



Languages



ENVIRONMENTAL RESPONSIBILITY

SUSTAINABILITY

Y

Environmental

Responsibility

Aquaculture

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Environmental Responsibility



As a leading company in terms of technology and quality, aware of its responsibilities towards the environment and society, believing in continuous development, prioritizing quality in its products and services, our environmental policy is as follows:

- To minimize the pollution and damage we cause to the environment by keeping the factors that may cause environmental pollution under control and using the best possible technology.
- To accept compliance with all environmental laws and regulations as a minimum requirement and to continuously improve compliance with legal requirements.
- To share our environmental awareness and the work we do to protect the environment with our employees, customers, suppliers and the society; to ensure that it is adopted as a philosophy of life; to provide training developed according to needs to increase environmental awareness.
- Collecting our waste separately, contributing to recycling as much as possible, and extending the life of natural resources by reducing the consumption of other natural resources.
- To reduce waste and pollutants resulting from our activities at their source; to be respectful to people and the environment.

It is our duty to fulfill our responsibilities towards today's people and future generations, to act with environmental protection awareness for our country and the world, and to spread this awareness. We are committed to being a company that implements environmental protection together with product quality and activities to prevent unnecessary resource usage with our continuously improving system.
ENERGY MANAGEMENT SYSTEM POLICY As Kılıç Deniz Ürünler Üretimi İth. İth .

- We will fully comply with the applicable legal conditions and other requirements to which we are subject and uphold our ethical values,
- We will adapt to developing technology by taking energy efficiency as a basis in all processes of our activities, and we will make continuous improvements by supporting the purchase of energy-efficient products and services and design activities that will improve our energy performance.
- To make our energy performance reportable at regular intervals and to share it with our relevant internal and external stakeholders,
- We will focus on energy efficiency awareness raising activities,
- We will ensure that the resources and information required to achieve all these goals and objectives are up-to-date and accessible,
- **We declare and undertake** that we will continue our activities by regularly reviewing our energy management policy and setting greater goals and targets within the scope of continuous improvement .
(01.EYS.PO.01)

ASC Certified Farm Project Data

Kılıç Seafood's cage farming management systems, according to farm projects, current 2023 unexplained loss percentages are: 0.74% for the Mavisular project, 1.17% for the Orfoz project, 1.72% for the Salih Island project, and 1.65% for the Off Shore 2 project.

2023 escapement percentages are: 0.29% for the Mavisular project, 0.56% for the Orfoz project, 0.29% for the Salih Island project, and 0.78% for the Off Shore 2 project.

Kılıç Deniz Ürünleri Kahramanmaraş trout cage farming management systems, based on farm projects, currently estimates unexplained loss percentages for 2024 at 0.17% for the Karkamış 1 project. No diseases were observed at our Karkamış 1 facility in 2024, and no antibiotics were used.

SUSTAINABILITY POLICY

We Produce for a Sustainable and Healthy Life!

The increasing world population, global warming, and marine pollution are leading to a decline in species living in seas and rivers. This creates challenges in accessing sustainable and accessible food sources, and therefore, the demand for sustainable aquaculture is increasing. At Kılıç Deniz, we contribute to this mission through aquaculture production to increase access to sustainable food and aim to shape the future with our responsible production approach.

As a global leader in Mediterranean Aquaculture production with our integrated fish, feed, and packaging production activities, we view sustainability as a fundamental element of our business and strive for a sustainable life by regularly analyzing the impact of our activities on the world, society, land and sea life, and biodiversity. In this context, we:

- **Marine Ecosystem Protection:** We are committed to ensuring sustainable resource management and preserving the diversity of aquatic products by regularly analyzing the risks threatening marine ecosystems.
- **Animal Welfare and Ecosystem Protection:** We embrace the responsibility of protecting ecosystems and animal welfare.
- **Reducing Environmental Emissions:** We aim to minimize our negative impact on the environment by reducing our climate-harming environmental emissions.
- **Efficient Use of Water Resources:** We aim to ensure the circularity of limited resources by using water resources effectively.

- **Production Efficiency:** By utilizing best practices and technologies in production, we aim to reduce costs, thereby providing healthy products to the public at affordable prices, increasing efficiency, and using resources efficiently. We are committed to having traceable and continuously improving production processes.
- **Product Innovation:** We aim to offer high value-added, healthy and sustainable products through product innovation.
- **Stakeholder Participation:** We aim to grow together with our stakeholders through a participatory management approach by understanding the expectations of our internal and external stakeholders, who are key to the sustainability of our activities.
- **Collaboration with the Local Community:** We aim to minimize our risks to those living in the region where we operate, ensure the participation of local people and offer them value-added solutions.
- **Employee Health and Safety:** We consider it our priority to ensure the highest level of health and safety in the regions where our employees and businesses are located.
- **Employer Brand Value:** We aim to increase our employer brand value by providing access to healthy, safe and sustainable food.
- **Customer Satisfaction:** We aim to increase Kılıç Deniz brand value and customer loyalty by providing access to healthy, reliable and sustainable food.
- **Supplier Collaborations:** We aim to achieve our sustainability goals together by developing our collaborations on priority and important issues in order to understand stakeholder expectations and to ensure our suppliers' compliance with climate targets by reducing their environmental, social and governance risks.
- **Social Justice and Diversity:** We undertake to make arrangements and monitor compliance to ensure social justice, equality, diversity and inclusivity in our activities.
- **Ethical Principles:** We prioritize working in compliance with our ethical principles and all company policies.
- **Value for Future Generations:** We aim to plan and continue our activities in a way that will provide our shareholders with a valuable brand and company that will be passed on into the future.
- **Corporate Culture and Resource Management:** We aim to allocate resources that will enable us to achieve our goals by developing our corporate culture in this direction.

In line with these goals, we will improve our way of doing business in the short, medium, and long term by combining sustainability principles and an innovative approach. We will expand our leadership in our sector and production activities in Türkiye to a global scale. With our sectoral leadership and responsible management awareness, we will continue to

research and responsible management approaches, we will continue to improve the future of our business.

Social Compliance and Human Rights Policy:

We act with the principle of "People First" at every stage of production and management. Our core management approach is to act with a sense of social responsibility toward our employees, society, and the environment in all our activities, guided by the values that form the cornerstones of our corporate culture. We believe that our core value is our human resources, which enhance our customers' competitiveness by providing high-quality and creative products, solutions, and services for sustainable growth.

- **Child Labour:** We undertake to comply with ILO conventions in accordance with the legislation in force for the healthy development and education of children.
- **Recruitment:** We consider employee compliance with social compliance requirements as essential recruitment criteria, as well as technical knowledge. We are committed to upholding our policies against discrimination and harassment and mistreatment.
- **Raising Employee Awareness:** We believe that the foundation of social compliance lies in conscious employees. We ensure that employees are informed about their rights, company rules, and working conditions during the recruitment process and throughout the employment period.
- **Working Hours:** For the sake of efficient working and respect for human rights, we arrange working hours and overtime in accordance with laws and regulations.
- **Wages and Payments:** We provide employees with a minimum wage that covers their living expenses. We are committed to not paying wages below the minimum wage and to paying overtime wages in accordance with the law.
- **Compliance with Laws and Other Obligations:** We act in compliance with applicable laws and regulations.
- **Discrimination:** We do not discriminate in matters such as recruitment, dismissal, compensation, training and promotion.
- **Communication:** We support healthy communication and teamwork. We create mechanisms through which employees can voice their suggestions and complaints.
- **Preventing Harassment and Mistreatment:** We are committed to preventing verbal, physical or psychological harassment in the work environment.
- **Forced and Compulsory Labor:** We ensure that work is voluntary and oppose forced or bonded labor.

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- **Bribery and Corruption:** Bribery and corruption are unacceptable, we act within the framework of ethical rules.
- **Supply Chain Management:** We support our suppliers to act in accordance with social compliance rules.
- **Freedom of Representation:** We respect employees' freedom of association and their right to representation.
- **Occupational Health and Safety:** We prioritize creating a safe and healthy work environment. We work to minimize risks.
- **Training:** We organize regular training to support the professional and personal development of our employees.
- **Environment:** We are committed to minimizing the environmental impact of our activities and preserving energy resources.
- **Regular Employment:** Commits to ensuring, wherever possible, that the working relationship is based on a valid employment relationship based on law and practice and to ensuring compliance with the ETI (Ethical Trading Initiative) core code of conduct.

An ASC inspection will be conducted for our Mavi Sular, Orfoz, Off Shore-2, and Salih Island facilities between November 4 and 8, 2024. If you have any comments or suggestions you'd like to share with us, we'd be delighted to have you attend our meeting.

An ASC inspection will be conducted for our Karkamış 1 facility between June 17-18, 2025. If you have any comments or suggestions you'd like to share with us, we'd be happy to have you attend our meeting.

An ASC Feed audit will be conducted for our Kiliç Yem production facility between July 28 and August 1, 2025. If you have any comments or suggestions you'd like to share with us, we'd be delighted to have you attend our meeting.



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Fresh Flavors

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