



## KAMUYU AYDINLATMA PLATFORMU

# TAT GIDA SANAYİ A.Ş. Sustainability Compliance Report 2024 - Annual Notification

### Summary

Sustainability Principles Compliance Report

Related Companies

Related Funds

	Company Compliance Status				Explanation	Report Information on Publicly Disclosed Information (Page number, menu name on the website)
	Yes	Partial	No	Not Applicable		
<b>Sustainability Compliance Report</b>						
<b>A. GENERAL PRINCIPLES</b>						
<b>A1. Strategy, Policy and Goals</b>						
A1.1. The prioritised environmental, social and corporate governance (ESG) issues, risks and opportunities have been determined by the Company's Board of Directors.	X					Tat Gıda Annual Report, Sustainability Section Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> ) <a href="https://tatgida.azureedge.net/wp-prod/wp-content/uploads/2023/08/Board-Diversity-Policy-1.pdf">https://tatgida.azureedge.net/wp-prod/wp-content/uploads/2023/08/Board-Diversity-Policy-1.pdf</a>
A1.1. The ESG policies (Environmental Policy, Energy Policy, Human Rights and Employee Policy etc.) have been created and disclosed to the public by the Company's Board of Directors.	X					<a href="https://www.tatgida.com.tr/en/sustainability-strategy/policies-2/">https://www.tatgida.com.tr/en/sustainability-strategy/policies-2/</a>
A1.2. The short and long-term targets set within the scope of ESG policies have been disclosed to the public.		X			In line with its sustainability strategy, Tat Gıda has set its short, medium and long-term goals and shares them with the public through its Sustainability Reports. Tat Gıda aims to reduce carbon emissions by 55% by 2030 and reach net zero by 2050. Base year: 2023	Tat Gıda Annual Report, Sustainability Section Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> ) <a href="https://tatgida.azureedge.net/wp-prod/wp-content/uploads/2023/08/Board-Diversity-Policy-1.pdf">https://tatgida.azureedge.net/wp-prod/wp-content/uploads/2023/08/Board-Diversity-Policy-1.pdf</a>
<b>A2. Implementation/Monitoring</b>						
A2.1. The responsible committees and/or business units for the implementation of ESG policies and the senior officials related to ESG issues in the Company and their duties have been identified and disclosed to the public.	X					Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> )
A2.1. The activities carried out within the scope of policies by the responsible committee and/or unit have been reported to the Board of Directors at least once a year.	X					Tat Gıda Annual Report, Corporate Governance Section
A2.2. In line with the ESG targets, the implementation and action plans have been formed and disclosed to the public.		X			55% by 2030 and net zero carbon emissions by 2050. SBTi targets for 2024 will be included in the Sustainability Report to be published in 2025.	Tat Gıda Annual Report, Declaration of Compliance with Sustainability Principles Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> )
A2.3. The Key ESG Performance Indicators (KPI) and the level of reaching these indicators have been disclosed to the public on yearly basis.	X					Tat Gıda Annual Report, Sustainability Section Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> )
A2.4. The activities for improving the sustainability performance of the business processes or products and services have been disclosed to the public.	X					Tat Gıda Annual Report, Sustainability Section
<b>A3. Reporting</b>						
A3.1. The information about the sustainability performance, targets and actions have been given in annual reports of the Company an understandable, accurate and sufficient manner.	X					Tat Gıda Annual Report, Sustainability Section Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> )
A3.2. The information about activities which are related to the United Nations (UN) 2030 Sustainable Development Goals have been disclosed to the public.	X					Tat Gıda Annual Report, Sustainability Section Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> )

A3.3. The lawsuits filed and/or concluded against the Company about ESG issues which are material in terms of ESG policies and/or will significantly affect the Company's activities, have been disclosed to the public.	X					Tat Gıda Annual Report, Sustainability Section Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> )
<b>A4. Verification</b>						
A4.1. The Company's Key ESG Performance metrics have been verified by an independent third party and publicly disclosed.			X		With the new regulation, the first Sustainability Report to be issued in 2025 will be subject to a Limited Assurance Review.	Tat Gıda Annual Report, Declaration of Compliance with Sustainability Principles
<b>B. ENVIRONMENTAL PRINCIPLES</b>						
B1. The policies and practices, action plans, environmental management systems (known by the ISO 14001 standard) and programs have been disclosed.	X					Tat Gıda Annual Report, Sustainability Section
B2. The environmental reports prepared to provide information on environmental management have been disclosed to the public which is including the scope, reporting period, reporting date and limitations about the reporting conditions.	X					Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> )
B4. The environmental targets within the scope of performance incentive systems which included in the rewarding criteria have been disclosed to the public on the basis of stakeholders (such as members of the Board of Directors, managers and employees).	X					Tat Gıda Annual Report, Sustainability Section <a href="https://tatgida.azureedge.net/wp-prod/wp-content/uploads/2023/08/Remuneration-Policy-1.pdf">https://tatgida.azureedge.net/wp-prod/wp-content/uploads/2023/08/Remuneration-Policy-1.pdf</a>
B5. How the prioritised environmental issues have been integrated into business objectives and strategies has been disclosed.	X					Tat Gıda Annual Report, Sustainability Section Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> )
B7. The way of how environmental issues has been managed and integrated into business objectives and strategies throughout the Company's value chain, including the operational process, suppliers and customers has been disclosed.	X					Tat Gıda Annual Report, Sustainability Section Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> )
B8. Whether the Company have been involved to environmental related organizations and non-governmental organizations' policy making processes and collaborations with these organizations has been disclosed.	X					Tat Gıda Annual Report, Sustainability Section Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> )
B9. In the light of environmental indicators (Greenhouse gas emissions (Scope-1 (Direct), Scope-2 (Energy indirect), Scope-3 (Other indirect), air quality, energy management, water and wastewater management, waste management, biodiversity impacts)), information on environmental impacts is periodically disclosed to the public in a comparable manner.			X		As part of sustainability efforts, Scope 1 and Scope 2 greenhouse gas emissions are regularly calculated and shared with the public. Similarly, environmental indicators such as energy consumption, water and waste are regularly monitored and reported. The calculation of Scope 3 emissions is ongoing, and it is planned to report and develop strategies for their reduction in the coming years.	Tat Gıda Annual Report, Sustainability Section Tat Gıda Annual Report, Declaration of Compliance with Sustainability Principles Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> )
B10. Details of the standard, protocol, methodology, and baseline year used to collect and calculate data has been disclosed.	X					Tat Gıda Annual Report, Sustainability Section Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> )
B11. The increase or decrease in Company's environmental indicators as of the reporting year has been comparatively disclosed with previous years.	X					Tat Gıda Annual Report, Sustainability Section Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> )
B12. The short and long-term targets for reducing the environmental impacts have been determined and the progress compared to previous years' targets has been disclosed.	X					Tat Gıda Annual Report, Sustainability Section Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> )
B13. A strategy to combat the climate crisis has been created and the planned actions have been publicly disclosed.	X					Tat Gıda Annual Report, Sustainability Section Tat Gıda Annual Report, Declaration of Compliance with Sustainability Principles

B14. The programs/procedures to prevent or minimize the potential negative impact of products and/or services on the environment have been established and disclosed.	X					Tat Gıda Annual Report, Sustainability Section Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> )
B14. The actions to reduce greenhouse gas emissions of third parties (suppliers, subcontractors, dealers, etc.) have been carried out and disclosed.			X		Our work is ongoing and will be disclosed to the public when completed.	Tat Gıda Annual Report, Declaration of Compliance with Sustainability Principle Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> )
B15. The environmental benefits/gains and cost savings of initiatives/projects that aims reducing environmental impacts have been disclosed.	X					Tat Gıda Annual Report, Sustainability Section Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> )
B16. The data related to energy consumption (natural gas, diesel, gasoline, LPG, coal, electricity, heating, cooling, etc.) has been disclosed as Scope-1 and Scope-2.	X					Tat Gıda Annual Report, Sustainability Section Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> ) <a href="https://www.tatgida.com.tr/en/environment-and-energy-management/">https://www.tatgida.com.tr/en/environment-and-energy-management/</a>
B17. The information related to production of electricity, heat, steam and cooling as of the reporting year has been disclosed.	X					<a href="https://www.tatgida.com.tr/en/environment-and-energy-management/">https://www.tatgida.com.tr/en/environment-and-energy-management/</a>
B18. The studies related to increase the use of renewable energy and transition to zero/low carbon electricity have been conducted and disclosed.	X					Tat Gıda Annual Report, Sustainability Section Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> )
B19. The renewable energy production and usage data has been publicly disclosed.			X		Tat Gıda carries out projects on the use of renewable energy as part of its sustainability efforts. The details and schedule of the projects are specified in the Sustainability Report. Upon commissioning of the projects, renewable energy data will be shared with the public.	Tat Gıda Annual Report, Declaration of Compliance with Sustainability Principles Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> )
B20. The Company conducted projects about energy efficiency and the amount of reduction on energy consumption and emission achieved through these projects have been disclosed.	X					Tat Gıda Annual Report, Sustainability Section Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> )
B21. The water consumption, the amount, procedures and sources of recycled and discharged water from underground or above ground (if any), have been disclosed.	X					Tat Gıda Annual Report, Sustainability Section Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> )
B22. The information related to whether Company's operations or activities are included in any carbon pricing system (Emissions Trading System, Cap & Trade or Carbon Tax).				X		Tat Gıda Annual Report, Declaration of Compliance with Sustainability Principles
B23. The information related to accumulated or purchased carbon credits within the reporting period has been disclosed.				X		Tat Gıda Annual Report, Declaration of Compliance with Sustainability Principles
B24. If carbon pricing is applied within the Company, the details have been disclosed.			X		There are no carbon credits accumulated or purchased during the reporting period.	Tat Gıda Annual Report, Declaration of Compliance with Sustainability Principles
B25. The platforms where the Company discloses its environmental information have been disclosed.	X					Tat Gıda Annual Report, Sustainability Section Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> ) <a href="https://www.tatgida.com.tr/en/environment-and-energy-management/">https://www.tatgida.com.tr/en/environment-and-energy-management/</a>
<b>C. SOCIAL PRINCIPLES</b>						
<b>C1. Human Rights and Employee Rights</b>						
C1.1. The Institutional Human Rights and Employee Rights Policy has been established in the light of the Universal Declaration of Human Rights, ILO Conventions ratified by Turkey and other relevant legislation. The policy and the officials that responsible for the implementation of it have been determined and disclosed.	X					Tat Gıda Annual Report, Sustainability Section Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> ) <a href="https://www.tatgida.com.tr/en/sustainability-strategy/policies-2/">https://www.tatgida.com.tr/en/sustainability-strategy/policies-2/</a>
C1.2. Considering the effects of supply and value chain, fair workforce, improvement of labor standards, women's employment and inclusion issues (gender, race, religion, language, marital status, ethnic identity, sexual orientation, gender identity, family responsibilities, union activities, political opinion, disability, social and cultural differences, etc., such as non-discrimination) are included in its policy on employee rights.	X					Tat Gıda Annual Report, Sustainability Section Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> ) <a href="https://www.tatgida.com.tr/en/sustainability-strategy/policies-2/">https://www.tatgida.com.tr/en/sustainability-strategy/policies-2/</a>

C1.3. The measures taken for the minority rights/equality of opportunity or the ones who are sensitive about certain economic, environmental, social factors (low income groups, women, etc.) along the supply chain have been disclosed.	X					Tat Gıda Annual Report, Sustainability Section Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> ) <a href="https://www.tatgida.com.tr/en/ethical-approach/">https://www.tatgida.com.tr/en/ethical-approach/</a>
C1.4. The developments regarding preventive and corrective practices against discrimination, inequality, human rights violations, forced and child labor have been disclosed.	X					Tat Gıda Annual Report, Sustainability Section Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> ) <a href="https://www.tatgida.com.tr/en/ethical-approach/">https://www.tatgida.com.tr/en/ethical-approach/</a>
C1.5. Investments in employees (education, development policies), compensation, fringe benefits, right to unionize, work/life balance solutions and talent management are included in the employee rights policy.	X					Tat Gıda Annual Report, Sustainability Section Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> ) <a href="https://www.tatgida.com.tr/en/you-dont-know-tat/">https://www.tatgida.com.tr/en/you-dont-know-tat/</a>
C1.5. The mechanism for employee complaints and resolution of disputes have been established and related solution processes have been determined.	X					Tat Gıda Annual Report, Sustainability Section Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> ) <a href="https://www.tatgida.com.tr/en/ethical-approach/ethical-line/">https://www.tatgida.com.tr/en/ethical-approach/ethical-line/</a>
C1.5. The activities carried out within the reporting period which related to ensure employee satisfaction have been disclosed.	X					Tat Gıda Annual Report, Sustainability Section Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> )
C1.6. The occupational health and safety policies have been established and disclosed.	X					Tat Gıda Annual Report, Sustainability Section Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> ) <a href="https://www.tatgida.com.tr/en/sustainability-strategy/policies-2/">https://www.tatgida.com.tr/en/sustainability-strategy/policies-2/</a>
C1.6. The measures taken for protecting health, preventing occupational accidents and related statistics have been disclosed.	X					Tat Gıda Annual Report, Sustainability Section Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> )
C1.7. The personal data protection and data security policies have been established and disclosed.	X					Tat Gıda Annual Report, Sustainability Section Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> ) <a href="https://tatgida.azureedge.net/wp-prod/wp-content/uploads/2023/12/10.Tat-Gıda_Personal_Data_Protection_Policy.pdf">https://tatgida.azureedge.net/wp-prod/wp-content/uploads/2023/12/10.Tat-Gıda_Personal_Data_Protection_Policy.pdf</a>
C1.8. The ethics policy have been established and disclosed.	X					Tat Gıda Annual Report, Sustainability Section Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> ) <a href="https://tatgida.azureedge.net/wp-prod/wp-content/uploads/2023/12/00.-Tat-Gıda-Code-of-Ethics.pdf">https://tatgida.azureedge.net/wp-prod/wp-content/uploads/2023/12/00.-Tat-Gıda-Code-of-Ethics.pdf</a>
C1.9. The studies related to social investment, social responsibility, financial inclusivity and access to finance have been explained.	X					Tat Gıda Annual Report, Sustainability Section Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> )
C1.10. The informative meetings and training programs related to ESG policies and practices have been organized for employees.	X					Tat Gıda Annual Report, Sustainability Section Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> )
<b>C2. Stakeholders, International Standards and Initiatives</b>						
C2.1. The customer satisfaction policy regarding the management and resolution of customer complaints has been prepared and disclosed.	X					<a href="https://tatgida.azureedge.net/wp-prod/wp-content/uploads/2023/12/01.-Tat-Gıda_Compliance-Policy.pdf">https://tatgida.azureedge.net/wp-prod/wp-content/uploads/2023/12/01.-Tat-Gıda_Compliance-Policy.pdf</a>
C2.2. The information about the communication with stakeholders (which stakeholder, subject and frequency) have been disclosed.	X					Tat Gıda Annual Report, Corporate Governance Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> )
C2.3. The international reporting standards that adopted in reporting have been explained.	X					Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> )
C2.4. The principles adopted regarding sustainability, the signatory or member international organizations, committees and principles have been disclosed.	X					Tat Gıda Annual Report, Sustainability Section Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> )
C2.5. The improvements have been made and studies have been carried out in order to be included in the Borsa İstanbul sustainability indices and/or international index providers.	X					Tat Gıda Annual Report, Stock Performance Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> ) <a href="https://borsaistanbul.com/en/sayfa/2227/sustainability-indices">https://borsaistanbul.com/en/sayfa/2227/sustainability-indices</a>
<b>D. CORPORATE GOVERNANCE PRINCIPLES</b>						
D1. The opinions of stakeholders have been sought in the determination of measures and strategies related to sustainability field.	X					Tat Gıda Annual Report, Sustainability Section Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> )
D2. The social responsibility projects, awareness activities and trainings have been carried out to raise awareness about sustainability and its importance.	X					Tat Gıda Annual Report, Sustainability Section Tat Gıda Sustainability Report ( <a href="https://www.tatgida.com.tr/en/sustainability-report/">https://www.tatgida.com.tr/en/sustainability-report/</a> )