a work environment based on ethical standards for both our employees and all our stakeholders. Our ethics committee is a reflection of both our way of doing business and our responsibility to society and the environment. The core values of our company must be embraced by all our employees and guide every stage of our business practices.



Honesty

In all our activities, we prioritize accuracy, transparency, and high moral business values. We expect all parties we work with to act in accordance with the same values. We establish cooperation based on mutual trust.



Confidentiality

As Gökür Gıda, we take care to protect the information belonging to our stakeholders. Confidential information is shared only with authorized individuals, and we do not use this information for commercial gain.



Conflict of Interest

We aim to avoid situations that could lead to potential or actual conflicts of interest. We expect all our employees to prioritize the company's benefit. We refrain from activities that would provide benefits to ourselves or our close associates.



Data and Information Security

We process personal data and information only in cases permitted by relevant legislation. We pay attention to the data security of our stakeholders and act in accordance with confidentiality and security principles.



Giving and Receiving Gifts

Gökür Gıda employees do not accept or request any gifts, gains, benefits, or privileges that could influence their impartiality, decisions, or behavior. Similarly, they avoid offering gifts or advantages that could influence the impartiality of third parties.



Combating Bribery and Corruption

As Gökür Gıda, we commit to conducting our activities in a transparent, fair, honest, lawful, and ethically responsible manner. We adopt a zero-tolerance policy against bribery and corruption and absolutely do not accept such activities. We regularly conduct training programs to raise awareness among our employees about the issue of bribery and corruption.

Fair Work Environment Policy

As Gökner Gıda, establishing and maintaining a fair work environment in our workplace is among our top priorities. This approach is based on the principle of equality in the recruitment, assignment, and treatment processes of all individuals, including full-time and part-time employees, experts, researchers, consultants, and interns. Our practices take into account international human rights conventions, advisory decisions and reports, European Court of Human Rights rulings, and the requirements of human rights legislation.

Our company is committed to providing a fair, respectful, healthy, and safe work environment in compliance with relevant laws and regulations. In this context, we aim to enhance our employees' achievements, development, and loyalty to the company.

Gökner Gıda is an equal-opportunity employer and does not discriminate based on age, race, religion, gender, nationality, skin color, marital status, sexual orientation, political opinion, disability, military status, or other legally protected characteristics. This policy covers all employment conditions and terms, including recruitment, placement, promotion, termination, compensation, and training. Any form of harassment or discrimination is strictly prohibited and not tolerated by our company. Employees who suspect a violation of this policy must immediately report the situation to their managers, senior executives, or the Ethics Committee.

Child Labor, Forced Labor, and Youth Employment Policy

In Türkiye and other countries where we operate, we adhere to policies fully compliant with local laws and International Labour Organization (ILO) standards regarding child labor, forced labor, and youth employment.

We absolutely do not permit child labor or forced labor in our business processes. If we detect such practices in our supply chain, we take immediate corrective actions. We provide mandatory training to all relevant departments, such as Human Resources, Commerce, and Operations, and ensure the active participation of all our employees.

To contribute to the professional development of young people, we allow them to work in light jobs within legal working hours. For child labor or youth employment applications, we collaborate with local organizations to develop long-term solutions.

- In cases where we encounter child labor, we create improvement plans to protect the long-term interests of children and increase their educational opportunities.
- In youth employment, we collaborate with the Ministry of National Education's Childhood Education Centers to raise awareness through impactful initiatives.
- In regions such as Nigde, Afyon, Adana, and Ankara, we organize awareness seminars on child and youth labor in industrial zones, in partnership with the Turkish Employers' Association and Child Education Centers.
- We organize short-term training courses to support the professional development of young workers.

Ethics Committee

The Gökner Gıda Ethics Committee is responsible for examining and resolving complaints regarding violations of the Company's Business Ethics Rules. Our Ethics Committee operates under the Board Chairman and consists of the following members:

- General Manager (Chair)
- Relevant Deputy General Manager/Internal Audit Manager (Member)
- Human Resources Manager (Member and Committee Advisor)
- Independent Member (Member)

If our employees encounter suspicious situations, they must report the matter to their managers, the Ethics Committee, or...



0537 838 78 13

...or report it via the dedicated WhatsApp hotline.

OUR STAKEHOLDERS

As Gökür Gıda, we believe that creating sustainable value in the food sector where we operate is possible through the strong relationships we establish with all our stakeholders. The long-term success of our company depends on transparent and trust-based collaborations with a wide range of stakeholders, from our employees to our customers, and from our suppliers to local communities.

In the table below, we summarize the key stakeholder groups we interact with as Geknur Gıda, our relationship with them, the selection processes, and our mutual responsibilities. This structure, as one of the fundamental elements of our sustainability approach, enables us to manage our interactions with stakeholders in a systematic and transparent manner.



Stakeholder Engagement Table

Stakeholder Groups	Stakeholder Selection Process	Relationship with Stakeholders	Key Issues and Our Responsibilities
Employees	Employee selection considers competence, experience, and cultural fit. Equal opportunities are provided in recruitment processes.	Periodic employee satisfaction surveys, internal communication meetings, training programs, performance evaluations, suggestion and complaint systems.	Occupational health and safety, fair compensation, training and development opportunities, employee satisfaction, diversity and inclusion policies.
Customers	Our products are shaped by quality standards, customer demands, and market analysis. Customer feedback is actively considered.	Customer satisfaction surveys, after-sales services, communication through social media and website.	Food safety and quality management, providing sustainable products, customer satisfaction, transparent communication.
Shareholders	Collaboration with investors based on financial performance, sustainability strategies, and the company's long-term vision.	Annual general meetings, investor briefings, financial reports, information sharing through corporate website.	Transparent governance, financial sustainability, ethical business practices, sustainable growth.
Suppliers	Supplier selection evaluates quality standards, sustainable production, food safety certifications, and ethical production criteria.	Supplier audits, performance evaluations, long-term collaborations, support for sustainable agricultural practices.	Sustainable and ethical sourcing, food safety, traceability, fair partnerships.
Media	Collaboration with media outlets that can accurately and transparently communicate the company's activities.	Press releases, media reporting, social media sharing, media interactions at fairs and events.	Corporate reputation management, transparent communication, increasing brand awareness.

Stakeholder Engagement Table			
Stakeholder Groups	Stakeholder Selection Process	Relationship with Stakeholders	Key Issues and Our Responsibilities
Private Sector	Business partnerships with other firms in the sector are established in line with innovation and R&D activities.	Joint projects, sectoral meetings, association memberships, and consistent policies.	Monitoring sector developments, developing innovation and sustainability projects.
Certification Organizations	Applications are made to relevant certification organizations to ensure processes comply with national and international standards.	Regular audits, certification processes, training programs, and consultancy services.	Compliance with quality and safety standards, continuous improvement, meeting certification requirements.
Government and Public Institutions	Compliance with legal requirements is maintained regarding food production, environmental regulations, and occupational health matters.	Official reporting, inspections, sector meetings, and workshops.	Legal compliance, fulfilling environmental and social responsibilities, contributing to public health.
Industry and Association Groups	Membership in relevant associations and unions is maintained to contribute to sector developments and participate in joint projects.	Sector conventions, workshops, joint R&D projects.	Contributing to sectoral development, raising awareness about sustainable food production.
Non-Governmental Organizations	Collaborations with relevant organizations are developed to support social and environmental projects.	Joint projects, donations, social responsibility campaigns.	Social responsibility projects, sustainability initiatives, environmental awareness activities.
Local Communities	Cooperation with local stakeholders is pursued to provide economic and social benefits in regions where production facilities are located.	Social projects, local employment support, community development assistance.	Supporting local economy, creating social benefit, managing environmental and social impacts.
Academia and Universities	Academic collaborations are developed within the scope of R&D and innovation activities.	Joint research, internship and training programs, R&D projects.	Contributing to scientific research, developing skilled workforce for the sector, creating innovation-focused projects.

An aerial photograph of a landscape featuring a large green rectangular overlay in the center. The background shows a mix of green forests, terraced agricultural fields, and a body of water with a small island. The sky is blue with some clouds.

03

Environmental
Sustainability

OUR ENVIRONMENTAL MANAGEMENT

As Göknur Gıda, we consider minimizing our environmental impact and managing natural resources responsibly as fundamental priorities for a sustainable future. We adopt a systematic environmental management approach to minimize environmental impacts from our production activities, improve energy and water efficiency, enhance waste management, and reduce greenhouse gas emissions.

With a continuous improvement mindset, we develop projects to enhance our environmental performance.

Our Key Environmental Management Practices

Energy and Water Management

We implement technologies and improvement projects for efficient use of energy and water in our production processes. To reduce our water footprint, we integrate recovery and reuse systems.

Waste Management

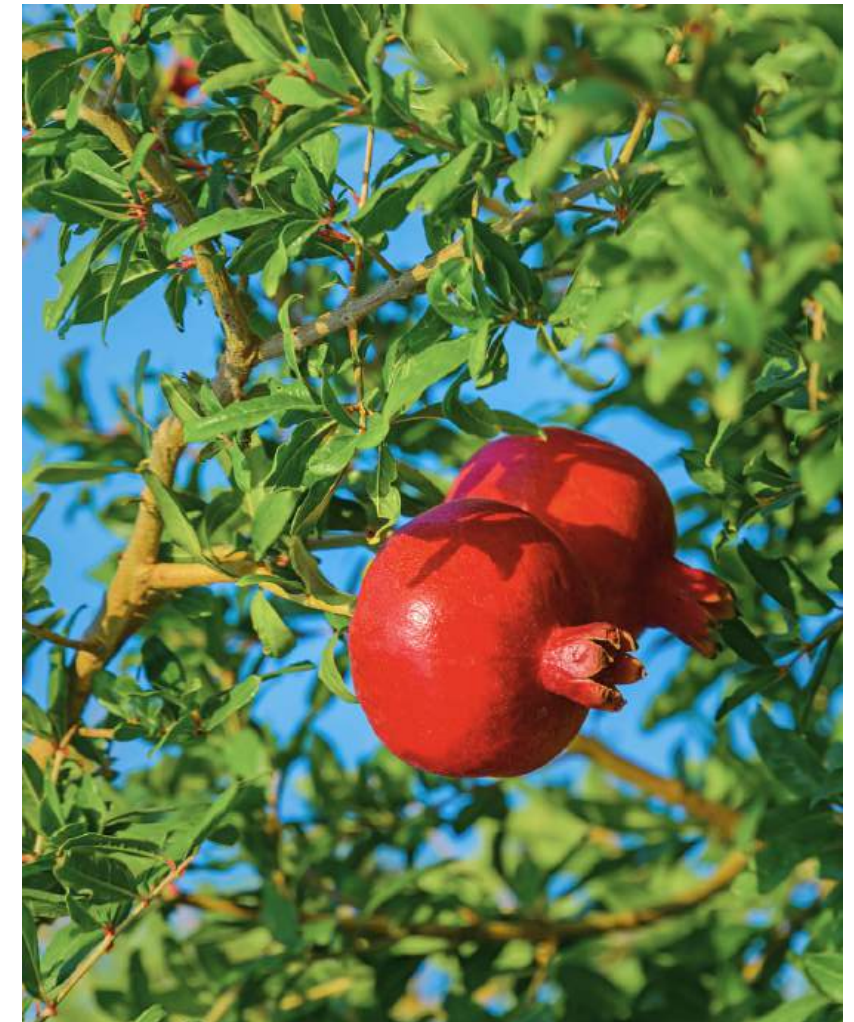
We carry out studies to minimize waste generation and increase recycling rates in line with circular economy principles. We ensure the evaluation of organic waste through alternative methods such as biogas production.

Carbon and Emissions Management

We develop energy efficiency projects to reduce our carbon footprint, invest in renewable energy sources, and implement environmentally friendly solutions in logistics processes.

Biodiversity Conservation

We contribute to the protection of ecosystems by promoting sustainable agricultural practices in our supply chain.



Within the scope of our environmental management, we organize training sessions to raise environmental awareness among all our employees and suppliers, and we collaborate with stakeholders to develop sustainable environmental solutions. **We continue to shape all our processes in line with environmental sustainability principles to leave a livable world for future generations.**

ENERGY MANAGEMENT AND CLIMATE CHANGE ADAPTATION

As Gökür Gıda, while conducting our operations with sustainable growth as our foundation, we consider energy management and climate change adaptation among our priority strategic objectives. The efficient use of natural resources, adoption of energy-efficient technologies, and development of innovative solutions in these areas are integral parts of our company policies. We aim to minimize environmental impacts by optimizing energy management across all our processes.

Efficient Use of Natural Resources and Recovery

Our organization has identified the efficient use and increased recovery of natural resources as fundamental to our business approach. In this context, we prioritize energy-efficient technologies from the design phase and support the development of high-performance products, services, and technologies. Simultaneously, we actively implement an energy management system in our production activities. To minimize the environmental impacts of energy use and establish an energy efficiency culture within our company, we prioritize continuous improvement of energy performance and regularly review this performance.

Integrated Approach with ISO 50001 Energy Management System

In accordance with the ISO 50001 Energy Management System standard, we adopt a comprehensive approach for continuous improvement of energy performance. We enhance effectiveness in energy management through energy planning, monitoring of performance indicators, and compliance with legal requirements.

Our energy targets and policies are regularly reviewed according to established priorities, and we conduct training to increase employee awareness about energy efficiency. We continuously monitor energy usage through performance indicators, evaluate improvement opportunities, and update these indicators as needed. Additionally, by applying energy efficiency criteria in our procurement processes, we prioritize the selection of products and services that minimize environmental impact.

At Gökür Gıda Dinar Factory, energy planning compliant with the ISO 50001 standard has been implemented, and this planning has been thoroughly documented. Factors positively and negatively affecting energy usage have been identified, analyses to improve energy performance have been conducted, and meetings have been held. Within this framework, energy plans are regularly reviewed, adjustments are made, and energy reference points are updated.

In line with our energy goals and priorities, we are developing strategies to minimize our carbon footprint and adapt to climate change. As part of these efforts, we are increasing employee awareness about energy efficiency, promoting the integration of innovative technologies, and committing to contribute to environmental sustainability. We regularly organize training and awareness activities to enhance employees' energy efficiency and environmental consciousness. Furthermore, we follow industry best practices in sustainable energy solutions and integrate these solutions into our operations.



Farmer Training Programs

As Gökür Gıda, we provide regular training programs for farmers to support sustainable agricultural practices. We cultivate organic fruits across a total of 30,000 decares – 10,000 decares under our direct operations and 20,000 decares under our consultancy. Additionally, we strengthen our organic fruit supply chain through collaboration with our contract farmers.

These annual trainings for our contract farmers address fundamental organic farming principles, Gökür Gıda's organic certification standards, and the importance of environmental and water resources. The program also covers maintaining plot records, land maintenance procedures, pruning techniques, plant disease control methods, efficient water resource utilization, and weed control methodologies. Through this comprehensive approach, we facilitate farmers' transition to sustainable practices while enhancing agricultural productivity and quality.



As Gökür Gıda, we continue our commitment in energy management and pledge to fulfill our responsibility to protect natural resources and leave a more livable world for future generations.

Approved and Operational Solar Power Plants		
Location	Facility	Installed Capacity
Nigde	Ovacık Garden SPP	136 kW
Adana	Fresh Fruit Packaging	640 kW
Adana	Adana Factory Roof-1	840 kW
Adana	Adana Factory Roof-2	840 kW
Afyon	Afyon Factory Roof-1	720 kW
Afyon	Afyon Factory Roof-2	720 kW
Afyon	Afyon Factory Roof-3	740 kW



5976 kW

Total Installed Capacity (Approved and Operational)

Solar Power Plants Under Installation and Planned for Future Integration		
Location	Facility	Installed Capacity
Nigde	Nigde Factory Roof-1	960 kW
Nigde	Nigde Factory Roof-2	960 kW
Nigde	Nigde Factory Roof-3	960 kW
Nigde	Ovacık Garden SPP	100 kW
Nigde	Mey Biogas Hybrid SPP	176 kW
Afyon	Dinar Biogas Hybrid SPP	176 Kw
Ankara	Headquarters Roof	60 kW
Mersin	Mersin Roof	150 kW



3542 kW

Total Installed Capacity (Under Installation and Planned for Future Expansion)

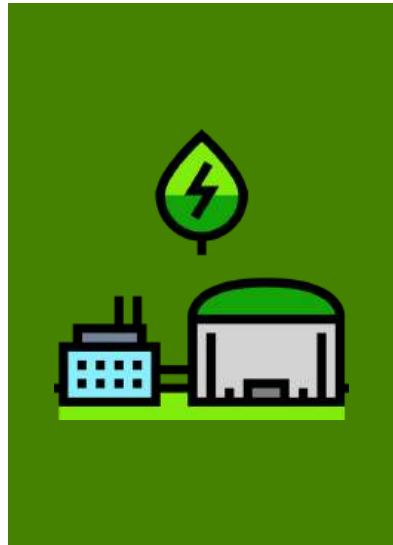
Total SPP + Biogas Annual Production	29,136,335 kW
Total Production Capacity	11,165.47 kW
Total Consumption	34,246,228 kW
Renewable Energy Supply Ratio	85%

SUSTAINABLE ENERGY PROJECTS: BIOGAS POWER GENERATION PLANTS

As Göknur Gıda, we always prioritize environmental sustainability and energy efficiency, placing great importance on biogas and renewable energy projects. In this context, we have implemented two significant projects to convert agricultural waste and fruit juice production facility waste into energy: **Dinar Biogas Power Generation Plant** and **Mey Biogas Power Generation Plant**. Both projects adopt an eco-friendly approach, aiming to produce "Green Energy" while ensuring the most efficient use of fruit waste and production residues.

Dinar Biogas Power Generation Plant

As Göknur Gıda, we successfully operate the Dinar Biogas Power Generation Plant located in Afyonkarahisar to support sustainable energy production. This plant utilizes fruit waste leftover from juice production processes to generate electrical energy. Designed with an environmentally friendly production approach, this facility also represents a significant step forward in green energy production. The electricity we produce is sold to the national grid, while the fermented products are used as natural fertilizer in fruit orchards. Additionally, the excess heat generated is utilized to enhance efficiency in our factory.



The Dinar Biogas Power Generation Plant, with a total installed capacity of 1.169 MWe/1.238 MWh, annually produces

8,183,000 kWh of electricity,

8,666,000 kWh of thermal energy.

The plant processes 32,000 tons of fruit waste annually as raw material, producing 27,000 tons of fermented products. This process also prevents the emission of 3,936 tCO₂ each year.

The excess heat used in our factory improves production efficiency by aiding in the heat treatment of processed fruits. This not only saves energy but also minimizes environmental impacts. In a potential fuel-switching scenario, the plant would require 3,852 tons of fossil fuel annually, which equates to preventing 4,634 tons of CO₂ emissions.

The fermented products obtained from the biogas process enhance soil quality in fruit orchards and reduce the need for commercial fertilizers. Thus, through an eco-friendly production model, we contribute to the conservation of natural resources.





Mey Biogas Power Generation Plant

The Mey Biogas Power Generation Plant, located in our Nigde province, is another important facility operated by Göknur Gıda that supports sustainable energy production. This plant also utilizes waste from juice production to generate electrical energy. The electricity is fed into the national grid. The fermented products are used as fertilizer, and the excess heat produced is utilized to enhance efficiency in our juice factory.

The Mey Biogas Power Generation Plant, with an installed capacity of 1.168 MWe/2.338 MWth, annually produces:

8,183,000 kWh of electricity and 8,666,000 kWh of thermal energy.

The plant processes 28,000 tons of fruit waste annually, producing 23,500 tons of fermented products, thereby preventing 3,938 tCO₂ emissions each year.

At our plant, the excess heat is used to make the energy consumed in our juice factory more efficient. This energy proves beneficial for heating fruits and cooling finished products. While our current operation doesn't require any fuel switching, in a potential fuel-switching scenario, it would require 3,882 tons of liquid fuel annually. In such case, it would be possible to prevent 4,634 tons of CO₂ emissions.

One of the most significant environmental contributions of the Mey Biogas Power Generation Plant is the development of flow management systems. This plant helps prevent agricultural land pollution and creates an environmentally sensitive energy infrastructure through clean electricity production. Additionally, the waste heat produced by the plant plays an important role in improving product quality and production efficiency in our factory.

Our Environmental Contributions

As Göknur Gıda, we place great importance on the environmental benefits of each of these biogas projects. Green Energy production, efficient use of renewable resources, and conversion of waste into energy create a sustainable production process that reduces our environmental footprint. These projects not only generate energy but also reduce carbon emissions, contributing to the fight against climate change.

The fertilizer production from our projects supports agricultural sustainability by reducing chemical fertilizer use and promoting organic farming. The fermented products enrich the soil with organic matter and nutrients, enabling more productive and healthier farming. Furthermore, the fruit waste used in biogas plants minimizes environmental harm while ensuring efficient energy production.

Through the Dinar and Mey Biogas Power Generation Plants, we are achieving our environmental sustainability goals as Göknur Gıda. These projects enable efficient utilization of agricultural waste while contributing to eco-friendly energy production. The annual electricity and thermal energy production prevents significant CO₂ emissions, and the fermented products encourage the use of organic fertilizers in agriculture.

In the coming years, we aim to increase the number of such projects to support more local farmers, further reduce our environmental impact, and strengthen our leadership in sustainable energy production. Additionally, building on the successes and experiences gained from current projects, we plan to rapidly implement other investments in renewable energy.

WATER AND WASTEWATER MANAGEMENT

As Gökür Gıda, in line with our commitment to sustainability principles, the conservation of natural resources and minimizing environmental impacts are among our top priorities. The innovative solutions we implement in areas such as efficient water use, wastewater management, and recycling contribute to fulfilling our environmental responsibilities.

Water Management in Fruit Unloading and Washing Pools



In our fruit unloading and washing pools, alongside municipal water, we utilize wastewater treated through reverse osmosis (RO) systems to reduce our environmental impact. This system filters water to produce product water while simultaneously generating some wastewater. Depending on the system's efficiency and desired water quality, approximately 65-70% of the water is recovered as product water, while the remaining 30-35% emerges as wastewater.

As Gökür Gıda, we actively reuse this wastewater in operations such as fruit washing and pool cleaning, thereby reducing water consumption and contributing to the conservation of natural resources. This approach enhances water efficiency while supporting sustainable production processes.

Our Wastewater Treatment Processes



During fruit washing, organic and inorganic wastes such as soil, dust, leaves, and branch particles on the fruit are removed through a comprehensive treatment process. The majority of these wastes are separated through sedimentation in two-stage settling ponds. Subsequently, larger particles remaining in the water are cleaned by passing through a drum screen with counter-flow. Settled materials, stones, and other debris are regularly removed from the ponds through periodic cleaning.

The remaining water then reaches our treatment facility, where it passes through additional settling ponds and drum screens. The treated water is filtered through vacuum drum filters and, in accordance with the Wastewater Discharge Regulation, is reintroduced as clean water into the municipal network. This method is continuously optimized to ensure the most efficient use and treatment of water.

Sustainability and Investment in the Future



For Gökür Gıda, the importance we place on water and wastewater management represents not only a current effort but also a continuous commitment to minimizing our environmental impact in the future. Through sustainable agricultural practices and efficient water resource management, we aim to set an example in our industry.

Rainwater Collection and Management



Rainwater collection and efficient usage are also among Gökür Gıda's sustainability goals. With our 75,000 m² and 350,000 m³ capacity rainwater collection ponds in the Nigde Badak region, rainwater is collected and directed to drip irrigation systems in our fruit orchards. This method reduces our dependence on natural water sources while meeting our irrigation needs in a more sustainable manner.

A vibrant orange orchard with rows of trees laden with ripe, bright orange fruit. The scene is captured from a low angle, looking down a dirt path between the trees. The foliage is lush green, and the sunlight filters through the leaves, creating a warm, golden atmosphere. A semi-transparent orange rectangle is overlaid in the center of the image, containing the chapter title.

04

Sustainable Product Management

SUSTAINABLE PRODUCT APPROACH

As Gökür Gıda, while developing environmentally friendly and innovative products through our R&D studies, we maintain the highest standards of food safety. We adopt a transparent and trust-based approach in our customer relations, aiming to provide solutions that best meet expectations. Through our sustainable supply chain practices, we contribute to the conservation of natural resources while establishing strong collaborations with local producers. With this future-shaping approach, we are committed to creating both environmental and social value.

R&D

As Gökür Gıda, we place great importance on our R&D studies to strengthen our pioneering position in the sector and develop innovative products. Our R&D center in Nigde, covering a total area of 1,478 m², has been operating as a research center approved by the Republic of Türkiye Ministry of Industry and Technology since 2018 and is recognized as one of the distinguished centers in its field.



At our R&D center, 25 completed projects to date, carried out by 14 researchers and 3 technicians, demonstrate the innovative approaches of our expert team.



Currently, work continues on 7 projects.



Among our employees, there is 1 postdoctoral researcher, 2 master's degree holders, 3 master's students, and 8 bachelor's degree holders.



Our R&D Activity Areas

Our R&D studies focus on various fields including the development of fruit/vegetable juices and derivatives, valorization of waste, and formulation of innovative products. Our priority activity areas:

-  Development of functional fruit/vegetable juices and derivatives.
-  Process development for alternative products such as fruit bars and dried fruits.
-  Valorization of fruit juice industry waste to obtain value-added products.
-  Creation of new combinations with nutrients proven to have positive health effects in organic and conventional products.
-  Development of new formulations for plant-based milk and fruit/vegetable derivative products.

Our R&D Strategies

Our R&D strategies constitute a roadmap created to achieve our company's standardization and innovation goals. With our short, medium and long-term objectives, we focus on projects that will provide both environmental and economic benefits.

Short-Term (0-1 Year)

- Increase idea collection processes from internal and external stakeholders for our "Idea Garden" project.
- Develop new product segments alongside our existing products.

Medium-Term (1-3 Years)

- Development of organomineral fertilizers by valorizing biogas plant waste.
- Increase environmental sustainability through waste management projects.
- Increase qualified personnel by strengthening academic collaborations.

Long-Term (3-5 Years)

- Contribute to agricultural production through evaluation of by-products.
- Develop innovative solutions through national and international projects.
- Ensure commercialization of R&D project outputs.
- Strengthen our intellectual property rights by increasing patent applications.

Our R&D Studies

The products we develop under our brand aim to provide innovative solutions that meet customer expectations. Our extensive product range - including fruit/vegetable juices, concentrates, purees, and organic options - reflects our commitment to quality and sustainable production. Through our activities, we aim to shape the future of the industry by offering innovative and functional products.

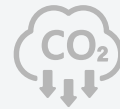
As Göknur Gıda, we support sustainable production processes through waste management projects and energy efficiency-focused studies. Through our R&D projects, we target not only economic value but also environmental and social value creation.

Nigde Agricultural Land R&D Trial

As Göknur Gıda, we are conducting an R&D project on 10 decares of land in Nigde to develop sustainable agricultural practices and protect our natural ecosystem. Within the scope of this project:

Water Conservation

Innovative irrigation techniques are being tested to reduce water usage in fruit cultivation.



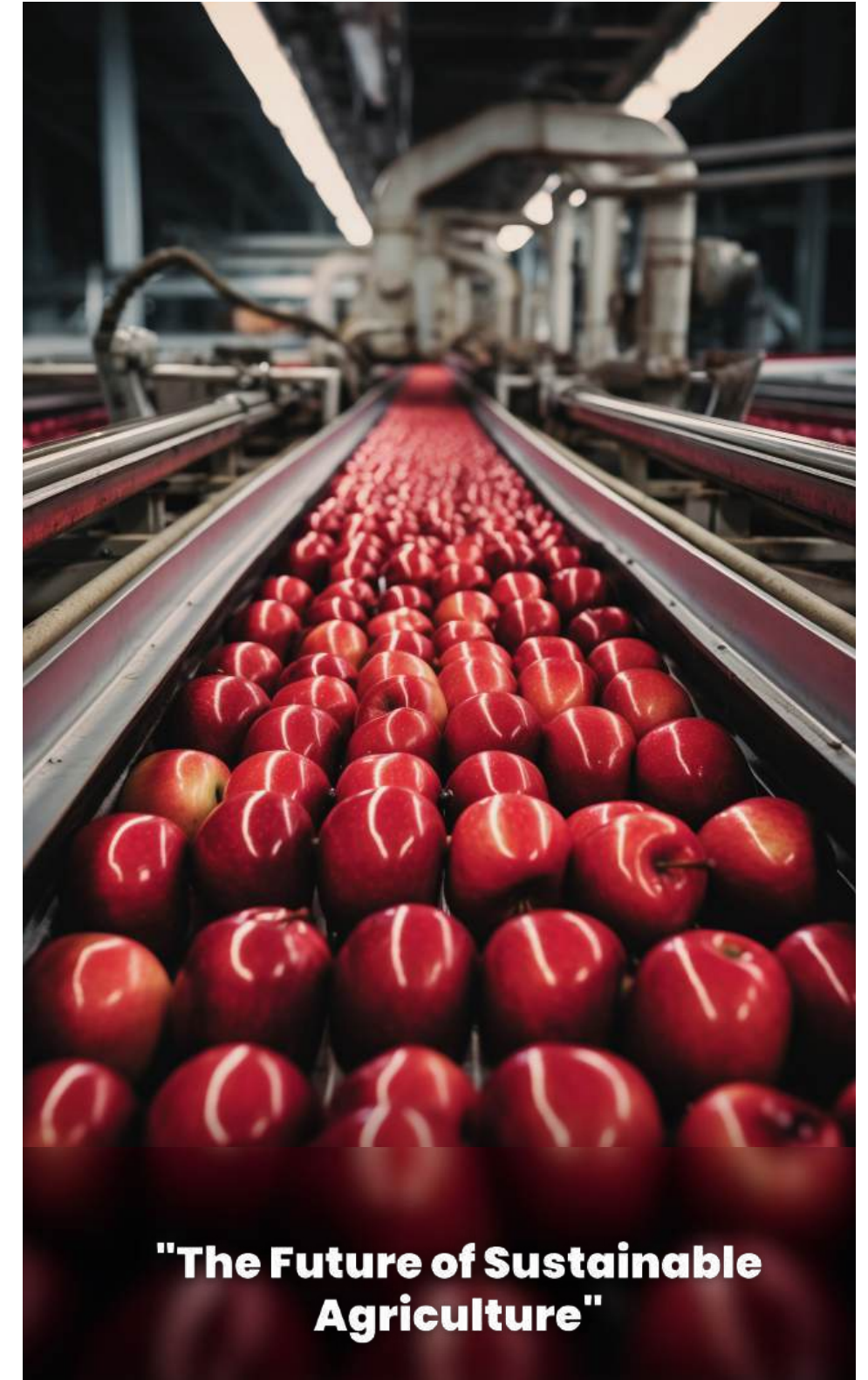
Soil Fertility

Vermicompost applications are being implemented to preserve and improve the soil's natural structure.

Digitalization in Agriculture

Digital technologies and precision farming practices are being adopted to increase productivity and optimize resource utilization.

The findings from these studies will be applied across our 10,000-decare agricultural land for larger-scale sustainable farming practices, with the goal of increasing both environmental and economic benefits.



The Nigde R&D project is part of our mission to minimize the environmental impact of agricultural activities and utilize local resources efficiently. The results obtained from these studies will guide our farming practices toward a greener future.

FOOD SAFETY

As Göknur Gıda, we consider food safety as the cornerstone of our business model and an indispensable element of our sustainable growth strategy. We are committed to protecting the health and trust of our consumers, reinforced by our internationally compliant management systems and innovative approaches. At our facilities in Adana, Afyon, Ankara, Mersin, and Nigde, we maintain our commitment to delivering reliable and high-quality products by implementing global food safety standards.

Our dedication to food safety is certified by the following international certifications:

ISO 22000:2018

We ensure food safety at every stage of our production processes, from raw materials to final products, adopting a comprehensive management approach. This standard guarantees that our products are not only safe but also competitive in global markets.

BRCGS ISSUE 9

This globally recognized standard certifies that our food safety management meets the highest levels of excellence. We maintain a transparent and traceable production process throughout our supply chain.

Non-GMO Certification

We provide products free from genetically modified organisms (GMOs), reflecting our commitment to both environmental and human health.

Organic Certifications (TR, EU, NOP, JAS)

Our production processes comply with organic farming standards, aligning with our mission to protect natural resources and support sustainable agriculture.

Kosher and Halal Certifications

We respect the cultural and religious sensitivities of our consumers by offering safe products that cater to all segments of society.

Our Food Safety Approach and Sustainability

Göknur Gıda's facilities in Adana, Afyon, Mersin, and Nigde lead the industry in food safety management with production processes fully compliant with international standards. Our sustainable food safety practices include:

Regular Audits and Certification

Each facility undergoes regular audits by independent and accredited organizations, continuously strengthening our compliance and the effectiveness of our food safety systems.

Consumer Health-First Approach

We prioritize consumer health at every stage of production and continue to develop innovative solutions in this direction.

"For a Safer and More Sustainable Future"

As Göknur Gıda, we view food safety not just as a requirement but as a responsibility to society and our planet. The practices implemented at our Adana, Afyon, Ankara, Mersin, and Nigde facilities aim to deliver reliable food production while creating environmental and social benefits. This philosophy is integral to our business model and sustainable growth strategy.

Our leadership in food safety and our achievements in obtaining international certifications reinforce our industry leadership and enhance our global reputation. We continue working to provide consumers, stakeholders, and future generations with a safer, healthier, and more sustainable future.

CUSTOMER RELATIONS

As Göknur Gıda, we consider customer satisfaction as an ongoing priority and aim to continuously improve ourselves by conducting comprehensive annual surveys to gather our customers feedback.



91%

Customer
Satisfaction
Rate

As of 2023, our customer satisfaction survey results show we have achieved a high satisfaction rate of 91%.

This success is not only a reflection of our quality service approach but also an indicator of our customer-centric philosophy.

Sales Processes and Customer Communication

Our priority in customer relations is to provide trouble-free and quick solutions. In sales-related surveys, our authorized and competent staff consistently provides customers with accurate information and prompt solutions. Our marketing and sales team possesses in-depth product knowledge and professionally addresses all types of requests. The timely and accurate fulfillment of urgent orders is one of our company's key strengths. Additionally, our complaint resolution capability positively reflects in survey results as an indicator of our commitment to customer satisfaction.

Delivery and Logistics Processes

As Göknur Gıda, we manage our delivery processes with excellence to ensure customer satisfaction. Damage-free and timely order delivery is critically important to us. We deliver the correct products in the right quantities while also paying attention to appropriate packaging and delivery methods.

Product Development and Quality

Developing products that meet customer expectations is a cornerstone of our sustainable growth strategy. Product-related topics in surveys enable us to quickly respond to changing market and customer demands. Our product quality is crucial both for meeting current demands and for future-oriented development. Our product diversity has the capacity to offer different options tailored to each customer's needs.

Company Profile and Reliability

Our company always prioritizes the principle of reliability as part of our commitment to customer satisfaction. Regarding company profile matters, we aim to provide trustworthy services and build strong relationships with our customers. Our emphasis on customer satisfaction is reflected in all our business processes. Customers can always expect quality service and easy communication with our company when needed.

Sustainability and Social Responsibility

As Göknur Gıda, we integrate sustainability into every stage of our business model. Through efficient use of natural resources, eco-friendly packaging, and energy-saving measures, we work to minimize our environmental impact. Additionally, we conduct training programs to foster sustainability awareness among our employees. We will continue making continuous improvements to enhance our service quality, ensure customer satisfaction, and achieve our sustainability goals.



SUSTAINABLE SUPPLY CHAIN

As Gökner Gıda, in line with our sustainability approach, we adopt ethical, environmentally conscious, human rights-respecting, and occupational health and safety-prioritizing practices in our supply chain processes. Within this framework, we expect our suppliers to operate according to the following principles:



Compliance with Laws and Regulations

We require our suppliers to comply with all local and international laws and regulations. Activities that violate business ethics are considered in supplier evaluation processes.



Environmental Responsibility

It is among our priorities that our suppliers minimize the environmental impact of their operations, adopt efficient approaches in natural resource usage, and implement eco-friendly practices.



Respect for Human Rights

We aim to collaborate with suppliers that are free from all forms of discrimination, provide equal opportunities, and respect their employees rights.



Child Labor and Forced Labor

Avoiding child labor and forced labor practices, and complying with international conventions and local regulations on this matter are fundamental expectations from our suppliers.



Anti-Bribery and Anti-Corruption

It is crucial that our suppliers show zero tolerance towards unethical activities such as bribery and corruption.



Health and Safety

Among our priorities is that our suppliers provide their employees with a healthy and safe work environment and act in compliance with relevant regulations.



Training and Awareness

As part of sustainability policies, we plan to provide suppliers with training on environmental awareness, human rights, ethical rules, and occupational health and safety.

As Gökner Gıda, we commit to conducting regular audits to continuously monitor supplier performance, evaluate compliance with standards, and facilitate improvements where needed. In related processes, we aim to establish long-term collaborations with business partners who demonstrate compliance with sustainability principles by creating an approved supplier list.



05

Social Sustainability

OUR HUMAN RESOURCES APPROACH



As Gökür Gıda, within the framework of our vision, mission, competencies and ethical values, we adopt a participatory and value-creating Human Resources Management approach based on principles of change and transformation.

We believe our most valuable asset is our highly qualified employees. Within the scope of our vision, the purpose of our Human Resources management is to attract, retain and develop talents aligned with Gökür Gıda's values and culture.

In line with our Corporate Equality Policy, we aim to create awareness among all employees by providing a fair, transparent, efficient, healthy and development-oriented work environment. From the recruitment process onwards, encompassing training, promotion, performance management, career management and compensation practices, we stand firmly against all discriminatory elements, attitudes and behaviors based on personal characteristics such as gender, age, marital status, race, language or ethnic origin, in accordance with equality and inclusion principles.

Focus Areas of Our Human Resources Policies



OUR HUMAN RESOURCES PRACTICES

Recruitment Process

We carefully select new talents who will shape the future and transform our company.

We aim to bring into our organization individuals who will shape the future, are open to innovations and change, committed to ethical values, keep up with rapidly changing technology, and can lead this transformation. We strive to attract human resources with continuous development and learning efforts to Goknur Gıda, make this sustainable, and become an organization that all our employees can be proud of.

In an increasingly competitive sector, we believe our sustainable success depends on our ability to attract the best talents both inside and outside the organization. We do not limit our recruitment approach to just filling open positions with the best candidates; we also value whether candidates have the potential to advance to higher positions in their careers.

We keep our "Values" and "Competencies," which guide all our jobs and relationships, at the center of the recruitment process as a guide, and we prefer candidates who share our common values and can adapt to our corporate culture.



Internship Processes

At Gökür Gıda, as a result of our sensitive approaches to social responsibility, we offer internship opportunities during summer months to student candidates continuing vocational high school and university education. This provides students with the opportunity to develop themselves, apply the knowledge they have learned during their education in practice, and get acquainted with the business world.

The purpose of this process is to support young people who will enter the business world in the future to increase their knowledge and experience in their field of study before starting their professional lives.

Performance Management

We help employees transform their talents to achieve high performance. Our "Strategic Performance Management," implemented annually, ensures the alignment of individual goals and performance with company strategy, enabling the realization of vision and strategy through integrated processes.

Through our performance management process, we create a common understanding of Goknur Gıda's vision and goals, objectively measure and evaluate our employees' performance using competency definitions specific to each job group and title. We strive to sustain high corporate performance by directing our employees to the right goals and the business results they create.

Using the outputs from performance evaluations, we review employees' strengths and areas for improvement, and determine personal development plans for their long-term career goals.

Accordingly, we support other important human resources processes such as training, talent management, compensation management, and rewards to help our employees realize their full potential.

We nurture all these practices with our corporate culture based on open communication and continuous feedback, providing every opportunity for our employees to maintain high motivation in their fields and become "difference-making" individuals.



Training Management

We continuously support our employees in their career journeys to make development a lifestyle.

In alignment with our strategies and objectives, we aim to consistently support all our employees in their professional journeys for both technical and behavioral development. With our sustainable learning and development approach, which is part of our corporate culture, we enable our employees to recognize their knowledge, skills, and talents, explore their areas of interest, identify development points that will contribute to their career journeys, and plan with the right tools.

Our training management is structured with the understanding of maintaining Goknur Gıda's characteristic as a "Learning Organization" in line with our values, strategies, mission and vision, while increasing employees' awareness, productivity and motivation, and ensuring they reach superior performance levels.

Our training activities aim to develop employees' personal knowledge, skills, corporate effectiveness and professional competencies, and to create attitude alignment among our employees.

Talent Management

Talent Management is a process we conduct with holistic and systematic practices to cultivate business leaders who will shape our organization's future. We develop organizational competencies that will increase our competitive power, bring new talents to our organization to ensure the continuity of our leadership teams, and develop our existing talents. In this process, we prioritize strategies that encourage high performance, maintain diversity together, and maximize benefits from this richness.

Our Talent Management system focuses on supporting individuals with potential to successfully fulfill critical roles now and in the future. In this context, our talent management practices are carried out in five main elements: talent identification, talent attraction, talent development, talent engagement, and talent retention.

With this systematic approach, we both support our employees' individual development and advance towards our corporate goals with confident steps.



We implement talent management strategies that will support employees' positive experiences throughout their life cycle.

Career Management

We strive to make Gökür Gıda a workplace where our colleagues can cultivate their future aspirations. Within our company, we make concerted efforts to support our employees in their career planning and provide them with opportunities.

At Gökür Gıda, Career Management is implemented as a process involving goal planning, strategy organization, and execution to meet employee needs and help them achieve their career objectives.

The objectives of our Career Management initiatives include identifying employees' skills and current goals, better anticipating future human resource requirements, predicting different development stages for various specialties and professions within the company, and retraining and reactivating at-risk workforce segments.

We implement "Career Planning and Career Development" programs for our employees by integrating competency, succession planning, and talent management processes that emerge from our organizational development efforts.

Compensation Management

We operate a compensation management system aligned with our strategies, long-term objectives, and risk management framework. The Compensation Management System is designed to attract the human capital essential for sustainable success to our organization, while retaining, rewarding, and motivating our workforce.

Our system is applied based on job scope and performance metrics. Our fundamental aim is to reward high performance and ensure the continuity of success.

Within this structure, we maintain a fair system adhering to the principle of equal pay for equal work, while specifically recognizing and rewarding our top performers. This approach enables us to progress steadily toward our corporate objectives by enhancing employee satisfaction and motivation.



Employee Training

As Gökür Gıda, we implement a systematic training and development program to develop the duty and responsibility awareness of our employees and increase their knowledge and skills. We conduct trainings at different levels based on performance evaluation results, competency analyses, employee expectations, and technological developments that we determine as training needs.

To facilitate the adaptation of newly hired employees, we first organize basic orientation trainings. Then, we support them with specific trainings suitable for their departments and areas of responsibility. We provide detailed trainings specific to their fields to our employees in different positions such as quality, warehouse, cleaning, laboratory, maintenance, R&D, and production, and we systematically record this process.

For example, while we provide full quality manual training to our quality teams, we offer trainings focused on food safety and pest control programs to our warehouse employees. We enable our laboratory employees in laboratory management, and we organize practical trainings on chemical use and cleaning instructions for our cleaning teams. We meticulously follow up our training programs and constantly update them in line with annual plans. All training data is recorded in our training database, making our development processes transparent and traceable.

With this systematic approach, we both improve the competencies of our employees and further strengthen our qualified human resources that contribute to our company's continuously growing goals.

EMPLOYEE ENGAGEMENT



**Recognition and Support
for Success!**

As Göknur Gıda, we adopt a management approach that supports our employees' decisions, gives them responsibility and authority, encourages them, and most importantly, appreciates them. To maintain high levels of employee engagement and satisfaction – one of the key elements of high customer satisfaction – we regularly evaluate the feedback we receive from our internal customers every year.

Thanks to this feedback, we analyze our strengths and areas for improvement, review our business processes and human resources policies, create action plans, and take concrete steps to ensure the sustainability of engagement.

We use various methods to continuously measure and improve employee engagement in our company. Through annual satisfaction and engagement surveys conducted in all our departments, we measure the employee experience in detail. Based on the survey results, we consider our employees' expectations and areas for development to create concrete action plans.



Additionally, to collect improvement and development suggestions, we offer our employees the **Idea Garden** platform on our company website. Through this platform, our employees can share their suggestions with departments and contribute to the development process.

With this management approach, we increase our employees' satisfaction and engagement while ensuring the sustainable success of our business.

EMPLOYEE RIGHTS AND BENEFITS

One of our fundamental human resources policies is our "fair and reliable compensation management" approach. Our compensation management system consists of a fair and reliable salary structure and benefits package that encourages success and excellence while being aligned with market conditions. Salaries are determined in accordance with the company's ethical values, internal balances, strategic objectives, and employee responsibilities, rather than short-term performance. Additionally, our company adopts the principle of equal pay for equal work, taking into account market conditions and internal balances.

Benefits

The benefits provided to all our employees include:

-  Lunch meals
-  Workplace health services
-  Transportation services
-  Complementary health insurance
-  Rental assistance
-  Shopping and food assistance
-  Social benefits (marriage, birth, etc.)
-  Grocery packages during holiday periods
-  Parent-friendly additional leave practices
-  Training opportunities for professional and personal development
-  Awards for outstanding performance, contributions, and creativity



Equal Pay for Equal Work

OUR HUMAN RIGHTS APPROACH

Respect for human rights is one of Göknur Gıda's core values. Our company makes maximum efforts to comply not only with Turkish Labor Law but also with the Universal Declaration of Human Rights of the United Nations, the principles of the International Labour Organization (ILO), and the requirements of international conventions to which our country is a party.

Our Human Rights Policy has been established within the framework of international standards such as the UN Global Compact, UN Convention on the Rights of the Child, ILO Conventions, OECD Guidelines, and national laws. In line with this policy, our company adopts a human rights-respecting approach in societies where it operates globally and has made it a principle to provide employees with a positive work environment. The principles outlined in our Human Rights Policy and Ethical Conduct Procedures apply to all Goknur Gıda employees – both indefinite and fixed-term, part-time and temporary – as well as to stakeholders, all business partners (especially authorized service and service network partners) and independent suppliers.

Our Fundamental Principles and Practices

Equality and Non-Discrimination

We strictly oppose discrimination based on factors such as age, race, belief, skin color, gender, language, nationality, medical condition, sexual orientation, seniority, political opinion, military status, actual or perceived disability, religion or other legally protected characteristics in our employees' recruitment, training, career development and other processes. We expect all our employees to act with the same sensitivity in their behavior towards each other.

Workers Rights

We show zero tolerance for forced labor, child labor and all other violations of workers' rights. We respect our employees' rights to join or not join a union, form unions and engage in collective bargaining without facing discrimination, dismissal, threats or retaliation.

Occupational Health and Safety (OHS)

With a zero accident target, we provide a safe working environment for our employees, take all necessary OHS measures and ensure all employees receive training on this matter. We ensure that our employees as well as supplier and partner employees work under safe and healthy conditions.

Respect for Human Rights

We organize annual trainings to eliminate negative impacts on human rights and raise awareness among our employees. Additionally, as stated in the UN Guiding Principles on Business and Human Rights, we consider the special circumstances of groups (indigenous peoples, women, ethnic, linguistic and religious minorities, children, disabled persons, migrant workers and their families) whose rights are explained in more detail in UN documents.

A Respectful, Harassment-Free Workplace

We are committed to providing a work environment where violence and harassment are not tolerated, and where there are no conditions that threaten safety or cause discomfort. We show zero tolerance for any form of physical, verbal, sexual or psychological harassment, bullying, abuse or threats.

Supply Chain and Procurement

Our supplier selections are made in accordance with Göknur Gıda's Supply Chain Policy which considers respect for human rights and environmental sensitivity.

Complaint and Remedy Mechanisms

As a company, we develop formal and informal complaint mechanisms against human rights violations and take necessary steps to remedy violations.

OUR COMMUNITY RELATIONS

Donation and Aid Policy

As Goknur Gıda, the primary purpose of our donations and aids is to fulfill our social responsibilities, create social responsibility awareness, meet social and community needs, provide public benefit, and encourage activities beneficial to the public.

When selecting institutions, organizations or non-governmental organizations for donations and aids, we consider societal needs. In this selection, we also take into account our company's corporate and social responsibility understanding as well as our current social responsibility activities.



1-Get One Brand

We had the pleasure of being the sponsor of Runkara, Ankara's First International Half Marathon, which brought together runners from 36 different countries.



2-Full Support for Our Youth

As the gold sponsor of the ITU Lageri Thrust Rocket Team, which we proudly support to help young talents carry their dreams into the future, the team named their rocket project "Gök Nur Gıda" and achieved the most stable flight while reaching the altitude target at the 2022 Reusable Rocket Competition.



3-Leader Children Agriculture Camp

We participated as supporters in the Leader Children Agriculture Camp. Selected students within the program visited Gök Nur Gıda Inc. Concentrate Facilities and received information from our officials about our company and the products we manufacture.



4-Career Introduction Meetings

We participated in the Vocational Introduction Meetings held at Niğde Ömer Halisdemir University Congress Center in collaboration with Niğde IŞKUR Provincial Directorate and partners.



5-Employment Leader

Gök Nur Gıda became one of the employers providing the highest social security payments and creating the most employment in Niğde province during 2021.



6-Turkish Travel Agencies Association (TÜRSAB)

Within the scope of the Apple Culture Route Project, we hosted renowned chefs and social media influencers at Gök Nur Gıda's Niğde Apple Valley and R&D Center, recognized by the Turkish Travel Agencies Association (TÜRSAB) for its contribution to tourism.



7-On May 12-13, during Ankara University Faculty of Engineering's 5th Career Days,

we had the opportunity to meet with many young engineering candidates and introduce our company.



8-As Göknur Gıda, we always stand by our children.



9- Ahiler Development Agency

We participate as a beneficiary institution in the Project for Enhancing Competitiveness and Productivity in Administrative and International Fields. Both our employees and managers are gaining competence in Lean Production and we aim to create a roadmap for transitioning to Lean Production. To achieve our continuous improvement goals, we keep participating in projects that support training and qualified personnel development.



10. JOINT TRAINING PROTOCOL WITH TOBB ETU (4-Month Internship Employment)

The "Dual Education Model" is a planned educational strategy where students work in workplaces related to their professions during their studies to reinforce their professional development. There has been an active dual education agreement between TOBB ETU and Göknur Gıda since 2015.



11-Collaboration with Yıldız Technical University Food Society

Yıldız Teknik Üniversitesi Gıda Kulübü öğrencileriyle sponsorluk ve mentorluk görüşmeleri gerçekleştirmekte ve destek vermekteyiz.

05

Performance Indicators

PERFORMANCE INDICATORS

EMISSIONS

Scope 1 greenhouse gas emissions (tCO2e)	
2023	
75,944	
Scope 2 greenhouse gas emissions (tCO2e)	
2023	
11,325	
Scope 3 greenhouse gas emissions (tCO2e)	
2023	
124,345	
Total greenhouse gas emission intensity (scope 1+2) (tCO2e/ton product)	
2023	
1.44	
GRI 305-1, 305-2, 305-3, 305-4, 305-5	

ENERGY

Organization's Energy Consumption kWh		
		2023
From Non-Renewable Sources	Natural Gas	2,432,008
	Coal	151,241,950
	Diesel	1,767,267
	Gasoline	128,993
	LPG	31,088
	Total	155,601,306
From Renewable Sources		
	Solar	71,174
		GRI 302-1
		2023
Electricity Consumption kWh		24,111,684
Total Energy Consumption kWh		24,111,684
Energy Intensity (GJ/ton product)		11,3
		GRI 302-3

PERFORMANCE INDICATORS

EMPLOYEE NUMBERS BY WORK CATEGORY

Percentage of employees in work category by gender (%)				
Permanent Staff	2020	2021	2022	2023
Female	25%	63%	38%	26%
Male	75%	27%	62%	74%
Seasonal				
Female	0%	18%	34%	14%
Male	100%	82%	66%	86%
30 - 50 years	50%	33%	60%	45%
> 50 years	0%	8%	11%	2%

GRI 405-1

EMPLOYEE NUMBERS BY EMPLOYMENT TYPE

Percentage of employees in work category by employment type (%)					
		2020	2021	2022	2023
Total	Full-time	504	735	847	669
	Part-time	0	0	0	0
White Collar	Full-time	253	273	244	208
	Part-time	0	0	0	0
Blue Collar	Full-time	251	462	603	461
	Part-time	0	0	0	0

GRI 102-8

CONTRACTOR (SUBCONTRACTOR) EMPLOYEE NUMBERS

Number of personnel and subcontractors covered by occupational health and safety					
		2020	2021	2022	2023
Covered by occupational health and safety	Personel	504	735	847	669
Audited internally for occupational health and safety	Personel	504	735	847	669
Audited or certified by third parties for occupational health and safety	Personel	504	735	847	669

GRI 403-8

PERFORMANCE INDICATORS

GENDER AND AGE DISTRIBUTION OF NEWLY HIRED EMPLOYEES DURING THE YEAR

Number and percentage (%) of newly hired personnel by age and gender									
		2020		2021		2022		2023	
Permanent		Number	%	Number	%	Number	%	Number	%
< 30 years	Female	21	30%	89	47%	103	40%	37	32%
	Male	50	70%	100	53%	154	60%	78	68%
30 - 50 years	Female	7	18%	57	41%	67	40%	17	23%
	Male	32	82%	82	59%	98	60%	57	77%
> 50 years	Female		0%	18	35%	10	33%	1	9%
	Male	4	100%	34	65%	20	67%	10	91%
Total	Female	28	25%	164	43%	180	40%	55	28%
	Male	86	75%	216	57%	272	60%	145	72%

Number and percentage (%) of newly hired personnel by age and gender									
		2020		2021		2022		2023	
Seasonal		Number	%	Number	%	Number	%	Number	%
< 30 years	Female	4	24%	32	23%	11	15%	13	14%
	Male	13	76%	110	77%	64	85%	83	86%
30 - 50 years	Female	5	31%	19	26%	38	51%	35	49%
	Male	11	69%	55	74%	37	49%	37	51%
> 50 years	Female	0	0%	3	20%	14	67%	4	45%
	Male	1	100%	12	80%	7	33%	5	55%
Total	Female	9	26%	51	22%	63	37%	52	29%
	Male	25	74%	177	78%	108	63%	125	71%

GRI 401-1

PERFORMANCE INDICATORS

NUMBER OF EMPLOYEES WHO LEFT THE COMPANY BY GENDER AND AGE

Number and percentage (%) of employees who left by age and gender									
		2020		2021		2022		2023	
Permanent		Number	%	Number	%	Number	%	Number	%
< 30 years	Female	15	23%	24	27%	20	18%	17	18%
	Male	49	77%	65	73%	90	82%	79	82%
30 - 50 years	Female	8	14%	14	20%	21	21%	42	43%
	Male	50	86%	56	80%	88	89%	56	57%
> 50 years	Female	2	17%	1	20%	2	17%	10	53%
	Male	10	83%	4	80%	12	83%	9	47%
Total	Female	25	19%	39	24%	43	18%	69	32%
	Male	109	81%	125	76%	190	82%	144	68%

NUMBER OF EMPLOYEES WHO LEFT THE COMPANY BY GENDER AND AGE

Number and percentage (%) of employees who left by age and gender									
		2020		2021		2022		2023	
Seasonal		Number	%	Number	%	Number	%	Number	%
< 30 years	Female	4	40%	9	30%	10	13%	74	42%
	Male	6	60%	30	70%	65	87%	102	58%
30 - 50 years	Female	5	31%	4	27%	26	41%	41	33%
	Male	11	69%	11	73%	38	59%	82	67%
> 50 years	Female	0	0%	1	17%	9	50%	6	25%
	Male	1	100%	5	83%	9	50%	18	75%
Total	Female	9	33%	14	23%	45	29%	121	37%
	Male	18	67%	46	77%	112	71%	202	63%

GRI 401-1



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GRI Content
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GRI CONTENT INDEX

GRI MARK

Göknur Gıda has reported in accordance with the GRI Standards for the period January–December 2023,

GRI STANDARD	DISCLOSURES	PAGE NUMBER, SOURCE, AND/OR DIRECT ANSWERS
GRI 1: Foundation 2023		
General Disclosures		
GRI 2: General Disclosures 2021	2-1 Organizational details	- About the Company p.1 - Our Product Groups p.8 - Production Facilities p.9
	2-2 Entities included in sustainability reporting	About the Report p.2
	2-3 Reporting period, frequency, and contact information	About the Report p.2
	2-4 Restatements of information from previous reports	No restatements have been made.
	2-5 External assurance	No external assurance was conducted during the reporting period.
	2-6 Activities, value chain, and other business relationships	- Milestones p.7 - Core Values p.11 - Memberships and Partnerships p.12
	2-7 Employees	- Our Human Resources Practices p.50 - Employee Rights and Benefits p.54
	2-8 Workers covered by collective bargaining agreements	- Our Human Resources Practices p.50 - Employee Rights and Benefits p.54
	2-9 Governance structure	- Our Board of Directors p.15 - Board Committees p.18
	2-10 Process for determining the competencies and qualifications of the highest governance body's members	- Our Corporate Governance Approach p.14 - Our Board of Directors p.15

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GRI STANDARD	DISCLOSURES	PAGE NUMBER, SOURCE, AND/OR DIRECT ANSWERS
GRI 1: Foundation 2023		
General Disclosures		
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	• Our Board of Directors p.15
	2-12 Role of the highest governance body in managing impacts from the organization's activities	• Our Board of Directors p.15 • Board Committees p.18
	2-13 Delegation of responsibility for managing impacts from activities	• Sustainability Committee p.18
	2-14 Role of the highest governance body in sustainability reporting	• Sustainability Committee p.18
	2-15 Processes to avoid conflicts of interest	• Our Business Ethics Practices p.28
	2-16 Process for communicating critical topics to the highest governance body	• Our Board of Directors p.15 • Board Committees p.18
	2-17 Competencies of the highest governance body	• Our Corporate Governance Approach p.14 • Our Board of Directors p.15
	2-18 Evaluation of the highest governance body's performance	• Our Corporate Governance Approach p.14 • Performance Management p.50
	2-19 Remuneration policies	• Fair Work Environment Policy p.29 • Compensation Management p.52
	2-20 Process for determining remuneration	• Performance Management p.50 • Compensation Management p.52 • Employee Rights and Benefits p.54
	2-21 Annual total compensation ratio	• Confidentiality Considerations: This data is not disclosed due to confidentiality as it contains indicators that could affect market competition.

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GRI STANDARD	DISCLOSURES	PAGE NUMBER, SOURCE, AND/OR DIRECT ANSWERS
GRI 1: Foundation 2023		
General Disclosures		
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	• Our Corporate Governance Approach p.14 • Sustainability Committee p.18
	2-23 Policy commitments	• Our Business Ethics Practices p.28 • Energy Management and Climate Change Adaptation p.35 • Our Human Resources Approach p.49 • Our Community Relations p.56
	2-24 Implementation of policy commitments	• Our Business Ethics Practices p.28 • Energy Management and Climate Change Adaptation p.35 • Our Human Resources Approach p.49 • Our Community Relations p.56
	2-25 Processes to remediate negative impacts	• Corporate Risk Management and Opportunities p.24 • Integrated Approach with ISO 50001 Energy Management System p.35 • Water and Wastewater Management p.40 • Our R&D Studies p.42 • Our Human Rights Approach p.55
	2-26 Mechanisms for seeking advice and raising concerns about ethical and legal behavior	• Ethics Committee p.29
	2-27 Compliance with laws and regulations	• No legal non-compliance incidents occurred during the reporting period, and no administrative penalties were received regarding violations of laws and regulations.
	2-28 Memberships in associations	• Memberships and Partnerships p.12
	2-29 Stakeholder engagement	• Our Stakeholders p.30
	2-30 Percentage of employees covered by collective bargaining agreements	• There are no collective bargaining agreements in effect within Göknur Gıda.

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GRI STANDARD	DISCLOSURES	PAGE NUMBER, SOURCE, AND/OR DIRECT ANSWERS
MATERIAL TOPICS		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Materiality Analysis p.19
	3-2 List of material topics	- Materiality Matrix p.19 - Material Topics p.19
ENERGY MANAGEMENT		
GRI 3: Material Topics 2021	3-3 Management of material topic	- Energy Management and Climate Change Adaptation p.35 - Sustainable Energy Projects: Biogas Power Plants p.38
GRI 302: Energy 2016	302-1 Organizational energy consumption	Our Performance Indicators p.60
	302-2 Energy consumption outside the organization	Our Performance Indicators p.60
	302-3 Energy intensity	Our Performance Indicators p.60
	302-4 Reduction of energy consumption	- Energy Management and Climate Change Adaptation p.35 - Sustainable Energy Projects: Biogas Power Plants p.38
	302-5 Reductions in energy requirements of products and services	- Energy Management and Climate Change Adaptation p.35 - Sustainable Energy Projects: Biogas Power Plants p.38
FOOD QUALITY AND CONSUMER WELL-BEING		
GRI 3: Material Topics 2021	3-3 Management of material topic	- Sustainable Product Approach p.42 - Food Safety p.45
GRI 416: Customer Health and Safety 2016	416-1 Assessment of health and safety impacts of product and service categories	- Sustainable Product Approach p.42 - Food Safety p.45

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GRI STANDARD	DISCLOSURES	PAGE NUMBER, SOURCE, AND/OR DIRECT ANSWERS
CLIMATE CHANGE ADAPTATION STRATEGY		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	• Energy Management and Climate Change Adaptation p.35 • Integrated Approach with ISO 50001 Energy Management System p.35 • Our Environmental Contributions p.39
LAND AND RESOURCE USE		
GRI 3: Material Topics 2021	3-3 Management of material topic	• Our Environmental Contributions p.39
SUSTAINABLE PRODUCT DESIGN AND LIFE CYCLE MANAGEMENT		
GRI 3: Material Topics 2021	3-3 Management of material topic	• Sustainable Product Approach p.42
GRI 301: Materials 2016	301-1 Materials used by weight or volume	• Our Performance Indicators
	301-3 Reclaimed products and packaging materials	• Efficient Use and Recovery of Natural Resources p.35
WORKING CONDITIONS AND EMPLOYEE ENGAGEMENT		
GRI 3: Material Topics 2021	3-3 Management of material topic	• Employee Engagement p.53 • Employee Rights and Benefits p.54

GRI CONTENT INDEX

GRI STANDARD		DISCLOSURES	PAGE NUMBER, SOURCE, AND/OR DIRECT ANSWERS
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Our Performance Indicators p.62	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Rights and Benefits p.54	
GREENHOUSE GAS EMISSIONS			
GRI 3: Material Topics 2021	3-3 Management of material topic	Emissions Management p.34	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	- Emissions Management p.34 - Our Performance Indicators p.60	
	305-2 Energy indirect (Scope 2) GHG emissions	- Emissions Management p.34 - Our Performance Indicators p.60	
	305-4 GHG emissions intensity	Our Performance Indicators p.60	
	305-5 Reduction of GHG emissions	- Emissions Management p.34 - Sustainable Energy Projects: Biogas Power Plants p.38	
WATER AND WASTEWATER MANAGEMENT			
GRI 3: Material Topics 2021	3-3 Management of material topic	Water and Wastewater Management p.40	
GRI 303: Water and Wastewater 2018	303-1 Interactions with water as a shared resource	Water and Wastewater Management p.40	

GRI CONTENT INDEX

GRI STANDARD	DISCLOSURES	PAGE NUMBER, SOURCE, AND/OR DIRECT ANSWERS
GRI 417: Marketing and Labeling 2016	417-2 Non-compliance incidents concerning product and service information and labeling	No non-compliance incidents occurred during the reporting period.
	417-3 Non-compliance incidents concerning marketing communications	No non-compliance incidents occurred during the reporting period.



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