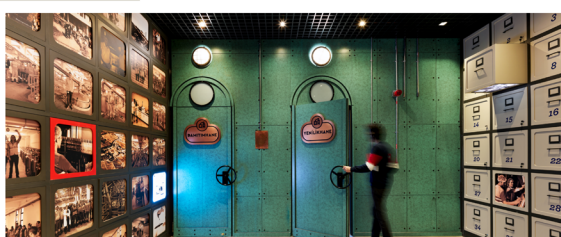


# *2023 Sustainability Performance*





# About the report

As Mey|Diageo, we have signed the **United Nations Global Compact Principles (UNGC-Global Compact)** on **October 10, 2019**, and we have considered the sustainability, which we have initiated to further integrate the sustainability into our strategies and operational performance, as a growth, production, consumption and risk management model beyond the climate crisis.

While Mey|Diageo continues to invest in the economy, human resources, technology, land and farmers of our country, we have shared our story and work behind the figures through the **Mey|Diageo Sustainability Report 2020 for the first time**. Since then, we have been continuing to share our sustainability story through the reports that we keep publishing each year. The progress status of our sustainability projects carried by us in line with our **“Society 2030: Spirit of Progress”** commitments, are included in our reports.

Our report “Mey|Diageo Sustainability Performance 2023” has been drawn up by taking into account the global prioritization works, current trends and changing local and global agendas. This report has been drawn up in a manner to include Türkiye operations performed between 01 July 2022 – 30 June 2023 (financial year 2023 - F23) in compliance with the financial calendar applied by Diageo, through the information provided by the Mey|Diageo Sustainability Committee (MDSK) and Reporting Team members as assigned by the Leadership Team.

Our report, which has been drawn up by using a different systematic than previous years, consists of two sections. The first section includes our sustainability-oriented works, while the second section includes our ESG reporting index. During the process to draw up our report, the relevant data has been collected and assessed under the leadership of MDSK in collaboration with the relevant units of the companies, and EWA Corporate Consultancy has supported the entire preparation process and creation of the report.

We will be happy for you to forward any of your opinions and suggestions regarding the Mey|Diageo Sustainability Performance 2023 that we have published, and your questions about the sustainability performance to [surdurulebilirlik@diageo.com](mailto:surdurulebilirlik@diageo.com).

We keep working determinedly in order to further our works regarding the sustainability, and we will keep sharing such efforts transparently through our reports.

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# Message from the General Manager



Dear Stakeholders,

We know that the food ecosystem is one of the most important levers for future change. Accordingly, contributing to the transition to more sustainable and resilient food and agriculture systems is among our top priorities at Diageo Türkiye. With the principle of leading sustainability from "grain to glass," we carry out numerous studies, particularly focused on carbon and water, and we implement many projects in these areas.

In this year's Sustainability Performance Report, we wanted to provide you, our esteemed stakeholders, with an in-depth look at our efforts contributing to sustainable and resilient food and agriculture systems. Of course, there is still much to be done and a long road ahead... Nevertheless, the progress we have made in line with our commitments and goal to reach net zero by 2030 is very encouraging. A reduction of 9% in our Scope 1 and 2 emissions, a decrease in water usage by 8% in our facilities, and the 137,349 m<sup>3</sup> of water savings achieved through our project aimed at replacing more water than we use are just a few of the concrete steps we are taking toward the urgent change our world needs.

We are accelerating and diversifying our efforts to combat climate change because we have begun to feel its impacts more than ever as of 2023. The rapid rise in sea levels, droughts, and increasingly severe heatwaves, which scientists have long

predicted as outcomes of global warming, are now confronting us in our daily lives. The Intergovernmental Panel on Climate Change (IPCC) 2023 Synthesis Report, which concluded that humanity is sounding the "red alert," once again emphasized the seriousness of our situation and the critical need for action.

The theme for World Food Day 2023, "Water is Life, Water is Food, Leave No One Behind," aligns closely with our priorities. At Diageo Türkiye, "Preserving Water for Life" is among our top priorities under our global goals "Society 2030: Spirit of Progress." From this perspective, I would like to share more details with you, our valued stakeholders, about how we are achieving water savings in our country and how we are replenishing more water than we use.

Firstly, we aim to create a positive water impact by replenishing more water than we use in our production processes in all our regions facing water scarcity. To use 30% less water for each beverage produced today and to create a positive water impact, we are implementing water efficiency and savings projects in our facilities, as well as projects outside our facilities. In this context, our projects focus on ensuring efficiency in agricultural irrigation, where water is used the most, and reducing water consumption in communal living areas.

The savings achieved by ending wild irrigation and switching to drip irrigation in Şahyar, Manisa, reached 47,709 m<sup>3</sup> since our 2022 fiscal year. The project to install aerators on

faucets in schools, hotels, and public buildings in Denizli, Mersin, and Nevşehir has resulted in a total water saving of 104,652 m<sup>3</sup> in the last two periods. The progress we have made once again shows how close we are to our goals.

I believe that the ability to develop different perspectives, to see opportunities and quickly implement them, and to create meaningful impacts around us are within our strength, and I think this strength is the most motivating aspect of business life. If sustainability is the most effective way to provide the most meaningful benefit to our environment, achieving it is also primarily in our own hands.

Understanding the vital importance of partnership and knowledge in transforming the agriculture and food-beverage value chain, we will continue to work together with our stakeholders on this journey. This includes collaborating with farmers, public institutions, financial institutions, NGOs, suppliers, customers, and other key players in the food-beverage ecosystem.

**Bahar UÇANLAR**

General Manager





# Mey|Diageo in brief



Mey|Diageo is one of the leading alcoholic beverage industry companies in Türkiye, and its roots date back to the 19<sup>th</sup> century.

Mey|Diageo is one of the leading alcoholic beverage industry companies in Türkiye, and its roots date back to the 19<sup>th</sup> century.

The story of the company has started with the General Directorate of Monopolies, which was established in 1862. TEKEL was established in 1925 in order to achieve a modern structure by combining the state monopolies on tobacco, alcohol and salt inherited from the Ottoman Empire. In 1932, the alcoholic beverages were monopolized by the state. During such period of time, TEKEL has performed significant contributions to the economy in Türkiye. TEKEL, which has become one

of the important sources of income of the state, has played an important role in the employment, and it has provided support to many sub-industries.

The wave of privatization, which has become widespread throughout the world during the 1980s and 1990s, has also started to show its effect in Türkiye. The works carried out by Mey|Diageo have gained momentum upon privatization of TEKEL's alcoholic beverages department in 2004 and upon the change in the ownership structure of the company in 2006. 90% of the shares were transferred to TPG Texas Pacific Group in 2006. In 2011, Mey|Diageo carries out business under the umbrella of Diageo, the alcoholic beverage producer trading approximately in 180 countries and with regional offices in 80 countries.

Mey|Diageo continues its operations as a company that is engaged in viticulture

in Türkiye and holds a farming license. It operates as two separate companies including production and sales/marketing.

The company provides an environment where the interaction between its brands and talented employees can be observed in the most striking way, including over 2,000 employees, distributors, and sales teams. As in the past, it has a positive impact on the country's economy due to the employment opportunities it provides, its integrated structure with the agriculture, and its contribution to the national budget resources. Also, the company demonstrates significant performance in implementing global best practices in sustainability within businesses in our country. With its commitment to social responsibility and its prominent brands, it has taken on a leading role in its industry.

**1862**

Directorate of  
Monopolies

**1941**

Directorate General of  
Tekel

**2004**

Incorporation of Mey Icki  
Sanayi ve Ticaret A.S. by  
privatizing Tekel alcoholic  
beverages department

**2006**

Transfer of the shares  
of Mey Icki Sanayi ve  
Ticaret A.S. to Texas  
Pacific Group

**2011**

Transfer of the shares  
of Mey Icki Sanayi ve  
Ticaret A.S. to Diageo





# Our brands and products



As Mey|Diageo, we are an alcoholic beverage company with a wide product portfolio. Our portfolio covers more than 100 product types, including raki, vodka, whiskey, gin, liqueur, rum, tequila, wine brands and their sub-products.

In addition to these brands produced and sold by us, we also distribute and release the international brands, covered by Diageo, in our country. Thus, any world-renowned and loved brand become accessible to the consumers in the Turkish market.

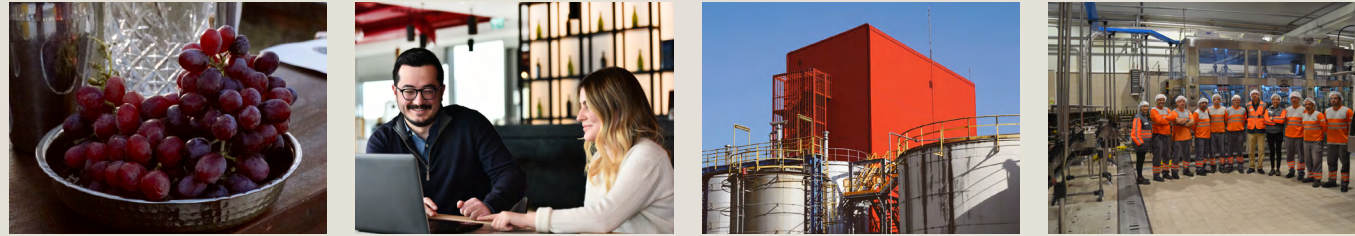
As Mey|Diageo, we are continuously expanding and diversifying our product portfolio in order to provide our customers with a rich experience. We keep developing the innovative approaches in order to meet

and even exceed the expectations pf the consumers, while we maintain the quality and unique taste of each of our brands. With these efforts, we aim to be one of the leading companies in the alcoholic beverages sector in Turkey and to reach a broader audience with our brands..

Yeni Raki	Tekirdag	Altinbas Raki	Kulup Raki	Izmir Raki	Tayfa Raki
Civan Raki	Vefa Raki	Prototip	Bulleit	Johnnie Walker	Je&B
Bells	Vat 69	Glenkinchie	Clynelish	Dimple	Cardhu
Oban	Caol Ila	Lagavulin	Singleton	Talisker	Ketel One
Smirnoff	Istanblue	Binboa	Gilbey's Vodka	Bazooka	Tanqueray
Gordon's	Gilbey's Gin	Cin Adalin	Don Julio	Captain Morgan	Zapaca
Sheridan's	Safari	Baileys	Nazen	Kayra	Terra
Leona	Buzbag	Buzbag Rezerv	Allure	Cumartesi	Guzel Marmara
Cielo	Ruffino	Chateau Bel Air	Terre Allegre		



# Who are we?



- As the current representative of a tradition, which has started with the General Directorate of Monopolies in 1862, and which has continued with Tekel, we are an organization, which continues to provide contribution to the country's economy, and which maintains and develops the culture of fermented and distilled beverages in solidarity with the gastronomy ecosystem.
- We are a company that is engaged in viticulture on its own land and holds a farming license.
- We have been the export champion in our field for years.
- We are a company that places the positive social impact at the center of its strategy.
- We have an inclusive and diverse culture that celebrates its employees wherever and whenever they are.
- We are Mey|Diageo, combining the strength of our brands with the talents of our employees, and moving forward confidently with over 2,000 employees, including distributors and sales teams!



# Our Story



We continue our activities as the current representative of a tradition whose roots have started with the general Directorate of Monopolies in 1862, and which have continued with Tekel. We keep this tradition alive with the principle of "modernizing the legacy from the past and transfer it to the future generations." Thus, our products are always renewed and remain new. We also intend to achieve the transformation with an ecosystem, in which the international standards and quality are based, and in which the women are at the forefront, and in which the gender balance is achieved.

The most important trigger of our transformation has been acquisition of our company by Diageo, the world's largest alcoholic beverage producer, in 2011. Thus, we have increased our growth performance with significant investments. The fact that Diageo is an international company with more than 30 thousand employees in more than 180 countries throughout the world adds strength and experience to us.

However, our story is not limited to just these elements. Because our activities are not limited to our products that are produced, sold and consumed. We are a company that strives to develop the gastronomy ecosystem in industry and agriculture.

We commit the sustainability in our business model, and we carry out business within ethical principles, and we manage the company

in compliance with the corporate governance principles, and we prioritize the rights and welfare of our employees. While we provide contribution to the society, in which we operate, we manage our supply chain responsibly, and we prioritize the sustainability during the innovation processes. We try to understand the expectations from our company by keeping in contact with our stakeholders, and we design and carry out our works in a manner to meet these expectations. We provide contribution to development of our projects by monitoring and assessing them.

We are closely monitoring the trends in our industry. In order to reduce our footprint resulting from our activities throughout our value chain, we are striving to switch to environmentally friendly packaging materials, and to stop excessive packaging, as well as to switch to the efficient use of the resources and circularity. One of the biggest challenges ahead will be to maintain the balance between the growth and the sustainability.

We, as Mey|Diageo, do our best not only for achieving the target of fulfillment of our corporate social responsibility, but also for becoming a "responsible social organization". Together with our employees, who reflect the richness of different geographies, inspiring leaders and product portfolio, which includes more than 100 brands, all of which we speak of proudly, we aim to do better than the previous day.

# Our Leadership Team

The leadership of our leadership team in the field of sustainability guides us regarding the long-term success, stakeholder relations and management of our social impact. We do our best not only for achieving the target of fulfillment of our corporate social responsibility, but also for being a "responsible social organization."



**Bahar Ucanlar**, *General Manager\**

"The most motivating aspect of business life is that we know that we have the power to develop different perspectives, to see opportunities and implement them quickly, and to create a meaningful impact on our environment."



**Ahmet Yazicioglu**, *Corporate Communications and Corporate Relations Director*

"Struggling is an art, and displaying this art on the stage is the best way to achieve the unity, happiness, respect and love."



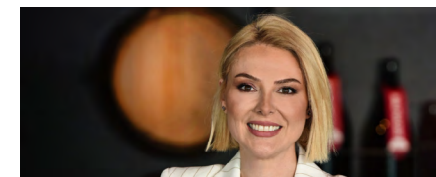
**Deniz Keskin**, *Senior Strategy and Transformation Manager*

"You can always get the things done; what matters is the bonds established, the ones that become stronger by sharing, as well as the mark we leave on each other. My purpose is to leave lovely marks behind at all times..."



**Kursat Apan**, *Supply Chain Director*

"İş hayatında unvan ve terfilerden daha önemli, ne yaptığın, yaptığın işin sana keyif verip vermediği ve yaptıklarınla iz bırakıp bırakmadığıdır."



**Tugba Barutcuoglu**, *Regulation and Legal Director*

"Creating a harmonious environment in which all persons can express themselves freely and feel free to generously use all their skills in order to provide contribution to their community."



**Ozlem Yesildere**, *Finance and Transformation Director*

"If your heart is singing, then the life will make you dance! Follow what is in your heart. Do not be discouraged by difficulties, and learn from mistakes, and get back up if you fall, and be a little 'bobo doll'. However, study well in your lesson, and be sure to master your subject."



**Serkan Solmazer**, *Sale and Distributor Director*

"Wisdom is a gift to everyone around us, while the humility is our gift to ourselves."



**Ulfet Baykent Uysal**, *Human Resources Director*

"Work is a work everywhere; smart and hardworking persons achieve everything with a certain amount of experience. What makes the "Work" special is your co-workers, and whether the values of the company, at which you work, match yours, and how compatible the work you perform each day is with your life purpose."

\* She took over the position from Levent Kömür as of April 1, 2024



# Corporate profile



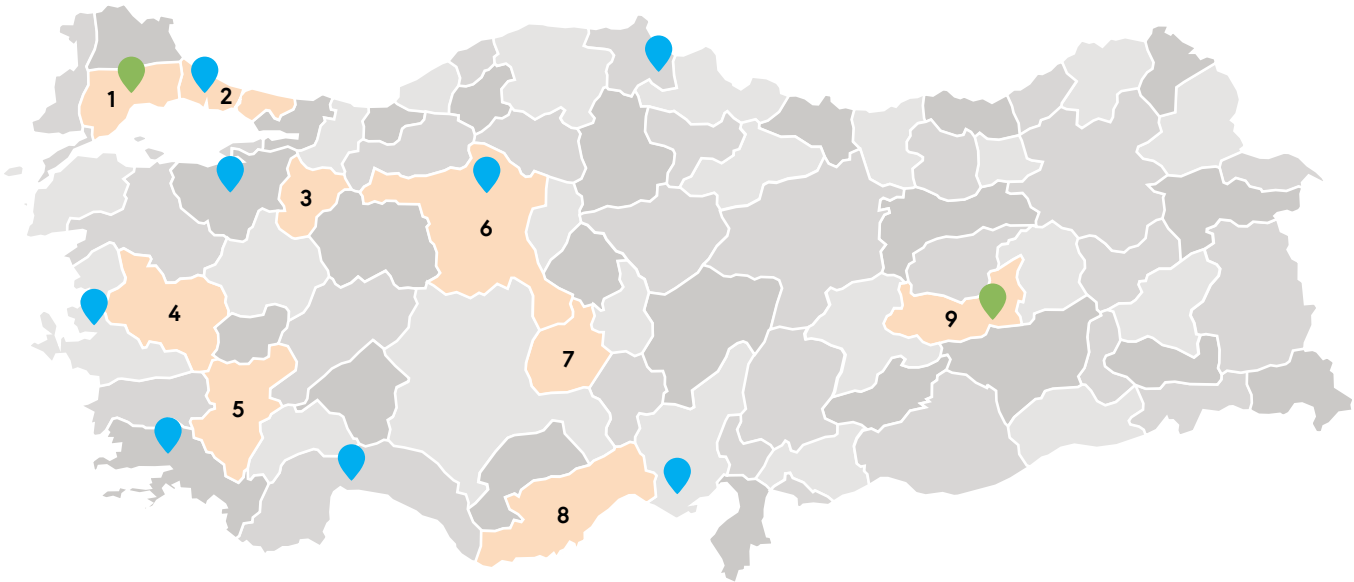
In addition to our factory, in which we produce suma and agricultural ethyl alcohol, we have raki factories in Alasehir and Nevsehir. Our vodka, gin and liqueur production facility is located in Bilecik, and our anise processing facility is located in Acipayam, and our vineyards and wine production facilities are located in Elazig and Sarkoy.

Our products are delivered to both sales and consumption points through our warehouse and sales offices that are located in three different locations.

In addition to the products produced by us in our factories, we also present international brands to consumers' taste within Diageo.

We are the export leader in the Distilled Alcoholic Beverages industry.

By being engaged in viticulture on our own lands, we support the agriculture by means of our investments, and we export the same to 30 countries.



## 1 TEKIRDAG

**Sarkoy winemaking plant**  
Production of wine, aromatized wine and aromatized wine-based beverages

**Sarkoy vineyards**  
Viticulture

## 4 MANISA

**Alasehir distillery plant**  
Production of raki, anise/gum distilled alcoholic beverages and anise flavored distilled alcoholic beverages

**Alasehir warehouse**  
Wholesale trade of the alcoholic beverages

## 7 NEVSEHIR

**Nevsehir distillery plant**  
Raki and suma production

**Nevsehir warehouse**  
Wholesale trade of the alcoholic beverages

## 2 ISTANBUL

**Mey Icki Sanayi ve Ticaret A.S.**  
Head Office - Management

**Mey Icki Sanayi ve Ticaret A.S.**  
Head Office - Management

## 5 DENIZLI

**Acipayam anise processing facility**  
Anise processing

## 8 MERSIN

**Tarsus suma factory**  
Suma and agricultural ethyl alcohol production

## 3 BILECIK

**Bilecik distillery plant**  
Production wholesale trade of gin, liqueur and vodka

**Bilecik Warehouse**  
Wholesale trade of the alcoholic beverages

## 6 ANKARA

**Corporate affairs office**  
Corporate affairs management

## 9 ELAZIG

**Elazig winemaking plant**  
Wine production

**Elazig vineyards**  
Viticulture

## SALES OFFICES

**Adana, Ankara, Antalya, Bursa, Istanbul Asia, Istanbul Europe, Izmir, Samsun, Mugla**  
Wholesale trade of the alcoholic beverages



# Hope Manifest

Mey|Diageo has set out in order to modernize the socialization and celebration heritage of these lands and to transfer it to the future generations.

Our target is to become **best performing, most reliable and reputable consumer goods company** in Türkiye. **We say and believe that "Another company is possible".**

While committing this,

**As the winds of change blow, some build walls and some build windmills. We will keep being included in those who build windmills, and including our entire ecosystem in this process, and existing at each possible table.**

As a team, we promise to be a **source of hope** for our employees, consumers and partners.

While keeping this promise,

We will be **fair, transparent, compassionate and conscientious.**

We will be **a brave, caring, inspiring, sharing and generous role model.**

We will be a team intending to achieve **1+1 = 3, greater than the sum of the parts.**

**We will trust each other.**

**We will not forget that resting, reflecting, celebrating and enjoying will increase when we are together.**

We will keep **our company's reputation** above everything.

**Our target is 100%. However, we will also enjoy the 80%, and we will be satisfied with it, and we will celebrate it.**

**We will grow and strengthen our teams.** We will maintain **our work life balance** by **constantly prioritizing it.**

We will strengthen our **uniqueness, diversity and inclusivity.**

And we will always remain positive. **Because if this works, it works.**

Cheers!

Mey|Diageo Leadership Team



# Highlights of the reporting period



**169** sustainability-focused projects have been implemented.



The water efficiency target (l/l) (amount of water used per liter of production) was 8.32, and the actual figure achieved was **8.27**.



Bilecik has achieved **carbon neutrality** by obtaining the PAS 2060 certification.



A **9%** reduction in our Scope 1 and 2 emissions has been achieved.



An **8%** reduction in water usage has been achieved in our facilities.



As part of our project aimed at "water replenishment", we have achieved a water saving of **137,349 m<sup>3</sup>**.



By switching to drip irrigation and ending flood irrigation in Manisa Şahyar, the savings have reached to **47,709 m<sup>3</sup>** since F22.



With the project involving the installation of aerators on faucets in schools, hotels, and public buildings in Denizli, Mersin, and Nevşehir, a total of **104.652 m<sup>3</sup>** of water has been saved over the last two periods.



In surveys conducted with monthly paid employees, our employee engagement index is **91%**, and our inclusion and diversity index is **88%**.



Among our employees, the recommendation score for our products is **93**, and the score for recommending Mey|Diageo as a place to work is **60**.



In our first survey conducted with hourly paid employees, our employee engagement index is **95%**, and our inclusion and diversity index is **88%**.



Employee engagement survey results are above both local and global benchmarks and show a positive trend each year.

To support the well-being of our field sales employees in the earthquake-affected areas, assistance has been provided for their transfers to different locations..



# “Society 2030: “Spirit of Progress”



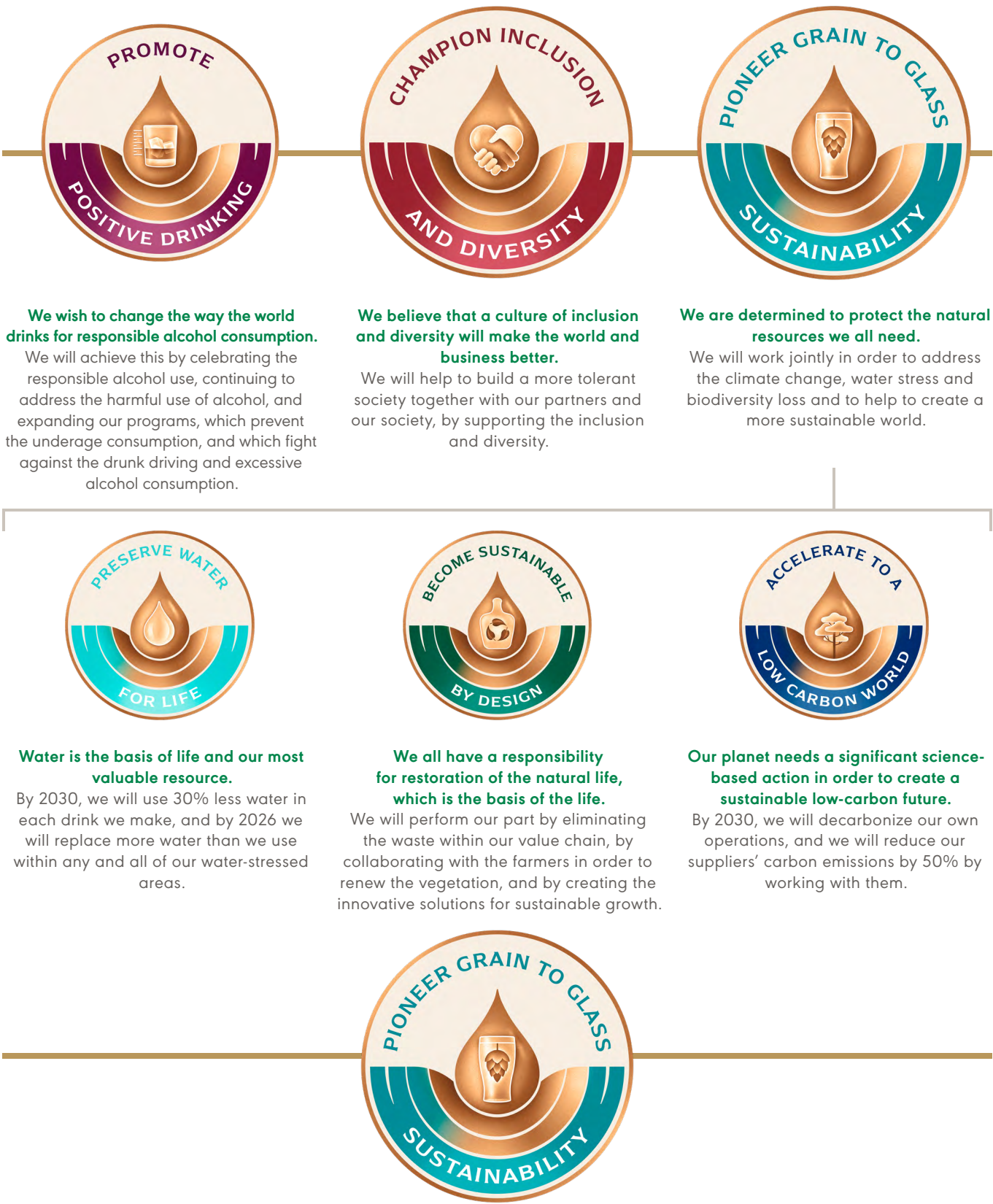
“Society 2030: Spirit of Progress” supports our 10-year Environmental, Social and Governance (ESG) solution plan in order to help to create a more inclusive and sustainable world, and it is fully aligned with the UN Sustainable Development Goals.

Our ESG solution plan has been focused on solving the most important matters that affect our company, our employees, our brands, our suppliers and the society in which we operate. Accordingly, our three priorities are provided as follows: As in each country, in which it is operated under the umbrella of Diageo, in our country, we also strive to “spread the awareness of responsible alcoholic beverage consumption”, and to “be a leader regarding inclusion and diversity”, and to “pave the way for sustainability from seed to glass” by protecting the natural resources on which our long-term successes based.

We support a transition to fully renewable energy for the net zero target 2030 as well as the responsible consumption and the efforts to create a more inclusive and diverse culture. Our target is to

spread our work across our supply chain and to reduce our carbon footprint by 50% together with our suppliers. We strive to replace more water than we use in all regions, which suffer from the water stress, by 2026 by means of over 150 projects carried out globally. You can find the details of the projects, which are developed by us for such purpose, and which are implemented carefully in our country, in the following sections. We intend to use 30% less water in each beverage produced by us. Our targets for 2030 include meeting our needs locally, supporting the small-scale farmers, zero waste, transition to 100% recyclable packaging, and making the 60% of the packaging, used by us, of recycled materials.

We provide our employees with a fair and respectful environment so that each person can live a life everywhere and each day in line with their value set and that they can reach their home safely and healthily.



**We wish to change the way the world drinks for responsible alcohol consumption.**  
We will achieve this by celebrating the responsible alcohol use, continuing to address the harmful use of alcohol, and expanding our programs, which prevent the underage consumption, and which fight against the drunk driving and excessive alcohol consumption.

**We believe that a culture of inclusion and diversity will make the world and business better.**  
We will help to build a more tolerant society together with our partners and our society, by supporting the inclusion and diversity.

**We are determined to protect the natural resources we all need.**  
We will work jointly in order to address the climate change, water stress and biodiversity loss and to help to create a more sustainable world.

**Water is the basis of life and our most valuable resource.**  
By 2030, we will use 30% less water in each drink we make, and by 2026 we will replace more water than we use within any and all of our water-stressed areas.

**We all have a responsibility for restoration of the natural life, which is the basis of the life.**  
We will perform our part by eliminating the waste within our value chain, by collaborating with the farmers in order to renew the vegetation, and by creating the innovative solutions for sustainable growth.

**Our planet needs a significant science-based action in order to create a sustainable low-carbon future.**  
By 2030, we will decarbonize our own operations, and we will reduce our suppliers’ carbon emissions by 50% by working with them.



**We believe that doing our job properly provides contribution to a fair and just society.**  
We will create such an environment that any and all of our stakeholders will feel that they are treated fairly and respectfully. We will act honestly in order to do our jobs properly, and we will meet the external expectations, and we will act in accordance with our own standards.

## Ayla Bilir – Finance Manager at Mey|Diageo

I have been working at Mey|Diageo for 19 years. It is gratifying to be part of a company with a portfolio of fantastic products and to build on the successes and numerous contributions I have made to the Finance Department over the years. Working at a firm that is viewed as highly prestigious from the outside is truly rewarding. The private health insurance provided as part of Mey|Diageo’s HR practices is a significant comfort in today’s economic conditions.



# Sustainability at Mey|Diageo

The target and input of the works carried out by us in line with our intention **to celebrate the life each day and everywhere** is the sustainability. As Mey|Diageo, we expand the impact of our sustainability works by mobilizing our employees, customers, suppliers, especially farmers and agricultural/irrigation cooperatives available in the regions in which we operate.

In addition to transition of our facilities to 100% renewable energy for our net zero target, we strive to collaborate more closely with our suppliers for our Scope 3 emissions. We will support them in order to have them switch to the clean energy and to work regarding the energy productivity. It is not possible to achieve our sustainability targets without the support and dedication of our employees. Because the sustainability initiatives are transformative, and they do not always provide rapid gains. It is required to place the stones on top of each other patiently, like a bricklayer, in order to ensure a long-term positive effect. Therefore, we continue our work with a holistic perspective in order to do the best at home, at work and in the society.

We work determinedly in order to achieve our target to **"become best performing, most reliable and reputable consumer goods company in Türkiye"**.

Our sustainability works are coordinated by the Mey|Diageo Sustainability Committee (MDSK), whose structuring has been completed in 2020. The committee is managed by a project leader and core team sponsored by the Supply Chain Director elected from the Leadership Team. In respect of the structure of MDSK, there is an extended committee consisting of L.E.G.O. (Leadership, Empathy, Growth, Opportunity) team members as well as of the representatives of the other departments.

Our sustainability priorities are adopted by the Leadership Team, which constitutes our top management body, and our performance is regularly monitored and measured. Monitoring and assessment of the works is also carried out within this structure, and a connection with the Leadership Team is provided through the agency of the manager who sponsors the MDSK. Thus, the coordination of the corporate sustainability activities is ensured,

and the teams, who are responsible for production, brand, communication, human resources, infrastructure, supply and quality, are brought together.

Also, the activities carried out by the MDSK include adopting the sustainability agenda, which is created in line with the globally determined sustainability priorities, strategies and targets, and making the same a part of business processes, and monitoring the international developments, and monitoring the public regulations and trends.

In addition to the "Occupational Safety Committee" and "SMDSK", many different communities such as the sustainability-oriented "I Have an Idea' Committee", "Diversity and Inclusion Committee", "Work and Life Balance Committee", "Agile Walkers", "Women in Sales", "Year-End Meeting Organization Committee", "Evreka", "Discipline Committee under Union Processes", "LPPD Committee" and "Risk Management Committee" continue their works with a holistic approach in order to achieve our performance ambition.

## Dilek Emil - Co-Founder, EWA Corporate Consultancy

As EWA Corporate Consultancy, focused on sustainability and corporate affairs, our stakeholder relationship with Mey|Diageo dates back to 2018. Mey|Diageo's decision to embark on a sustainability journey gained momentum with the signing of the Global Compact. In this process, Mey|Diageo conducted an internal, detailed survey to objectively assess company performance in sustainability and carried out a gap analysis to prepare a roadmap based on global best practices. We witnessed the step-by-step implementation of this roadmap. We observed that sustainability was not perceived as a separate task but had become an integral part of the way of doing business.

In the "Water Replenishment" and "Collective Action" projects, which we supported in the field, the most striking aspect was how deeply sustainability had been internalized. We saw an approach that went beyond supply chain management, cost reduction, or trend-based reporting. Mey|Diageo focused on long-term strategies rather than short-term approaches. While profit was a goal, the main objective was achieving a balance. The goal was to find a point where social, environmental, and economic targets were balanced. This was achieved through solidarity and a sense of partnership. For this reason, we had the opportunity to collaborate with a wide range of stakeholders, from local governments and district offices of ministries to irrigation cooperatives and commodity exchanges, in our field sustainability projects.

We enjoyed working with a team that understands sustainability as a responsibility beyond compliance with existing laws and regulations. Mey|Diageo, despite having no legal deficiencies in areas such as biodiversity, conducted risk assessments in the regions where their facilities are located and acted in accordance with their mission of being a responsible social institution.

At EWA Corporate Consultancy, we felt like part of the Mey|Diageo team in our work. We sincerely thank them for providing us with a working environment and communication opportunities that made this feeling possible.



# Delivering our “Performance Ambition”

Our six strategic priorities guide us in order to achieve our ambition to “become best performing, most trusted and respected consumer company in Türkiye”. We achieve the strategic outcomes, by which we measure our performance, through these priorities.

## OUR STRATEGIC PRIORITIES



## OUR STRATEGIC OUTCOMES

Efficient Growth      Consistent value creation      Credibility and trust      Engaged people

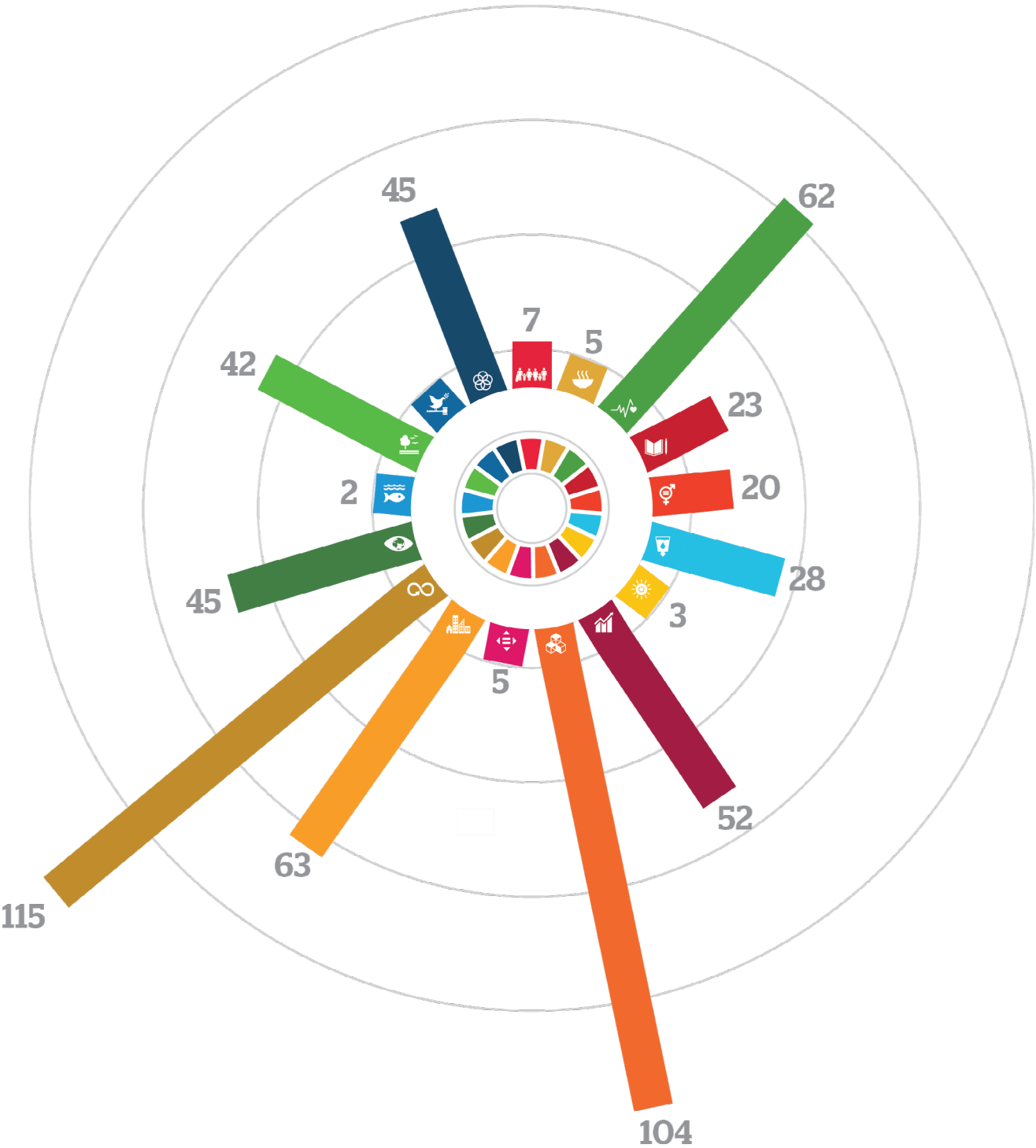
While assessing our performance, we analyze such data as organic net sales growth, organic operating profit growth, occupational health and safety, water productivity, carbon emissions and employee commitment. We also closely monitor many key success indicators such as the impact of the programs carried out, the number of participants and the proportion of female employees.

# Sustain quality growth

### Our contribution to the Sustainable Development Targets

We believe that the business world has a responsibility for supporting the works carried out in order to achieve the Sustainable Development Targets. The strong bond between the manner of performance of business and the Sustainable Development Targets leads our Company to focus on the sustainability targets. This strong bond also ensures determination of more effective targets. The

sustainable development targets, to which we can contribute the most, have been determined in our materiality matrix. In F23, we analyzed 169 projects focused on sustainability and aligned them with the Sustainable Development Goals to assess whether they are aligned with our materials. We have been continuing this work meticulously since 2020, when we first published our Sustainability Report.





### Economic performance

The European region, in which our country is located, includes the different markets with trend-setting trade channels and attractive tourism destinations.

Meyl/Diageo net sales have increased by 38% by representing a growth of 9%. As a natural consequence of a high-inflation economy, the growth has resulted from the increases in prices and customs duty rates. The whiskey, vodka and raki are products that play a role in the growth.

## Alasehir Yeniliklane

It is not a coincidence that Yenilikthane, in which where product development and recipe studies are conducted, is in Alasehir. The first name of Alasehir, which has been founded between 150-138 BC, is "Philadelphia", which means "brotherly love". Shaping the future of raki, which is a 500-year-old tradition, and transferring it to the future generations, and providing a transformative experience to the industry professionals, and making a challenging and limited kraft production, which requires the mastery over long periods of time, from carefully selected raw materials with two new stills, namely Reyhan and Saadet, suits Alasehir, whose first name means "brotherly love", very well.

The fact that 85% of the raisins and 20% of the table grapes are supplied from Manisa, in which Alasehir is located, and the fact that 50 thousand families make a living from viticulture, and the fact that our company's main production facility is located in Alasehir, are the other reasons why Yenilikthane has been established in Alasehir.

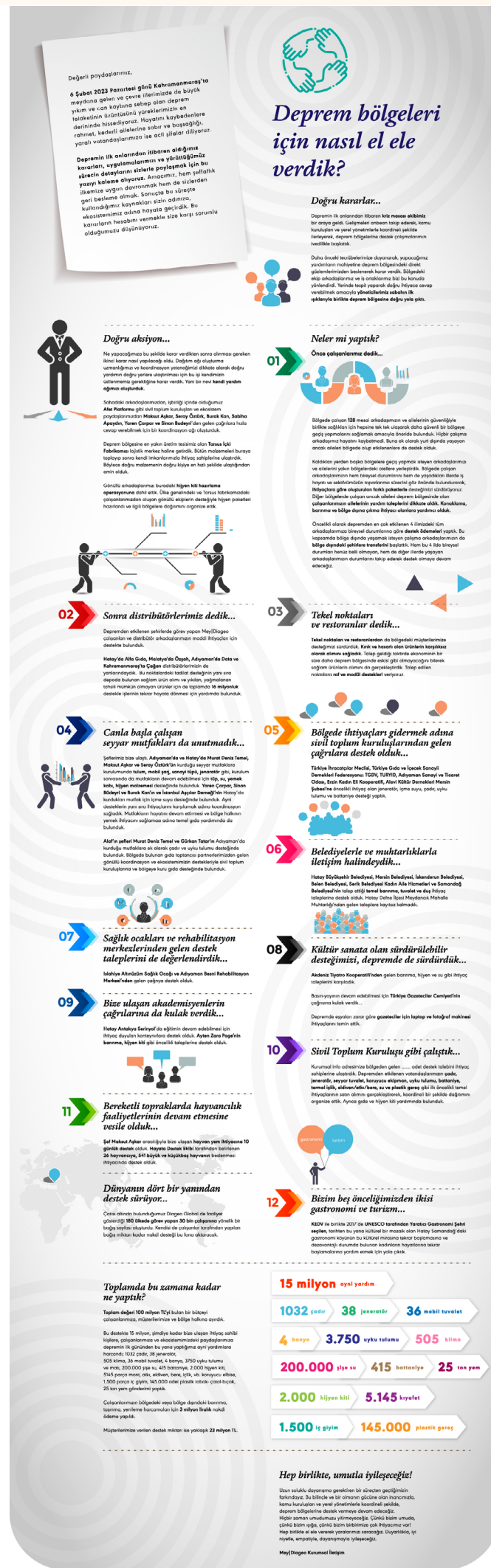
## Sustainable supply chain

We attach importance to work meticulously in each link of our supply chain, which extends from the first agricultural raw material to our customer and from our customer to the consumer. We work in cooperation with our different stakeholders in order to reduce the carbon footprint and to prevent any loss and waste at each phase of our supply chain.

We intend to provide products of high standards by ensuring the transparency and accountability in all of our processes, including the packaging, in order to improve the quality and to create a more durable supply chain.

As a matter of fact, one reason for local provision of most of the raw materials and products procured by us within our supply chain is to strengthen this chain, and the other reason is to shorten our total transportation distances and to provide contribution to the decarbonization. We provide 99% of our material supply through the local sources. There are very few cases where we use foreign suppliers.

The food system, from which our agricultural raw materials are procured, includes the activities that have the high carbon footprints such as agriculture, land use, industrial processes and packaging. Therefore, we do not only aim at the producers included in our supply chain, but also we keep working intensively in order to develop the projects for the purpose of preventing the soil salinization, nutrient imbalance, eutrophication (shortening of the natural life of water), nitrate accumulation and greenhouse gas effects resulted from the incorrect fertilizer implemented by the producers, especially winegrowers.



MESSAGE FROM THE GENERAL MANAGER	MEY DIA GEO IN BRIEF	OUR BRANDS AND PRODUCTS	WHO ARE WE?	HOPE MANIFEST	HIGHLIGHTS OF THE REPORTING	SOCIETY 2030: "SPIRIT OF PROGRESS"	SUSTAINABILITY AT MEY DIA GEO	DELIVERING OUR "PERFORMANCE AMBITION"	ESG REPORTING INDEX 2023
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### Events, media coverage, and awards

**Events:**

- **Support for Earthquake Areas**

Since the first moments of the February 6, 2024 earthquake, our crisis management team has come together. By closely following developments and progressing in coordination with public institutions and local authorities, we initiated our support efforts for the earthquake-affected areas. We allocated a budget totaling 100 million TL to our employees, customers, and the local community.

- **Arter Corporate Membership**

With our support for the sustainability of art, we aim to renew and pass on the tradition of sharing the sadness and joy of these lands to future generations. As the first corporate member of Arter, which offers an accessible, vibrant, and sustainable cultural and living platform with its program covering all disciplines of art, we continued our support this year.

- **Harbiye Star Seats**

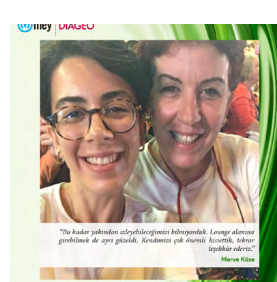
We continued to support Harbiye Star Seats for the sustainability of culture and art. To support our employees in benefiting from art, we hosted our team members at the Harbiye Cemil Topuzlu Open-Air Concerts throughout the summer.

- **Istanbul Modern**

We became a special supporter of Istanbul Modern, Turkey's first modern and contemporary art museum, which hosts interdisciplinary events.

- **Venedik Biennale**

By advocating for a company that supports art, defends the rights of all living beings, and is inclusive and unifying, we became one of the supporters of the Turkey Pavilion at the 60<sup>th</sup> International Art Exhibition of the Venice Biennale. The Turkey Pavilion, located at the Arsenale, featured the project "Ghost Stories: The Sack Theory of Architecture," curated by Sevince Bayrak and Oral Göktaş.





#### Panels we participated in as speakers:

- **Mediacat - CMO Symposium – Levent Kömür - "Revisiting Crisis Management: Brand Lessons for Uncertain Times"**  
Our General Manager, Levent Kömür, participated in the 2nd CMO Symposium organized by Mediacat Magazine this year with his talk titled "Revisiting Crisis Management: Brand Lessons for Uncertain Times."
- **DigitalTalks Sustainability Talks '22 – Kürşat Apan – "How Do Companies View Sustainability? & What Are They Doing in This Context?"**  
Kürşat Apan, our Supply Chain Director, spoke at the DigitalTalks Sustainability Talks'22 event in the session titled "How Do Companies View Sustainability? & What Are They Doing in This Context?"
- **Marketing Meet-up – Kürşat Apan – "The Reality at the Edge of the World: Sustainability"**  
Kürşat Apan, our Supply Chain Director, was a guest at the Marketing Meet-up event, participating in the session titled "The Reality at the Edge of the World: Sustainability."
- **Terra Madre Anadolu Izmir Events – Levent Kömür – "Eat the Grape, Ask About the Vineyard" Panel**  
Our General Manager, Levent Kömür, was a guest at the Terra Madre Anadolu Izmir events, participating in the discussion titled "Eat the Grape, Ask About the Vineyard."
- **GastroFest – Legacy for the Future – Sweet and Salty Water**  
In the journey from grain to glass, protecting our water and water resources is one of our main goals. At Gastrofest, held with the theme "Legacy for the Future II: Our Sweet and Salty Water Resources," our Senior Corporate Communications Manager Hazan Aydın Yeşilova spoke on the "Water and Life" panel, while our Senior Technical and Innovation Manager Koray Özcan discussed the importance of water in production.

- **SSummer Camp Event – Didem Alev & Çinel İşlek Güncü – Sustainability 101 Training for Young Talents**

Our Talent Acquisition Manager Didem Alev and Occupational Health and Safety Manager Çinel İşlek participated in the Summer Camp organized digitally by Out of Campus. During the event, our managers provided young talents with "Sustainability 101" training, explaining Mey|Diageo's culture and values.

- **Ceo Stories Summit – Levent Kömür**

Our General Manager, Levent Kömür, shared his experiences with young talents at the Ceo Stories Summit, where company executives and students came together on a common platform for the first time.

- **ACMP Turkey – Change Management Bootcamp – Ülfet Baykent Uysal**

Our Human Resources Director Ülfet Baykent Uysal was a speaker at the "Change Management Bootcamp" event organized by ACMP Turkey.

- **YenidenBiz**

Our General Manager, Levent Kömür, participated as a speaker in the "Human-Centered Growth" summit organized by the Re-Employment Women Platform, "YenidenBiz".

#### Corporate sponsorships:

- **Cradle of Food**

We believe that sharing a meal brings people closer together and that not only eating together, but also cooking together, connecting with culinary traditions, and sharing food-related memories improve individuals and communities. With this spirit of solidarity, we are proud to support the "Cradle of Food" conference, which aims to honor, support, and contribute to the preservation of the layered culinary culture of the earthquake-affected region, as well as to its material and moral sustainability.

- **Sapor – Food and Migration**

We supported Sapor Istanbul, which began with the motto "Old School Symposium" and is being held for the 2<sup>nd</sup> time this year with the theme "Food and Migration."

- **Şahyar Drip Irrigation Area Press Tours**

Protecting our water and water resources is our greatest wish. We visited the Şahyar region, near our rakı factory and innovation center in Manisa Alaşehir, with members of the press to showcase the drip irrigation infrastructure we have implemented to use water resources more controllfully, improve product quality, increase yield, and enhance the income of vineyard workers.

- **KuirFest**

Continuing our support for the Pink Life KuirFest, Turkey's first and only queer film festival, which began in Ankara in 2011 and is being held for the 11<sup>th</sup> time this year.

- **Müzik Yazarları Buluşmaları**

We continued our annual Music Writers Meetings this year as well.

- **Bergama Tiyatro Festivali**

We sponsored the Bergama Theatre Festival for the 4<sup>th</sup> time this year. The festival, held from August 11-13, 2023, told new stories in the historic streets of Bergama.

- **Ayvalık International Film Festival**

We deeply believe in the healing and unifying power of culture and the arts. By sponsoring the "New Director" award at the Ayvalık International Film Festival, we aimed to encourage emerging filmmakers who have shown notable success in any area of cinema, whether in front of or behind the camera.

- **Ayvalık Music Festival**

We supported the Turkish-Greek Friendship Concert "Hand in Hand for Peace" at the 9<sup>th</sup> Aima Music Festival, held this year to mark the 100<sup>th</sup> anniversary of the Exchange.

- **BİFED (Bozcaada International Ecological Documentary Festival)**

We continued our support this year for the Bozcaada Ecological Documentary Festival held on Bozcaada.

- **Medyascope – Varol Usta: The Indispensable of Holidays: Liqueur**

With nearly 50 years of experience, Varol Usta, our master of vodka, gin, and liqueur, shared his liqueur and its history, a tradition since the early years of the Republic, with Medyascope.

- **PSM Workshop**

We sponsored the PSM Workshop, organized by Zorlu PSM to sustain the culture and arts ecosystem and to bring new talents to theatre, covering three areas: "Dramatic Writing," "Directing," and "Producing".

- **"Eksik" - Theatre**

We continued to celebrate life with art this year as well. We were the corporate sponsor of the play "Eksik," written and directed by Aksel Bonfil.





#### In-house webinars:

- **UNWomen's 16 Days of Activism – Nebi Sümer and Meltem Azbazdar**

At Mey|Diageo, we are deeply committed to gender equality as a fundamental human right and stand against all forms of violence. We continue to support awareness-raising efforts as part of UNWomen's 16 Days of Activism. We hosted Professor Dr. Nebi Sümer from Sabancı University's Faculty of Arts and Social Sciences for a discussion on "Gender Equality," moderated by Meltem Azbazdar, the Leader of our Inclusion and Diversity Committee. The discussion focused on protective gender discrimination and stereotypes.

- **Konuşmamız Gerek Association – Menstrual Awareness**

On International Women's Day, March 8, our Legal Director and Co-Chair of the Inclusion and Diversity Committee, Meltem Azbazdar, moderated a session with Konuşmamız Gerek Association, which has been addressing menstrual poverty and stigma in Türkiye since 2016. The session focused on the needs of women in disaster-affected areas with limited resources and long-term action plans.

#### Media coverage:

During the F23 period, we achieved approximately 20 million impressions through 254 print media mentions and reached 4.7 million people through 1,924 electronic media news articles.

We also made a total of 108 social media posts related to the sustainability of culture and the arts (10 posts) and nature (16 posts).



#### Awards:

- **Capital Magazine – Turkey's Most Liked Companies Award – Alcoholic Beverage Sector Leader**

In the "Turkey's Most Liked Companies Survey" organized by Capital Magazine, we were named the most liked company in our sector.

- **Istanbul Fresh Fruit and Vegetable Exporters' Association**

At the "Exporters' Meeting and Award Ceremony" organized by the Istanbul Fresh Fruit and Vegetable Exporters' Association, we were honored with an award as one of the companies with the highest export figures.

- **Diageo HR Heroes**

In the annual "HR Heroes" awards held within Diageo, we won the "Employee Experience" category award for our Workday system transition project.

- **10<sup>th</sup> Baykuş Awards – Distinguished Baykuş Award for Corporate Reputation Research**

Our work, led by the Insights and Strategy team, won two awards at the 10<sup>th</sup> Baykuş Awards. We received a gold award in the "Innovative Baykuş" category for the Household Panel conducted with Estima, and a bronze award in the "Distinguished Baykuş" category for the Mey|Diageo Corporate Reputation Research conducted with ERA.

- **Sales Network – LISA Awards – FMCG Food Category Leader: Serkan Solmazerr**

Our Sales and Distribution Director, Serkan Solmazer, was named "Leader of the Year" in the FMCG Food category at the Sales Network's "LISA Awards," which recognize leaders who contribute to the development of the sales ecosystem.

- **Fortune 500 – Catalyst of Change: Finance Leaders – Özlem Yeşildere**

At the "C-Suite Series Fortune CFO 2022, Catalyst of Change: Finance Leaders" awards organized by Fortune Turkey Magazine, our Finance and Digital Transformation Director, Özlem Yeşildere, received an award.

- **Fast Company – Sustainability Leaders 50**

Our General Manager, Levent Kömür, was ranked 8th in the "Sustainability Leaders 50" list determined by Fast Company Turkey Magazine, marking his third appearance in the list.

- **Sales Network**

B2J Award – Best Team to Join

Best of Sales Awards – Commercial Marketing Application and Better World Categories Award

Jury Special Award for HR Applications in Sales

We were honored with five awards at the "Best of Sales Awards," organized for the fifth time this year by the Sales Network community.

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- **Data Expert & BMI Business School – Top 50 CFO & Top 50 CHRO Award**

At the event organized for the 7<sup>th</sup> time this year by BMI Business School in collaboration with Data Expert, our Finance and Digital Transformation Director, Özlem Yeşildere, was listed in the "Top 50 CFO" list. Additionally, our Human Resources Director, Ülfet Baykent Uysal, was included in the "Top 50 CHRO" list.



- **Legal 500 Meltem Azbazdar**

Our Legal and Regulatory Director, Meltem Azbazdar, was selected for the GC Powerlist, which awards successful corporate lawyers, for the 5<sup>th</sup> time.

- **WorldClass 2023**

The World Class Turkey 2023 finale, one of the world's most prestigious bartender competitions that supports, trains, and inspires over 400,000 bartenders in 60 countries, was held. The winner of World Class Turkey 2023 was Doğuş Türümen.

- **Top 100 Talent Program 2023**

Our "New Life" internship program was recognized as one of the year's most admired talent programs in the "Top 100 Talent Program 2023" and was ranked 2<sup>nd</sup> in its category.



- **Meyhane Specialty Book**

We were named the "Country Winner" in the "Food and Drink" category at the Gourmand Awards.

We won the "2022 Gastronomy Book of the Year" award from KİTAP, the monthly culture, art, and literature magazine of Ekonomi newspaper.

We received the "Gastronomy Book of the Year" award from the Kitchen Friends Associationk.





# From our stakeholders

## **Sinem Yayla – Business Development and Marketing Coordinator, Arter**

Mey|Diageo's focus on principles such as reliability, quality, sustainability, long-term relationships, and collaboration in its partnerships has been crucial in establishing strong and mutually beneficial relationships that align with these values. Their support for projects centered around social responsibility has been important as we worked to gain their support.

With its move to a new building, Arter has designed the Arter Beraber Membership Program with a focus on engaging young people and neighbors. The program aims to ensure that art reaches and sustains future generations, and it continues to grow by utilizing resources dedicated to this purpose. Since 2021, Mey|Diageo, as a Corporate Member, has also joined Arter's mission to enhance the visibility of contemporary art and support new productions.

Thus, the support Mey|Diageo provides to the program plays a significant role in achieving our goal of creating a community that gathers, shares, and develops around art. The partnership and active, continuous participation of our members in Arter's programs strengthen us even more.

We are excited about the opportunity to see the valuable contributions made to the Arter Beraber Membership Program and other cultural institutions reflected in future generations. We look forward to many more wonderful collaborations where we can say #BeraberEniyye (Together to the Best) with Arter Beraber.

## **Banu Karamuk - Founder & Agency Director, BN Strategic Communication**

Since 2020, we have been working with Mey|Diageo in unity and collaboration, striving every day to achieve more as a single team. We are delighted that we align not only on shared goals but also on shared values. It is a great honor for us to contribute to their efforts to create a positive impact on the communities where they operate, use resources, and make sales, with the goal of making a difference everywhere they are by 2030.

We take pride in witnessing and supporting their meticulous, planned, and effective initiatives, ranging from their "Sustainability from Seed to Glass" approach to their genuine support for culture and art, from their inclusivity and diversity practices to their ecosystem solidarity projects. We deeply appreciate the Mey|Diageo team, who tirelessly work towards a more sustainable future, inspire us to believe in the possibility of being "another company," and trust us as companions on their journey to success.

## **Filiz Ova - General Manager, Zorlu PSM**

At Zorlu PSM, we prioritize making the cultural and artistic ecosystem sustainable. When we launched PSM Atölye two years ago, our main goal was to contribute to the development of new talents in theater, enrich the theater repertoire with original content, and bring new names into the sector.

For two seasons, PSM Atölye has continued with the corporate support of Mey|Diageo. Through this project, we received hundreds of applications over two years, and after the evaluation process, 49

young participants completed the program. We have supported these graduates in participating in both our own productions and various projects within the industry.

At PSM Atölye, students dive into the workings of the field and experience every detail of the process from conceptualizing a production to staging it, thanks to Zorlu PSM's world-class technical infrastructure and extensive theater ecosystem.

I would like to express special thanks to Mey|Diageo, our corporate sponsor, who has created significant awareness by including their contributions to the arts even in the sustainability report, supported the sustainability of culture and art with us, and has worked tirelessly for two years to enable our young friends to produce in the field of theatre.

## **Banu Zeytinoğlu - Founder, BKZ İletişim**

Providing sustainable support to culture and the arts has become one of the most important responsibilities of our time. In this context, my role as a cultural and artistic advisor at Mey|Diageo symbolizes a deep commitment to strengthening the place of art and culture in our society.

Mey|Diageo has taken on a pioneering role in this field by placing its support for the arts and culture at the center of its business model. Art is a power that beautifies and elevates everything related to humanity. Mey|Diageo's sensitivity and contributions in this area demonstrate that the company values not only commercial success but also a multifaceted sense of responsibility towards humanity.

Art shapes our societal values, our respect for history, and the legacy we leave for future generations. Support for the arts by companies like Mey|Diageo contributes to the preservation and enhancement of these values.

Given the positive effects of art on society, investing in this field is not just a luxury but also a necessity. By operating with this understanding, Mey|Diageo successfully achieves its goal of providing social benefit through its investments in culture and the arts.

In conclusion, Mey|Diageo's sustainable support for culture and the arts demonstrates how valuable the steps taken for the future are. Being part of this journey and internalizing these values is a great honor and privilege for me. Every investment in art and culture contributes to the construction of a brighter future. Progressing on this path with Mey|Diageo is an inspiring experience for everyone who believes in the transformative power of art on society.

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## **Necle Zarakol - Founder and Chairperson, Zarakol Public Relations Inc**

I have been managing the company that has provided corporate communications consultancy services to Mey|Diageo since its inception. Our collaboration began in August 2004. Despite operating in a sector with heavy regulations, I believe that the company follows a policy that is respectful of laws and regulations, does not challenge competitive conditions, and fosters solidarity. The role of treating all third parties within the company's ecosystem, from suppliers to artists, with an egalitarian approach has contributed to the continuation of our partnership for nearly 20 years. I highly value the company's willingness to share credit for improvements, consider our suggestions, and involve us in their implementation.

The world is changing rapidly, and Turkey is experiencing significant socio-political and economic shifts. We witness even well-understood business operations transforming in unforeseen ways. Therefore, the company's research and occasional crises have been very instructive for us. For instance, the effective management and communication of the major counterfeit rakı crisis in 2005 contributed to Mey's recognition as a corporate company and established my firm's reputation as an "expert" in crisis communication.

After its establishment, the company invested in the places where it produced and purchased raw materials to maintain the quality of its products. For example, it focused on the training of grape producers, not only from its own vineyards but also from surrounding ones, due to grapes being its most valuable raw material. It also conducted academic studies to improve the quality of anise, another crucial raw material, which producers were on the verge of abandoning. The company introduced drip irrigation to vineyards from which it did not buy grapes and provided support to areas affected by natural disasters regardless of local production. During the pandemic, it acted selflessly to prevent the closure of sales points. In addition, it supported cultural activities and consistently stood by art events. The company has been a role model by advocating for gender equality and continues to strive for higher standards. None of these are one-time projects; all have been ongoing for 20 years.

Maintaining communication to ensure that the public understands and that the "Another Company is Possible" philosophy used frequently by Mey|Diageo is recognized and emulated in the sector or other industries has been our job for 20 years.

## **Derya Açar Ergüç - Communication and Management Director, Salt**

For 13 years, Salt has been working to contribute to the production of cultural and artistic knowledge in Turkey and globally through its digital presence, while also creating a unique space for encounters through its free-of-charge public services. For Salt and all cultural

institutions to achieve their goals, it is essential to build a strong ecosystem with stakeholders who believe in the value created by culture and art. Therefore, it has been highly valuable for us to collaborate with Mey|Diageo, which integrates sustainability principles into culture and art and has consistently supported us, on many wonderful projects over the past year.

We thank Mey|Diageo, one of the most important private sector contributors to this field, for recognizing the unique role of culture and art in achieving sustainability goals and the value it creates in society.

## **Bihter Ayyıldız - Founder, PlumeMag and Green Up Meetings**

Mey|Diageo is the sponsor of the Culture & Arts category for PlumeMag and a supporter of the Art Niyetli Sohbetler series on our YouTube channel. Our collaboration began in May 2023. To date, I have been working with their corporate communication department, which I can say is the most elegant and unbiased team I have ever worked with in terms of managing work-life balances. I always feel secure as a stakeholder; they manage to do so by keeping the interests of the media platform as carefully as my own while also highlighting their own institution in the best possible way.

Mey|Diageo CEO Mr. Levent and the corporate communication team not only prioritize human relationships within the tough business world but also contribute to their suppliers beyond mere purchasing. The application of such a perspective in such a harsh environment gives me hope.

Especially in our country, where many institutions implement environmental and social projects for PR purposes, Mey|Diageo carries out these projects in-depth and with great commitment. They show a unique example of solidarity with society through courageous and conscious inclusivity in areas where many firms retreat. They are one of the rare companies that provide both financial and moral support across various sectors of culture and arts without worrying about returns.

I have had the opportunity to see and listen to their projects on sustainability firsthand, but in my opinion, Mey|Diageo's most significant sustainability effort is their support for small entities to survive. This could be a farmer with a remaining harvest, a boutique publication like mine, or a valuable festival yet to make its voice heard. By turning the country's most valuable assets—its thinkers and intellectuals—into active participants in their ecosystem and providing them with societal status and financial resources, they make a significant contribution to the country. For me, Mey|Diageo is more than just a partner; it is a valuable ally in my challenging battle against popular culture. The humanistic approaches of Altuğ Ünüvar and the proximity of Levent Kömür, whom I can reach with a message or call when needed, are among the most valuable experiences in my professional life.



# Embed everyday efficiency

## Works at the facility

We adopt a comprehensive and systematic approach in order to maximize the daily productivity at our facilities. One of the key elements of this approach is the continuous improvement of the operational processes. On each production line, we carry out the detailed planning in order to maintain the certain quality and performance standards, and the productivity of our processes is regularly monitored and optimized. Accordingly, we create the suggestion systems, which encourage participation of our employees, and which intend to enable them to actively provide contribution to the business processes.

The technological innovations also play a critical role in increasing the daily productivity. The automation systems are widely used at our facilities in order to increase the productivity and to minimize the errors. Thanks to our advanced data analytics and digitalization works, the potential bottlenecks in our production processes are detected and resolved in advance; thus, an uninterrupted and effective production is ensured. Also, the intensive works are carried out regarding the energy productivity and sustainability, and any alternative investment is made in order to reduce the energy consumption and to minimize the environmental impacts.

The training and development of our employees is vital to achieve our daily productivity targets. The regular training programs improve the skills of the employees, and they increase the occupational safety standards. The regular inspections and controls are carried out regarding the occupational safety and quality management matter; thus, the health of the employees are protected, and it is ensured that the production processes operate uninterruptedly and productively.

consistently maintain the high productivity standards at our facilities.

## Resource productivity

The water is one of our top priorities regarding the resource productivity. We work with the intention of increasing the water productivity by 40% and achieving a 30% improvement in overall water use during our operations in the regions which suffer from the water stress.

We experience the physical effects of the climate change almost each day. Therefore, some of our targets for 2030 inevitably include reduction of the carbon footprint, efficient use of the energy, and transition to the renewable energy. We have intended to transition to 100% renewable energy for all of our direct operations by 2030. While 45% of the total energy used by us globally is provided through the renewable energy sources, this percentage is 47.1 in our country.

## Digitalization

One of our targets is to improve our ability to better generate, interpret and make sense of the data in order to put our customers, consumers and people in the center of the products that are produced, marketed and sold by us. Therefore, we attach importance to the digitalization. The road to the sustainability also passes through the digitalization, and we address these twin transformations together. We continue our digitalization works with the perspective of both achieving a sustainable product form and continuing Mey|Diageo's contribution to the UN Sustainable Development Goals.

## Good Practice Examples

### Our Activities For Reducing the Use of Raw Material

**We have minimized the sugar losses by revising both fresh grape and raisin processing units. By tripling the production percentage for fresh grapes, the waiting time for agricultural products has been shortened, and the demands of our farmers have started to be met faster. As part of our work for increase in productivity, our fermentation and distillation processes have been simplified, and our yeasts have been improved, and our cooling systems have been revised.**

**In respect of our raki production, by utilizing the multiple projects, we have prevented the still losses, and we have reduced the amount of wastage. We have developed the innovative and efficiency-increasing projects by establishing a pilot facility.**

**While we have increased the productivity through the wheat pre-screening facility established by us, we have also implemented the similar improving projects for starch.**

# Invest smartly

PROJECT	CONTENT OF THE PROJECT	CONCLUSION ACHIEVED
Warehouse mixed pallet operation	Wearable glove terminals	Faster and more ergonomic scanning and collecting process by using two hands
New Allocation	Creating the correct order suggestion	A more productive sales process
Tespo data integration	Automatic entry of the orders into SAP ERP system	On-time and complete order placement
Simplifying the Duty Free invoice process	Error-free invoicing with correct data	Support for acceleration of the process and achievement of zero error
Mey Diageo catalog application	Making the catalog application available for industry employees	Up-to-date monitoring of the product information and prices, stopping use of the paper
Route optimization	Reducing the environmental impact in sales and distribution operations	Reduction in the carbon footprint and increase in the productivity following completion of the feasibility studies and implementation of the project
Image processing technology	Increasing the efficiency of the point visits	Increase in sales
SoftPos	Making receipt of the payments easier, saving time and costs	Increase in point collections, more efficient monitoring
Efficient demand monitoring	SAP application in the export and duty-free sales channels	Efficient monitoring and measurability of the processes starting from the demand and including the product shipment, warehouse management and handling processes
Modernization of the data centers	Replacement of the storage units	Saving the electricity and reducing the carbon emissions
Modernization of the servers	Reducing 13 servers to 5 without reducing the productivity and service quality	Saving the electricity and reducing the carbon emissions
Backup solutions	Moving the backup configuration to a modern server	Saving the electricity and reducing the carbon emissions
Modernization of the network infrastructure of the factory in Bilecik	Purchasing the simple and new devices featuring today's technology	Faster and more productive data transfer
Mey Diageo Smart Factory Program	Determining the digital factory standards of the future and the technological infrastructure needed	By means of the investments to be made together with F24, automating the production processes, and increasing the productivity, and eliminating the human error, and improving the data analysis and decision-making processes
Document management system	Collection of the HR and legal documents on a single platform	Increase in productivity and reduction in use for paper, when implemented
Digital vehicle loading document	Importing the vehicle loading form, which is monitored in the physical environment, into the ERP system	Digitalization in organizational memory and reduction in use for paper, when implemented



Corporate governance

The corporate governance concerns any and all stakeholders, and it consists of a number of elements that shape the activities of the companies, ranging from the macroeconomic policies to the level of the competition in product and factor markets, and to the legal, regulatory and organizational factors. We base our corporate governance activities on the compliance with the principles of fairness, transparency, accountability and responsibility. While working towards our targets, we measure and improve our performance without compromising our principles.

We intend to successfully implement the strategies, which are determined at the global level, and to ensure the sustainable success in the long term. Our leadership team, which is established for such purpose, consists of marketing, sales and distribution, finance and digital transformation, human resources, supply chain, regulation and legal, corporate relations and communication directors. Our Leadership Team is headed by our country General Manager. Our corporate performance is closely monitored. The close monitoring is performed through the routine and non-routine meetings. Our strategy, operation and sustainability matters are assessed during such meetings. Also, the activities and results are monitored, and the corrective actions are planned in order to achieve the targets, if and when required. All of such works and results are reported to Diageo on a regular basis.

Efficient risk management

The efficient risk management has become a more important matter than ever in today’s dynamic risk environment. The risks might occur in many forms ranging from the natural disasters to pandemics, from the geopolitical events to supply chain problems and cyber security matters, and they might affect the companies from many different perspectives. Therefore, it is inevitable to change the current risk management practices in order to manage the current risks and to take a position against the new risks.

The efficient risk management does not mean taking the linear steps one after the other, such as rapidly identifying the risk, estimating its possible effects, and rapidly taking the necessary measures. The efficient risk management may be achieved by repeatedly operating a cycle that can be summarized as identifying and assessing the risks, and determining and implementing the actions in order to eliminate or minimize the impact thereof.

Based on the results of the WEF Global Risks Perception Survey 2023 and 2024, the top 5 most important risks of the two years are provided as follows:

<b>2023</b> Cost of crises Natural disasters and extreme weather events Geopolitical conflicts Failure in the fight against climate change Social polarization and social disturbances	<b>2024</b> Misinformation and disinformation Extreme weather events Social polarization Cybersecurity As interstate armed conflict
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The top 5 risks of the next 10 years have been determined in the reports 2023 and 2024 as follows.

<b>2023</b> Failure in the fight against climate change Failure in compliance with climate change Natural disasters and extreme weather events Collapse of the ecosystem and loss of the biodiversity Large-scale involuntary migration	<b>2024</b> Extreme weather events Critical change in world systems Collapse of the ecosystem and loss of the biodiversity Natural resource shortage Misinformation and disinformation
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From the perspective of national and global developments;

Climate change and sustainability

Geopolitical developments

Macroeconomic and financial conditions

Resilience of the cyber and IT systems

Supply chain sustainability

Product quality and counterfeiting

Business ethics and integrity matters constitute the risk matters, which come into the prominence without any order of importance, and which are required to be managed carefully. In addition to having various policies, procedures and instructions in order to eliminate the risks or to minimize the effects thereof, any scheduled and non- scheduled (ad-hoc) audits are carried out by both internal and external auditors each year.

Talent Management

The talent management covers any and all of the work carried out by us in order to bring new talents to our company, and to ensure that they are happy and productive, and also to maintain their development processes. As a matter of fact, the talent management is the most important agenda of the leaders and all Human Resources professionals in each company today.

At Mey|Diageo, we have a talent management approach, which puts our employees in its center, and the tools, which we use for such purpose, in the journey that we set out by saying that “Sure, We Can Become A Quite Different Company”. At the very beginning of this approach, we wish each talent, who will question, constantly learn and make a difference in our business, to work with us. Our focus areas are to stay together by correctly managing the development, remuneration and career of the talents after they are brought to our company.

By means of the “Yeni Bir Hayat (A New Life) Internship Program”, we provide the talents, who continue their university education, with a long-term internship opportunities, through which they will have a real work experience, and through which they will improve themselves by means of the projects and training. We have implemented the leadership journey program, which is called “Lidersizsiniz” (You Are Leaderless), for the first time this year.

Our priority is to create a company culture, in which each talent adopts the development, and to carefully prepare and monitor the individual development plans for each of our employees. We provide the coaching, development programs and classroom training in order to strengthen the skills of our managers and leaders who assume the team responsibility. We share our Leadership Bulletin each month in order to improve our leaders regarding the various matters, and to encourage them to monitor and read the trends. We provide all of our employees with access to the customized e-learning platform My Learning Hub, which they can use on 24/7 basis.

Yeni Bir Hayat (A New Life) Internship Program

As one of the leading companies in the fast-moving consumer goods industry, by operating in 180 countries and 21 markets with 8 factories in Türkiye and more than 1000 employees, we care about the development of the university students who intend to start their professional lives. By means of the Mey|Diageo Yeni bir Hayat (A New Life) Internship Program, we carry out two different recruitment processes yearly, and we provide the young professionals, who continue their university education in many different locations in Türkiye, with the online internship opportunities with equal opportunity. At Mey|Diageo, we invite not only to celebrate the young talents with the motto “Celebrate the Life Every Day, Everywhere”, but also to assume responsibility, and to develop different competencies, and to turn the theoretical knowledge, as obtained at university, into practice, and to celebrate the learning and self-improvement opportunities with the industry professionals. We intend to provide the young talents with the opportunity to do internships in the marketing, supply chain, sales and distribution, human resources, finance, information technologies, corporate communication and corporate relations and law departments in order to get to know the fast moving consumer goods industry and to develop different competencies.

We interact with the university students and the young talents, who are graduated recently, through the career clubs and events in order to support our employer’s brand works. We attend many career events in which we share Mey|Diageo corporate culture and career opportunities.

Lidersizsiniz (You Are Leaderless) - A New Leadership Journey Program

We have intended to prepare the young talents, who have 0-2 years of experience, for the leadership roles of the future by bringing them to the Mey|Diageo organization by saying that “Sure, We Can Achieve A Quite Different Leadership Journey” by means of our Lidersizsiniz (You Are Leaderless) program, which we have launched for the first time this year. We will support this specially designed development process with mentoring, rotation and on-the-job learning throughout the program. Under the program, we have worked closely with our global teams during the recruitment process, and we have carefully assessed any and all candidates. We have performed the Pymetrics test and HireVue video interview assessment, respectively, with the candidates, during the candidate assessment process. We have also assessed the candidates, who have successfully achieved such steps, at the function-based assessment center phase, which has taken approximately 4 hours, and we have proceeded the offer process with the successful candidates. During the Lidersizsiniz (You Are Leaderless) program application process, we have cooperated with the university clubs in order to support our employer’s brand works, and we have come together with the young talents at their events. We have attended many career events in which we share Mey|Diageo corporate culture and fresh graduate career opportunities.



# Promote positive drinking

## IWSA works

The International Wine and Spirits Academy (IWSA), which has been established with the vision of becoming a leading organization for professional success in the career and personal development journeys of the industry employees in solidarity with the gastronomy ecosystem, intensely continues the wine, raki and whiskey training in order to bring fully equipped and well-trained employees to the tourism and alcoholic beverage sector.

In addition to the Fermented and Distilled Beverage Service Personnel Training Course Program authorized by the Ministry of National Education, it is responds to the demand for qualified employees, as needed by the industry, by means of the wine and distilled beverage trainings, and the Anise Academy in which raki culture and production phases are explained in the field of raki that is a cultural heritage, and the MIX LAB that provides bar and cocktail training workshops, and Slainté Academy that specializes in whiskey, as provided by the England-based Wine and Spirits Education Trust (WSET). The graduates of these programs serve in the hospitality industry with such titles as sommelier, mixologist, bartender and beverage expert.

The trainings are provided regularly to the students of the department of gastronomy at Cyprus Eastern Mediterranean, Bahcesehir, Ozyegin and Okan Universities, while such trainings are provided to the university student clubs such as BUGUSTO, Sabanci University and UzU Cuisine upon the request.

Also, Raki Gastronomy, Wine&Dine, Scotch&Dine workshops are held with different themes each month at IWSA with the participation of the industry professionals.

IWSA also hosts some important events in order to provide contribution to the industry. In addition to the Young Sommelier Competition held in partnership with Chaîne des Rôtisseurs, it is the implementation point of the World Class Competition and the Turkish legs of international competitions for young professionals who are developing in both wine and mixology. The 13th Young Sommelier Competition has been performed at IWSA in June 2023 with the participation of more than 30 young sommelier candidates, and 3 persons have made it to the finals. Kaya Sert, who has received the first prize, has represented our country in the competition held in Slovenia.

As the implementer of some multi-disciplinary activities, which have not been held before in Türkiye, in addition to its industry library collected in different languages and categories, IWSA has a special place in the industry with its approach to education. Anason Muhabbetleri (Talks On Anise), a symposium dedicated to raki and tavern culture, has been held twice since 2020. During the two-day symposium, the guests have the opportunity to learn this culture in depth through the speeches and performances of the experts from the different disciplines.

In addition to all of these, IWSA has been organizing different workshops since its establishment in order to provide the industry professionals with an integrated culinary knowledge. These workshops include the multi-sensory experience events, many of which are held for the first time in Türkiye. Such events as "Mantarli Lezzetler (Delicacies with Mushroom)" and "Peynirli Lezzetler (Delicacies with Cheese)", which are organized in order to support the Turkish Culinary culture, have become traditional now, and the workshop calendar has been enriched by offering highly demanded events with different contents and themes under the titles of Raki Gastronomy and Wine Gastronomy.

On the IWSA website, which is frequently visited by the industry professionals, the rich contents are provided such as:

- Training / workshop calendar and contents
- Wine history, wine terms, food and wine harmony under the title of wine culture
- Cocktail recipes, appetizers, Distilled 101, Raki 101, Whiskey 101 and E-books under the title of distilled alcoholic beverages culture
- Gastronom's Column under the title of gastronomy culture, articles written by the specialists in their fields under our 1 Topic 1 Author columns, Gastrobio, Gastronomy stories, GastroListe

IWSA hosts the sommelier competition that is organized by Chaîne des Rôtisseurs each year for the purpose of discovering and supporting the young talents in the industry.

IWSA, which offers any and all opportunities to any and all segments of the industry and to those who wish to have knowledge about the subject, continues to provide contribution to the sustainability of the industry by bringing together the specialists in their field with those who are interested or with those who wish to step into the industry and with the sector, through the events that it holds within the academic framework.



# Champion inclusion and diversity

## HR works

Our various HR activities are summarized under the three main headings below.

Employee Well-Being	Employee Commitment	Crisis and Concern Management
<ul style="list-style-type: none"><li>• Studio Live</li><li>• Quality Life Support Line</li><li>• Well-Being Platform with Unmind</li><li>• Support for hybrid working environment with Fit Brokoli and Studio Live</li><li>• Support for holistic health with the Monthly Well-Being Bulletin</li><li>• Support for socialization outside the work</li><li>• Support for the well-being of our employees after the earthquake</li><li>• Contribution to the well-being of our employees by supporting the women's initiatives in the earthquake zones</li><li>• Share of the well-being events organized at Diageo</li><li>• Events on special occasions in relation to well-being</li><li>• Financial Well-Being Session</li><li>• Paid leave opportunity for mothers, fathers and adopters</li></ul>	<ul style="list-style-type: none"><li>• Employee commitment index</li><li>• Diversity and inclusion index</li><li>• Percentage of our employees recommending our products</li><li>• Percentage of our employees recommending Mey Diageo as a workplace</li></ul>	<ul style="list-style-type: none"><li>• Post-earthquake supports</li><li>• Damage assessment</li><li>• Cash support to distributors</li><li>• Psychological help</li><li>• Coordination of aid works</li><li>• Opening the factories situated in the earthquake zone in order to meet the shelter needs of the people</li></ul>

As part of the **Employee Well-Being**, we have made the Studio Live platform, which is our well-being partner with which we have been working together since 2021, and which is a platform in which any and all kinds of topics and practices about the good living are shared, available to any and all of our employees.

We have provided the specialist support regarding the psychological support, child care, health, parenting and many other matters, on the basis of client confidentiality, through the Quality Life Support Line in which our employees can receive support at any time of the day.

We have launched our well-being platform, which our employees can use online in order to relax and support their mental well-being, in collaboration with Unmind that is our global well-being application.

We have intended to provide contribution to the physical well-being and health of our employees in the hybrid working order of our employees through Fit Brokoli and Studio Live that are our well-being partners.

In addition to the collaborations that we have developed as part of our well-being works, we have shared the contents, which will provide contribution to support our holistic health through the well-being bulletins published by us monthly within the company, and we have intended to communicate regularly with our employees through the bulletins, accordingly.

We have provided contribution for our employees to socialize and spare time for themselves outside of their workload by means of such events as the intercompany basketball tournaments.

We have organized the sessions "Managing the Difficult Feelings, Psychological First Aid and Strengthening Together at Difficult Times" with the participation of the specialists in their field in order to support the well-being of our employees and to talk about how we can continue to provide the efficient assistance, especially during the earthquake period in which the psychological and social effects are sensitive for our country.



We have created an award-winning game, in which we have intended to support the initiatives women living in the disaster area, in collaboration with Studio Live. While supporting the own well-being of our employees, we also have intended to benefit our female producers in the earthquake zone.

We have held one-to-one meetings with our employees, who are situated in the earthquake zone, in order to support them to get through this difficult period psychologically in the best manner possible. We have included our employees and their family members in the psychologist support program whenever they felt ready. The process is still ongoing, and we, as the Human Resources Team, are following it closely.

During the earthquake period, we have researched the tools, through which any and all of our employees could receive any individual support, and we have collaborated with the different companies and platforms, and we have informed our employees through the internal communication activities.

As part of our well-being works, we have shared the works and webinar suggestions, which are carried out at Diageo Global, with our employees at regular intervals. We have held the sessions regarding the Sleep Health, Financial Literacy for Children, Early Savings and Investment Management, and Practical Information to Support Our Well-being.

We have communicated regularly with our employees regarding the special days in relation to the well-being. We have included any information, which is provided by our company doctor and reliable sources, both in our monthly Well-Being Bulletins and in different internal communication tools. We have shared informative contents, which intend to raise the awareness, for Diabetes Week, Lung Cancer Awareness Day and World Hepatitis Day.

We have held the sessions "Managing the Difficult Feelings" with the participation of a senior psychologist in three different time periods in order to ensure broad participation for the purpose of supporting the well-being of our factory employees.

We have held a Financial Well-Being Session within the company in order to ensure that our employees feel financially secure, and to support their future investment and savings planning.

As Mey|Diageo, we provide 16 weeks of paid leave support to the mothers and 4 weeks to the fathers in order to ensure that any and all mothers and fathers can spend more time with their newborn children and that the spouses can support each other more during the baby care process. This support is also provided to any and all of our employees who plan to adopt.

As a company, we make support payments to any and all of our woman employees, whose children are between the ages of 0-6, in order to provide contribution to our employees and their children.

We measure and monitor the **Employee Commitment** through the various surveys. Based on our survey performed annually, our employee commitment index has been 91%, while our inclusion and diversity indices have been 88%. Among our employees, recommendation score for our products is 93, while Mey|Diageo's recommendation score as a place to work is 60. These figures are above the local and global benchmark figures, and they show a positive trend each year.

Based on our survey performed among our hourly paid employees for the first time, our employee commitment index has been 95%, while our inclusion and diversity indices have been 88%.

We now listen to our employees more often thanks to the new partnership that we have started with Sorwe. Following the earthquake having occurred in February 2023, we have established a crisis desk as part of **Crisis and Concern Management**, and we have constantly assessed how we could keep providing efficient assistance.

Immediately after the earthquake, we have started to work in order to confirm that any and all of our employees and their relatives have been okay. Considering that the banks have been also damaged, we have quickly delivered cash to the needers through our distributors.

Serkan Solmazer and Hasan Yilmaz, our Our Sales Director, have visited the earthquake region, and they have shared informative videos with our employees. As of the first moment of the earthquake, our employees have been contacted at regular intervals, and any accurate information has been tried to be conveyed to our employees. For the purpose of life safety of our employees, the earthquake reports of any and all buildings have been received, and any damaged building has been evacuated.

For the purpose of carrying out the aid process effectively, we have determined the regions, and we have directed any and all of our employees, who have wished to send aid parcels to such regions. During the earthquake process, we have established an aid group together with our Corporate Communications team by receiving the voluntary participation requests of our employees. We have supported them to perform their assignments to the different locations in order to support the well-being of our field sales employees serving in the earthquake zone.

While we have provided the professional psychological support to both our employees and their family members in order to eliminate the negative psychological effects of the earthquake, we have made our factories, which are situated in the earthquake zones, available to the local people, who need for shelter.

While our psychological support works still continue, we offer a comprehensive relocation assistance package, including the rental assistance, to our employees who change cities.

New Working Order and Work-Life Balance

We have started a flexible and location-independent working order as of January 1, 2021. We intend to create an agile ecosystem in all aspects, free from hierarchy, centered on justice, focused on empathy and compassion, in which all employees, regardless of their positions, fully respect and trust each other.

We have opened our offices as of May 9, 2022. Our employees can work on full-time basis in a location-independent manner, or they can keep working on full-time basis in an office environment. Our employees can also work with a hybrid model. In consequence of a survey carried out by us, the decisions of our employees, who have determined their own preferences, have been made entirely in line with their wishes.

The employees, who prefer to work location-independent, are provided with new fringe benefits such as support for the ergonomics of their workplace and Internet support. Also, we have intended to create different tools, which will support any and all of our employees to work efficiently outside the office and home, by collaborating with Workinton.

In order to **support the work-life balance**, we have designated one day of each month as a "Refreshment Day"; accordingly, we have intended to create an environment for individual working, by keeping e-mail and online meetings to a minimum on such days. Additionally, we have designated Wednesday afternoons as "Non-Meeting Afternoons"; accordingly, we have intended to focus on our business processes.

We have also performed innovations in our office, which allows us to maintain the team spirit in the new period, and which is our biggest socialization channel. We have widened the corridors to 2 meters and created socializing areas for more spacious environment. Following the Covid Pandemic, we have intended to position our office not only as a "place to work" but also as "a place to socialize with colleagues and to create opportunities for work-related brainstorming".

By receiving feedback from the employees, who work in the factories, the locker rooms, especially for hourly employees, have been renewed, and the arrangements have been performed in many cafeterias. Likewise, our sales offices have also been renewed.

Inclusion and diversity

We know that the contribution of any and all of our employees, who have very different cultural and social backgrounds, is important in our policies and practices. We know that the contribution of all our employees, who have culturally and socially different backgrounds, to our policies and practices is important. Because "EVERYONE IS EQUAL, EVERYONE IS DIFFERENT". We treat our employees equally, and we value and respect any person, who brings new perspectives to a work environment in which the characteristics that make them unique are celebrated and blended. This is why we have a larger talent pool, highly committed employees, innovative approaches and innovative projects. This is why we have a larger talent pool, highly committed employees, innovative approaches and innovative projects. Thanks to our inclusion and diversity policies and practices, we achieve the improvements regarding our decision-making processes, the increase in our performance and more successful results.

Briefly, we support the inclusion and diversity in each field, i.e. while attracting any talent to our company, and during our recruitment processes, and developing the competencies of our teams, and in our supply chain, and reflecting the richness of our society through our brands, and trying to make a positive difference in the communities in which we operate.

Creation of a work environment, which prioritizes the inclusion and diversity, is a much more difficult process than it sounds. Therefore, we carry out our work together with our "Inclusion and Diversity Committee", and we carry out the training and workshops, and we review our recruitment processes, and we carry out awareness work in order to increase the number of female employees in the field. The only method to improve the inclusion and diversity performance is sense of ownership and support at the leadership level. The key performance indicators also support our inclusion and diversity work. We have the targets regarding the percentage of female employees at the recruitment and management level. The Human Resources Department and our General Manager are responsible for our targets.

We also create the dialogue environments by creating new communication channels and opportunities in which we can hear the voices of our employees. Our inclusion and diversity works prioritize to create a sales and supply chain, by focusing on creating a safe environment for the employees by means of the societal gender equality and equal opportunities.

It is possible to determine, by means of the measurement and monitoring, that the inclusion and diversity are progressing at Mey|Diageo. In addition to listening to our employees in real time and understanding how they feel, we also collect and monitor the data in a healthy manner. The following table provides a summary of our work under the various headings as well as any information about our Workday system.

In respect of the recruitments performed in the F23 financial year, we have recruited 46.9% women and 53.1% men in all functions. During the function-based recruitment processes, we have intended to ensure the gender balance under our inclusion and diversity works, by recruiting 62.5% women and 37.5% men for our marketing department, and 60% women and 40% men for our supply chain department, and 66.7% women and 33.3% men for our finance department. In Türkiye, we are known as a company which has no glass ceiling for female employees. 24% of our employees are women. 41% of middle level managers and 35% of upper level managers are women. In the leadership team, the percentage of our female managers is 57%. We also have many female managers who work in the field.



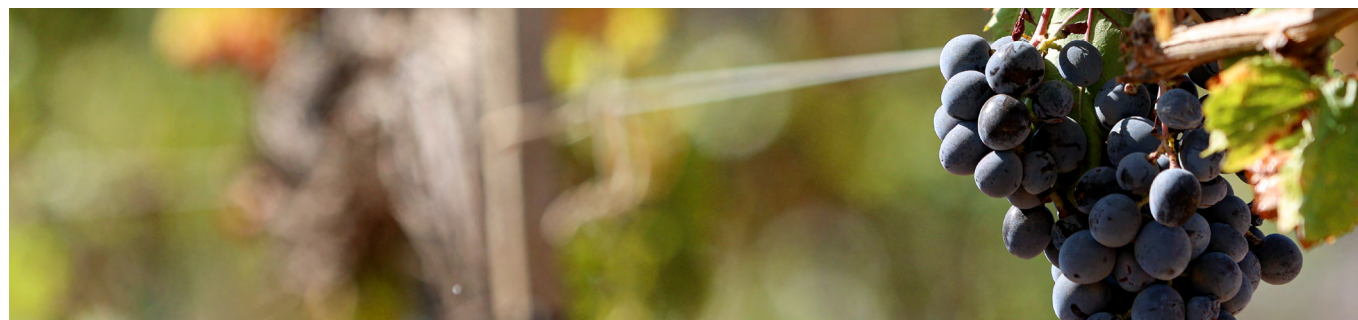
Gender Equality and Opportunity Equality with Ensuring a Safe Environment for Our Employees: Our Efforts	
Maternity Leave	In addition to the maternity leave, we provide 10 weeks of paid maternity leave for women and 4 weeks of paid paternity leave for men. This leave is also valid for future parents who adopt.
Mother Support Program	We provide support of TRY 3,500 to the mothers, who have children between the ages of 0-6, and to our employees, whose children' custody is awarded to the father in case of divorce.
Balanced Representation of Women at Management Levels	The target of 50/50 balanced representation at the management level in 2030 has been achieved in 2020, and the balanced representation continues.
1000 Women Project on the 100th Anniversary of the Republic	By means of the support provided for the project of the Yeniden Biz Association, we stand by the women with the support provided for creation of the additional staff for female employees in order to support the leadership pool at the management level as well as with the support provided for the experienced women who have to take a break from the business life.
Pregnancy Loss Support Guide	We support the future mothers and fathers, who have experienced the pregnancy loss, and who experience this process, under our guide.
Collaboration Project with Balance+	In addition to the manual drawn up by us for our employees, experience the menopause process, we have launched a healthy living application, from which our employees can benefit on 24/7 basis, under the collaboration with Balance+.
INC Week	The sessions for inclusion and diversity have been held for a week, and the necessary environment has been created for our employees, and it has been ensured that they freely express their differences.
Leadership Program for Managers	Our managers, who manage the teams, have become conscious and aware by means of the "Training for Insensible Biases" organized.
Diversity and Inclusion Seminars at Our Factories	We have observed that we have a very different and diverse wealth at our factories, and that we could manage it better together.
Increasing the Number of Female Employees at Factories	As a reflection of women's employment and social support of women, we have achieved to increase the number of women, who work in any and all fields of production, from 0% to 9% within the last three years.
Recruitment and Promotion Processes and Zero Tolerance for Discrimination	In addition to our policies and practices, which provide equal opportunity to each person without any discrimination during our recruitment and promotion processes, we implement a zero tolerance policy against the acts of discrimination.
Policy and Handbook on Combating Violence Against Women	We intend to have our employees ready for any possible negative situation.
Inclusion Dictionary from A to Z	We have an A to Z Dictionary of Inclusion with thought-provoking and informative content about the meanings of inclusion concepts and their impacts on us. We intend to reflecting our awareness towards inclusion and diversity in every aspect of our internal and external communications.
Our Language in Social Media and Job Postings	We use the expressions emphasizing our independent inclusion approach, without any discriminatory stereotypes such as gender, language, religion and ethnicity. We support to strengthen the women's presence in the social and economic life, and to increase the labour force participation percentages and the number of women in the business branches that are considered male-dominated.

Yeni Bir Hayat (A New Life) Internship Program	We support the university students to gain experience before graduation through our internship program held by us twice a year. Thanks to our hybrid working model, we have the opportunity to come together and work together with the students from many different cities and schools.
11st QueerFest and Blindlook	By emphasizing that each person is different, however, they are equal, we have made a hundred taverns accessible to visually impaired individuals together with Blindlook, which makes any and all kinds of products and services accessible to visually impaired individuals.
Workday	While carrying out our inclusion and diversity works, we benefit from the power of data and human resources analytics thanks to the Workday system. We carry out the annual assessment in order to measure the impact of our inclusion and diversity works.
Local and Ethnic Cookbook	As part of our principle "Celebrating Life Every Day, Everywhere", we have launched the "Local and Ethnic Cookbook" with the recipes from the different regions as shared by our employees' family elders. By means of this study, we have intended to serve as a model for the industry under our inclusion and diversity works, by compiling the local dishes, which are shared by any and all of our employees, into a single book.

Our Inclusion and Diversity Works within Sales and Distribution and Supply Chain Departments	
Backstage Meetings	The matter of gender equality in the society and business life has been discussed during the Backstage Meetings, which is held with our distributors, and which is also attended by Prof. Dr. Nebi Sumer. During our workshop, the steps required to be taken by our distributors regarding the gender equality have been discussed.
Project for Women Leaders During Sales	A training and workshop has been held by Prof.Murat Goc Bilgin for the sales and distribution leaders.
Inclusion and Diversity Training and Workshop	Prof. Murat Göç Bilgin tarafından satış ve dağıtım liderlerine yönelik eğitim ve atölye çalışması düzenlendi.
One Man, One Woman Rule	Upon completion of the talent election during the recruitment processes, a rule has been introduced that there should be one man and one woman in the final list for the purpose of equal opportunities.
Women-Friendly Factories	We have made the environments, in which the women will work, more suitable for the possible needs at the factories. Accordingly, the changing rooms, the structure of the lockers, the civilian and work clothes storage facilities, the benches and the stools have been discussed. The structure of the showers has been changed, and the special dressing cabins have been created. In addition to the bathrooms with pedmatics, the position of the mirrors has been changed, and the dressing rooms have been located close to the production area.
Regular Communication Meetings with Our Hourly Employees and Modified Recruitment Processes	We have created a new medium, through which we can hear the voices of our employees by means of the regular communication meetings.  We have started to implement the appropriate personality inventory and talent tests for our hourly employees.
The Project "If You Want"	We held "If You Want" interviews in which our Sales and Distribution Director comes together with our female employees working at all levels in the field. We take care to establish strong communications with our female employees, who work in the field sales, and to make them feel that we are accessible at any time so that they can express their concerns.



Increasing the Percentage of Female Employees	We are working together with our sales and supply chain departments in order to expand our female candidate pool and to ensure that 50% of our factory employees are women. We emphasize the gender equality at all levels by increasing the number of female field managers in our field sales team.
Performing a Survey for Our Female Employees Working in the Field, and Organizing One-to-One and Group Interviews	<p>We have assessed the results of the survey, which is carried out together with the Union Women's Branch, and the outputs, which are created by us following the interviews performed with our leadership team. On March 8 International Women's Day, our leadership team and human resources professionals have come together with our female employees, who work in the field, in a meeting.</p> <p>We have cooperated with our union in order to increase the job satisfaction at Mey Diageo. We have come together with the employees, who are the members of the women's branches of the union, and who work within the different companies, and we have drawn up a road map for progress by carrying out a benchmarking work regarding the working environment.</p>



# Pioneer grain-to-glass sustainability

In order to pave the way for sustainability from seed to glass, it is required to identify and assess the risks, and to take any measure, which will eliminate the risks, or which will minimize the negative effects thereof.

The sustainability from seed to glass includes the big targets. One of our primary targets is to zero out our scope 1 and 2 emissions, which result from our direct operations, by 2030, and our scope 3 emissions, which result from our value chain, by 2050. Our another target is to use the water productively, and to take action in order to replace the water in any area which suffers from the water stress. The Society 2030: Spirit of Progress targets are both aligned with the UN sustainable development goals and in line with the matters as addressed under the ESG.

## Water risk and water replacement projects

The works carried out at a global level have indicated us that the most important risks, especially in our country, are water-related risks and high temperatures. Considering the importance of the water in order to produce our products, we focus specifically on understanding the water-related risks as well as on reducing and adapting to such risks. In addition to our physical climate risk assessments for risks such as water availability, water temperature, water quality and flood, we carry out the site surveys each two to three years and the water stress analyses by using the World Resources Institute (WRI) Aqueduct data. In financial year 2023, we have enhanced our water risk assessment by completing the water resource vulnerability assessments together with specialist available at our 22 locations that are situated in the water-stressed areas. Accordingly, our country is among the countries with high water risk.

The water risk will likely have adverse effects on our operations and the health of our employees. However, our modeling studies have indicated that while the drought, which is a physical risk, does not have a negative impact on our operations and financial performance until 2030, it is possible to say that our operations and financial performance will be negatively affected until 2050 in if we do not take any measure for such purpose. The assumption that the commodity prices will also increase is another important element supporting our prediction. This is exactly why we continue our "Water Replacement" projects without slowing down.

While the water replacement projects provide contribution to the resilience of the communities to the climate change, they also enable formation of a climate change-resistant supply chain. One of our important projects is about ending the open channel irrigation and switching to drip irrigation in Sahyar, which is located in Manisa-Alasehir in which the open channel irrigation is currently performed. The drip irrigation not only increases the irrigation productivity but also increases the productivity in the irrigated farming areas. Additionally, since it reduces the humidity in the air, it significantly prevents the diseases and bacteria, which spread in the humid environments, such as fungi, and it reduces use of the agricultural pesticides. Our project have been continued in 2023, as in 2022, and 15,192 m3 of water in F22 and 32,517m3 of water in F23 has been saved.

As part of our transition to the aerators project, 101,832 m3 of water has been saved with a total of 5,824 aerators which are installed in Acipayam-Denizli, Nevsehir, Mersin and Northern Cyprus. The aerators are installed in the places as determined by the local governments.

## Collective Action

The 17th of the UN Sustainable Development Goals is "Partnerships for the Goals". The element, which increases and spreads the impact of the work carried out for 16 goals, is the partnerships and cooperation to be established... This is actually the element that makes our projects even more valuable. It is possible to create a greater value and impact in the event that we implement our projects in full cooperation by working together with the local governments, unions and cooperatives, various private sector companies, public and NGOs.

We have held a series of meetings with the stakeholders in order to design the efficiently collective action projects for the purpose of increasing the water security in the Gediz water basin, which is a prioritized water basin. We have intended to have information about projects, which intends to increase the water security by means of the nature-based solutions carried out and/or planned to be carried out by the public, private industry and non-governmental organizations, and to identify any possible project partner for the project to be carried out by us. In consequence of the works carried out, the "Project for Strengthening the Fertilizer Management and Water Productivity" has been developed, and it has been decided to start the first works in Sahyar-Manisa. In its first phase, the project envisages an integrated work for the fertilizer management regarding the grape producers, and for protection of the underground, surface and coastal waters. The project is intended to be spread towards Manisa and the suitable locations of the Gediz Basin in the future, and to include the products other than grapes.



Sustainable agriculture

In our vineyards, we primarily work to **maintain the soil structure** and to improve the fauna and flora of the soil. For such purpose, we apply **green manure** (broad bean, vetch, barley). The green manuring is performed on a parcel and grape basis, based on the nutritional balance of the soil and vine. In respect of green manuring, our ultimate target is to increase the organic matter content in the soil. We monitor the efficiency of the green manuring through the analyses carried out regarding the vine and soil during the season. Another benefit of the green manuring is that the seed plantings meet the nitrogen needs in the soil. The seeds, which accumulate the nitrogen in their roots and stems, meet the needs of the soil by means of the nitrogen that they accumulate in the future process.

Another practice used in order to maintain the soil structure is the **organic fertilization**. The soil structure improves by means of the organic fertilization, and the soil structure improved increases the water retention capacity of the soil. Thanks to the increased water retention capacity of the soil, the water need of the vine and vegetation decreases.

In our vineyards, the green manuring and organic fertilization are performed on a row basis, and the rows are changed annually, and the soil, which receives the organic fertilizer for a period of one year, is supported by the green manuring the next year. Thus, the nutritional needs of the soil are met without changing the soil flora.

During the winter months, our vineyards go into a dormant period. In line with the **good agricultural** practices, before the rain starts, the deep practice is carried out in order to ensure that the snow and rain falling during the winter months go deeper into the soil and to increase the water retention capacity of the soil. In order to prevent the erosion in our sloping Şarköy vineyards, the drainage channels are opened by means of the plough at the beginning of the parcels and on the roads. We try to prevent the erosion by placing the straw bales in the locations in which the drainage channels cannot be opened. At the end of the rains, the straw bales are scattered between the rows within the vineyard, and they are used as organic fertilizer. The straw bales also allow for less irrigation.

We prune our grapes during the winter months in order to increase the annual yield and to improve their quality. We grind the shoots, which result from the **pruning**, and we spread them on the soil in order to ensure the organic matter content of the soil and the sustainability of the biological cycles in the soil. Approximately 55 tons of **pruning waste** have been mixed into the soil during the F23 period. These pruning wastes, which are mixed into the soil, will complete their biological processes over time, and they will gain the form of organic matter.

We ensure formation of a layer on the upper part of the soil by **cultivating the soil** at the right time, by using the right equipment and depth during the development phase of the vine. This layer serves as a buffer, and it prevents the water loss, and it keeps the soil moist.

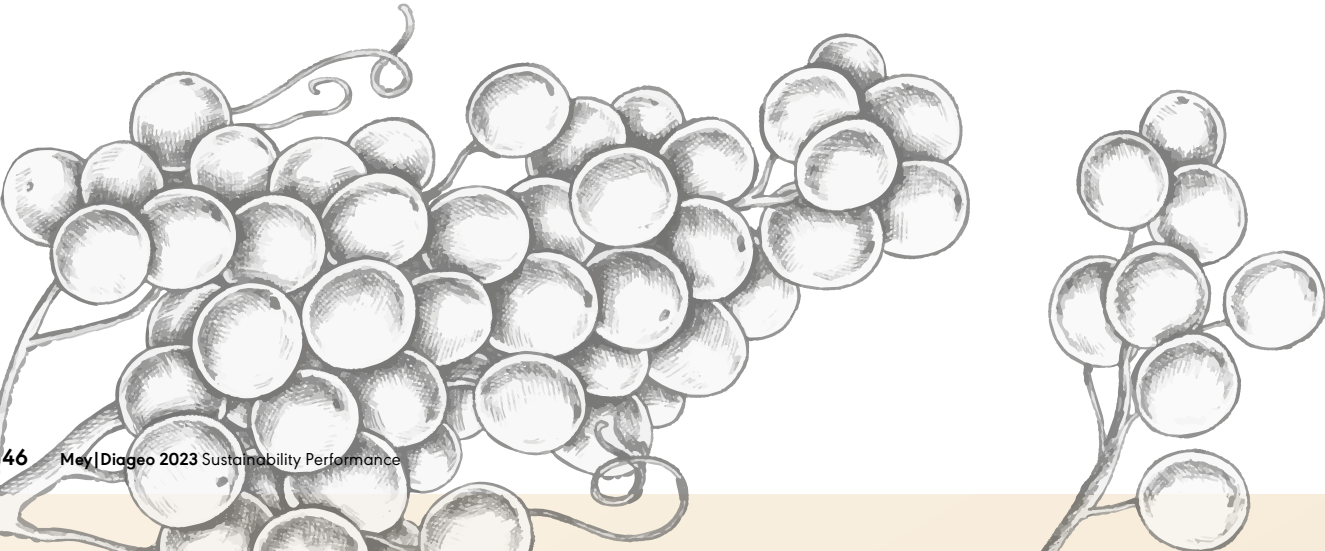
**By means of the green pruning (Canopy Management)**, we ensure the adequate sun exposure and ventilation by cutting off the excess branches and leaves on the vines that have completed their development. We support the organic processes by leaving the branches and leaves, which are cut off, on the soil surface.

The analyses are carried out by means of a water stress device during the beginning of the coloring and softening phase of the grape berries. In consequence of the analysis, the irrigation is performed as necessary based on the soil structure and grape type. The drip irrigation method is used for irrigation.

In our vineyard, in which the red wine grapes are available, the vines complete their ripening process naturally, without any need for irrigation. In our vineyard, in which we grow the white wine grapes that are less resistant to the water stress than the red grapes, the irrigation activities are carried out by means of the **drip irrigation** applications in a controlled manner during the dry periods.

In consequence of the laboratory and sensory analyses performed, it is decided to **harvest the grapes**. The grapes harvested are shipped to the factory for processing purposes.

During the processing of the grapes harvested, the grapes, which are poured onto the grape sorting lines, are passed through the stem separators, and they are included in the production process. In consequence of the grape processing, the residue of pressed grapes and the grape stems are separated during the process. The stems separated are sent to a licensed waste company, which produces the fertilizer, while the residue of pressed grapes are sent in order to be used as animal feed.



Climate change risks regarding the agricultural inputs

Since we are an agriculture-based industry, we closely monitor the impact of the climate change on the agricultural inputs. Especially anise, grapes, sugar beet and wheat are among the agricultural inputs used during our processes. The heat, drought, flood, excessive rainfall, water scarcity, vegetative diseases and fire are possible risks in relation to the climate change, and they affect the agricultural inputs. The following table presents the possible impacts of the climate change on our agricultural inputs, especially in 2050 and beyond.

Anise	.....→	Heat.....→	Drought.....→	Excessive Precipitation.....→	Fire
Grape	.....→	Heat.....→	Water.....→	Scarce Flood.....→	Fire
Sugar Beet	.....→	Heat.....→	Water.....→	Scarce Flood.....→	Fire
Wheat	.....→	Heat.....→	Water.....→	Scarce Drought	

Another purpose of replacing the water and developing the water productivity projects in order to combat the climate change is to protect our agricultural inputs.





# *ESG Reporting Index 2023*



# ESG reporting approach

In order to achieve our ambition to “become best performing, most reliable and reputable consumer goods company in Türkiye”, we are required to make sure that we do our job properly from seed to glass. We continue our works by considering the long-term value and impacts, which we create on the ecosystem, and the risks of our business model, and the opportunities created thereby.

This report, which we have drawn up in line with our target to take the sustainability-oriented works one step further each day, plays an important role in implementing our strategy while transparently explaining our performance regarding the ESG matters to our stakeholders. This holistic approach helps us to manage the ESG risks, and to seize the opportunities, and to promote the sustainable development around the SDGs (Sustainable Development Goals), wherever we live, work, outsource, and perform sale activities.

Our ESG report intends to provide comprehensive and comparable disclosures for a broad range of stakeholders. In addition to the Sustainability Performance Report and ESG Reporting Index, which we have published, we post our “Society 2030: Spirit of Progress” works on our website.

We monitor our non-financial performance measures internally and report them globally on a quarterly basis in accordance with the calendar as determined by Diageo.

MDSK, which is assigned by the Mey|Diageo Leadership Team, is responsible for preparation and presentation of the ESG Reporting Index. Further details for the information and supporting data, which are included in the ESG Reporting Index, are included in the Integrated Annual Report and ESG Reporting Index as published by Diageo.

The procedures have been established and implemented in order to review and approve any information, which are included in the Mey|Diageo ESG Reporting Index, prior to publication, including review and approval by the Leadership Team and MDSK, which is the top governance body, for the purpose of ensuring that any information included in the Mey|Diageo ESG Reporting Index is as accurate as possible when published.

Since the non-financial reporting is a rapidly evolving field, we constantly review our approach, and we monitor the improvement opportunities. We also carry out the works regarding the compliance with developing ESG regulations, frameworks and standards.

## How to use this ESG Reporting Index

The ESG Reporting Index reveals any further information about how we manage our priority issues. We use two frameworks, which are GRI and SASB, under our ESG report. These frameworks allow us to systematically report and analyze our performance.

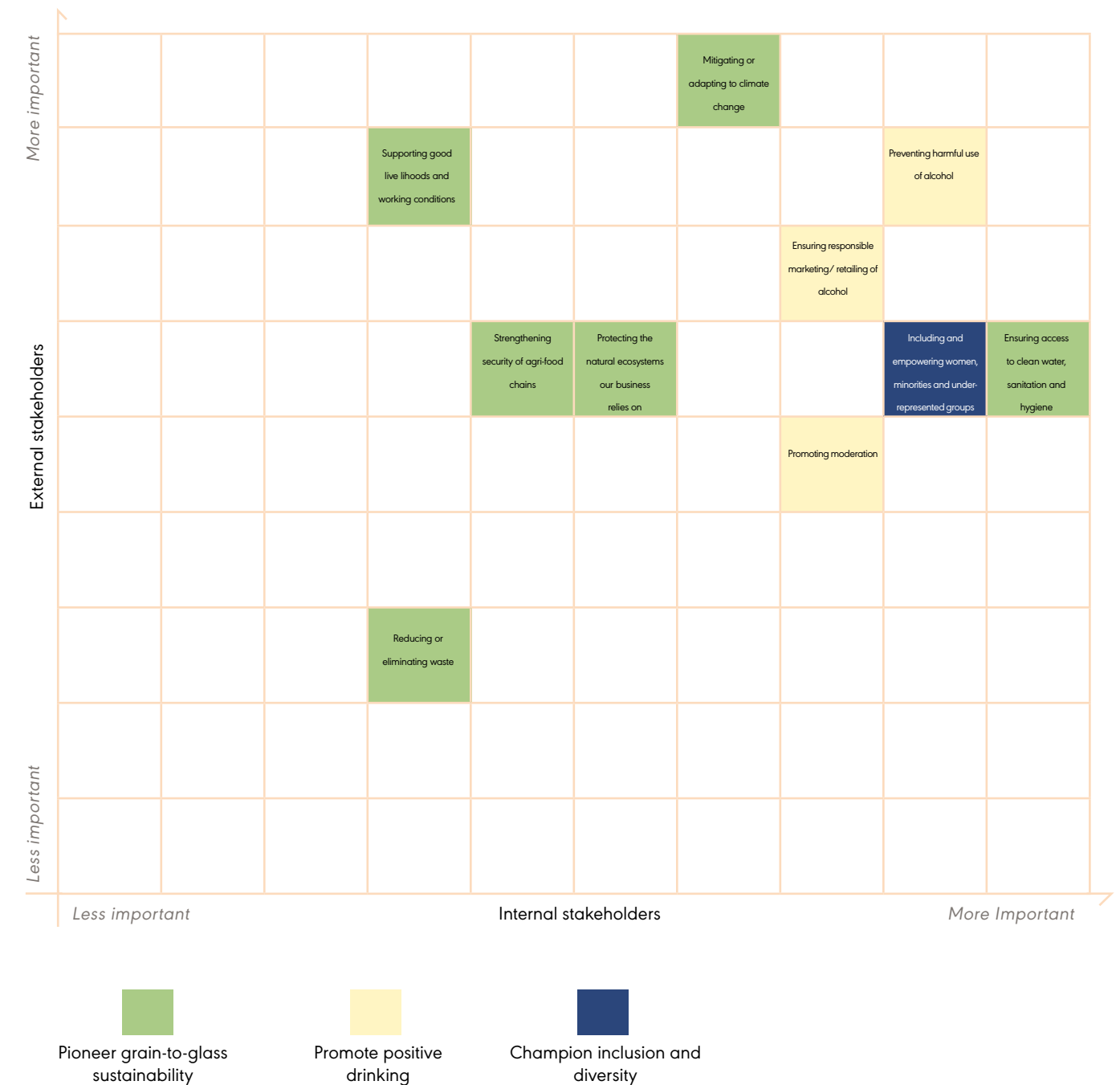
The United Nations Global Compact (UNGC) Index has also been included in the annexes section of our report in the previous reporting periods; however, in parallel to the change performed by the UNGC, we have removed the UNGC Index from our report, and we have reported it directly on the UNGC website.

As part of the ESG Reporting Index, we make frequent reference to the Diageo Integrated Annual Report, the Diageo ESG Report and our websites, which include further information about our strategy, standards and policies. Our disclosures available in the ESG Reporting Index can be read on their own, or the pages can be visited by clicking on the relevant links.

# ESG materiality

In 2019, Diageo has carried out a comprehensive work in order to ensure a prioritization, which meets the expectations of its internal and external stakeholders, and which includes ESG matters, and which is fully compatible with the SDGs. As part of such work, the meetings and discussions, which cover many different countries and regions, have been held in order to understand and meet the expectations of the internal and external stakeholders. During such meetings, the sustainability topics and concerns have been determined in close cooperation with any and all other relevant stakeholders, especially the local stakeholders, NGOs, business partners and employees. The findings have analyzed in depth, and the strategies, which would support the sustainable growth, have been determined by carefully considering the global trends and local needs.

This work, which is carried out on a global scale, has drawn up a strategy document, which Diageo has announced in 2020, and which has been called “Society 2030: Spirit of Progress”, and which clearly defines the road map in order to achieve the sustainability targets by 2030. The targets set out include the key fields and targets, which are set in order to support the sustainability works across all geographies in which the company operates. These targets, which are considered as a critical component that will enable Diageo to achieve its sustainability vision, are also an important road map for us. As Mey|Diageo, we continue our activities as part of the sustainability priorities that we have determined, and we regularly report the achievements.





GRI Index

This report has been prepared in accordance with the GRI 2021 Standards. The material in this report references the following disclosures.

Foundation	Social
GRI 1-1 to 1-8 from GRI 1: Foundation 2021	GRI 401-01 to 401-03 from GRI 401: Employment 2016
General	GRI 402-01 from GRI 402: Labour/Management Relations 2016
GRI 2-1 to 2-30 from GRI 2: General Disclosures 2021	GRI 403-01 to 403-10 from GRI 403: Occupational Health and Safety 2018
Material Topics	GRI 404-01 to 404-03 from GRI 404: Training and Education 2016
GRI 3-1 to 3-3 from GRI 3: Material Topics 2021	GRI 405-01 and 405-02 from GRI 405: Diversity and Equal Opportunity 2016
Economic	GRI 406-01 from GRI 406: Non-discrimination 2016
GRI 201-01 to 201-02 from GRI 201: Economic Performance 2016	GRI 407-01 from GRI 407: Freedom of Association and Collective Bargaining 2016
GRI 205-01 to 205-03 from GRI 205: Anti-corruption 2016	GRI 408-01 from GRI 408: Child Labour 2016
GRI 206-01 from GRI 206: Anti-competitive Behaviour 2016	GRI 409-01 from GRI 409: Forced or Compulsory Labour 2016
Environmental	GRI 413-01 from GRI 413: Local Communities 2016
GRI 301-01 to 301-03 from GRI 301: Materials 2016	GRI 414-01 to 414-02 from GRI 414: Supplier Social Assessment 2016
GRI 302-01, 302-03, 302-04 from GRI 302: Energy 2016	GRI 416-01 to 416-02 from GRI 416: Customer Health and Safety 2016
GRI 301-01 to 303-05 from GRI 303: Water and Effluents 2018	GRI 417-01 to 417-03 from GRI 417: Marketing and Labelling 2016
GRI 304-01 and 304-02 from GRI 304: Biodiversity 2016	GRI 418-01 from GRI 418: Customer Privacy 2016
GRI 305-01 to 305-07 from GRI 305: Emissions 2016	
GRI 306-01 to 306-05 from GRI 306: Waste 2020	
GRI 308-01 and 308-02 from GRI 308: Supplier Environmental Assessment 2016	

Universal standards

GRI 1: Foundation		
Reporting Principles		
Disclosure	Our Response	
1-1            Accuracy	We report our performance in a clear, consistent and transparent manner, based on the information believed to be accurate and reliable for the period that it covers.  Our works regarding “Replacement of the water used”, which we carry out within the borders of Türkiye, are verified by PwC. On the other hand, our data regarding the energy, water, waste and carbon emissions that we report to Diageo in order to be included in the ESG Reporting Index are also verified by PwC in order to provide an independent limited assurance.	
1-2            Balance	The performance data included in our report is included transparently in a manner to reflect the truth in accordance with the “Society 2030: Spirit of Progress” targets and GRI indicators.	
1-3            Clarity	Our ESG priorities and “Society 2030: Spirit of Progress” targets are available on our website. We report our performance in light of the priority issues. Our ESG Reporting Index has been drawn up in a manner that our stakeholders can easily access the information that they need. A guide on how to use this ESG Reporting Index is available on page xx of our report.	

52    Mey|Diageo 2023 Sustainability Performance

1-4	Comparability	The ESG Reporting Index is designed in a manner to help our stakeholders to easily review our performance over time and to find any comparable information.
1-5	Completeness	Our priority issues are included in the “ESG priorities” section on page xx of our report.
1-6	Sustainability context	Our “Mey Diageo Sustainability Performance 2023” report also reflects our relationship with the SDGs and how our ESG priority issues, such as economic, environmental and social matters, relate to our long-term strategy, risks, opportunities and objectives.
1-7	Punctuality	ESG Reporting Index is published in accordance with the UNGC reporting systematic.
1-8	Verifiability (Reliability)	Our works regarding “Replacement of the water used”, which we carry out within the borders of Türkiye, are verified by PwC. On the other hand, our data regarding the energy, water, waste and carbon emissions that we report to Diageo in order to be included in the ESG Reporting Index are also verified by PwC in order to provide an independent limited assurance.

GRI 2: General Disclosures

Organisational Profile and Its Reporting Practices		
Disclosure	Our Response	
2-1	Organizational details	<b>Mey İcki Sanayi ve Ticaret A.Ş. (MEYİ)</b> Core Field of Activity: Wholesale trade of the alcoholic beverages <b>Mey Alkollu İçkiler Sanayi ve Ticaret A.Ş. (MEYA)</b> Core Field of Activity: Manufacture of the distilled alcoholic beverages
2-2	Entities included in the consolidated financial statements	Any and all factories, facilities, sales and head offices of 2 companies, which operate within the borders of Türkiye, are included in a manner to cover the operations carried out in Türkiye. However, some data selected regarding our foreign activities are shared in our report for informational purposes only.
2-3	Reporting period, frequency and contact point	<b>Reporting period:</b> Our report is based on Diageo’s financial plan to (FY2023 - F23), which covers the period from July 1, 2022 to June 30, 2023. <b>Reporting frequency:</b> Annually <b>Contact Persons:</b> Simay Kasikci - Corporate Relations Manager <a href="mailto:simay.kasikci@diageo.com">simay.kasikci@diageo.com</a> Altug Unuvar - Corporate Communications Manager <a href="mailto:altug.unuvar@diageo.com">altug.unuvar@diageo.com</a>
2-4	Restatements of information	NA
2-5	External assurance	Our company policies prepare our non-financial reports in accordance with the most up-to-date standards and protocols. We continue our works intending to improve the quality of our non-financial disclosures, by adhering to the reporting principles based on the reliable data. Our works regarding “Replacement of the Water Used”, which we perform within the borders of Türkiye, are verified by PwC. On the other hand, our data regarding the energy, water, waste and carbon emissions, which we report to Diageo, are also verified by PwC. Any further information about the matter are provided on page 116 of the “Diageo ESG Reporting Index 2023”.



Activities and Workers

2-6	Activities, brands, products and services	<p>As Mey Diageo, we are an alcoholic beverage company with a wide product portfolio. Our portfolio covers more than 100 product types, including raki, vodka, whiskey, gin, liqueur, rum, tequila, wine brands and their sub-products. Any further information about the matter are provided in the section “Our Brands and Products” of our report.</p> <p>In addition to such brands, of which we perform the production and sales, we are also the distributor of Diageo’s international brands in Türkiye, and we bring them to the market. Thus, we make globally known and loved brands accessible to the consumers in the Turkish market.</p> <p>In addition to being a farming company that grows viticulture on its own land, we are also a company that receives the raw materials, products, goods and services directly from more than 1,300 suppliers. Many of our suppliers, from whom we procure the raw materials, also have their own suppliers. This also connects us with thousands of farmers and businesses. Any further information about the matter are provided in the section “Sustainable supply chain” of our report.</p>																																																																																				
2-7	Employees	<p>934 persons are directly employed within two companies that operate within the borders of Türkiye. There are 3 management offices, 6 factories, 9 sales offices, 3 warehouses, 2 vineyards and 1 product processing facility in Türkiye. Any further information about the matter are provided in the section “Corporate profile” of our report.</p> <table><tr><th colspan="7">Woman (W) / Man (M) distribution of the total number of employees</th></tr><tr><th></th><th colspan="2">F21</th><th colspan="2">F22</th><th colspan="2">F23</th></tr><tr><th></th><th>W</th><th>M</th><th>W</th><th>M</th><th>W</th><th>M</th></tr><tr><td>MEYİ</td><td>139</td><td>345</td><td>152</td><td>325</td><td>157</td><td>337</td></tr><tr><td>MEYA</td><td>64</td><td>359</td><td>62</td><td>382</td><td>75</td><td>365</td></tr><tr><td>Rate</td><td>%22</td><td>%78</td><td>%23</td><td>%77</td><td>%25</td><td>%75</td></tr></table> <table><tr><th colspan="7">Distribution of W/M based on employment type</th></tr><tr><th></th><th colspan="2">F21</th><th colspan="2">F22</th><th colspan="2">F23</th></tr><tr><th></th><th>W</th><th>M</th><th>W</th><th>M</th><th>W</th><th>M</th></tr><tr><td>MEYİ monthly paid</td><td>139</td><td>345</td><td>165</td><td>330</td><td>157</td><td>337</td></tr><tr><td>MEYA monthly paid</td><td>63</td><td>108</td><td>60</td><td>100</td><td>63</td><td>99</td></tr><tr><td>MEYA hourly paid</td><td>1</td><td>251</td><td>12</td><td>285</td><td>12</td><td>266</td></tr></table>	Woman (W) / Man (M) distribution of the total number of employees								F21		F22		F23			W	M	W	M	W	M	MEYİ	139	345	152	325	157	337	MEYA	64	359	62	382	75	365	Rate	%22	%78	%23	%77	%25	%75	Distribution of W/M based on employment type								F21		F22		F23			W	M	W	M	W	M	MEYİ monthly paid	139	345	165	330	157	337	MEYA monthly paid	63	108	60	100	63	99	MEYA hourly paid	1	251	12	285	12	266
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MESSAGE FROM THE GENERAL MANAGER	MEY DIA GEO IN BRIEF	OUR BRANDS AND PRODUCTS	WHO ARE WE?	HOPE MANIFEST	HIGHLIGHTS OF THE REPORTING	SOCIETY 2030: "SPIRIT OF PROGRESS"	SUSTAINABILITY AT MEY DIA GEO	DELIVERING OUR "PERFORMANCE AMBITION"	ESG REPORTING INDEX 2023																																				
2-8	Workers who are not employees			<p>The total number of our labour force, which has been expanded through the subcontractors, is 537 persons during the F23 period. This figure does not include the employees who receive the services through the consultancy services. The number of persons in the labour force, as expanded, is reported by using our human resources supply management system.</p> <p>Like many manufacturing companies, we also employ the subcontractors. In general, when we utilize the subcontractors, the activities are provided as follows.</p> <ul style="list-style-type: none"><li>• Construction / Infrastructure projects resulting from the investments that we make in our business</li><li>• Logistics (from the end of the packaging line), warehouse operators, forklift operators and loaders</li><li>• Cleaning, food service and security services.</li></ul> <p>On the other hand, the seasonal employment works are carried out under some of our activities, such as our agricultural operations; however, this figure is very low compared to our total number of employees.</p> <table><tr><th colspan="9">Distribution of W/M based on sub-employer</th></tr><tr><th colspan="3">F21</th><th colspan="3">F22</th><th colspan="3">F23</th></tr><tr><th>W</th><th>M</th><th>T</th><th>W</th><th>M</th><th>T</th><th>W</th><th>M</th><th>T</th></tr><tr><td>141</td><td>396</td><td>537</td><td>107</td><td>356</td><td>463</td><td>141</td><td>396</td><td>537</td></tr></table>						Distribution of W/M based on sub-employer									F21			F22			F23			W	M	T	W	M	T	W	M	T	141	396	537	107	356	463	141	396	537
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2-9	Governance structure and composition			<p>Our corporate governance activities are based on associating the principles of justice, transparency, accountability and responsibility with each other in order to measure and improve the company performance. The "Leadership Team", consisting of the marketing, sales and distribution, finance and digital transformation, human resources, supply chain, regulation and legal, corporate relations and communication directors, under the leadership of the General Manager, continues its activities in order to ensure successful implementation of the strategies, which are determined by Diageo at the global level, and to ensure the long-term sustainable success.</p> <p>Our corporate performance is reviewed during the regular and extraordinary meetings, in which the strategy, operations and ESG matters are assessed, and the activities and results are assessed and reported to Diageo.</p> <p>Any further information about the Diageo's governance structure are provided on page 12 of the Diageo ESG Reporting Index 2023.</p>																																									
2-11	Chair of highest governance body			Bahar Uçanlar, serves as the General Manager at Mey Diageo.																																									
2-12	Role of the highest governance body in overseeing the management of impacts			<p>Diageo's Board of Directors has set the targets of "Society 2030: Spirit of Progress". Our ESG priorities and our "Society 2030: Spirit of Progress" targets are adopted by the Leadership Team, which constitutes our top management body, and our performance is regularly monitored and measured. Monitoring and assessment of the works is also carried out within this structure, and a connection with the Leadership Team is provided through the agency of the manager who sponsors the MDSK.</p> <p>Our works are coordinated by the Mey Diageo Sustainability Committee (MDSK), whose structuring has been completed in 2020. The committee is managed by a project leader and core team supported by the Supply Chain Director elected from the Leadership Team. In respect of the structure of MDSK, there is an extended committee consisting of L.E.G.O. (Leadership, Empathy, Growth, Opportunity) team members as well as of the representatives of the other departments.</p>																																									
Mey Diageo 2023 Sustainability Performance 5																																													



2-13	Delegation of responsibility for managing impacts	For further information, refer to GRI 2-9.
2-14	Role of the highest governance body in sustainability reporting	The information included in the “Mey Diageo Sustainability Performance 2023” report has been drawn up by MDSK, and it has been approved by the Leadership Team, which the top governance body.
2-15	Conflict of interest	<p>As Mey Diageo, we address the ethics and compliance matters under a wide range of matters such as the environment, socio-economic factors, purchasing processes, anti-bribery and anti-corruption, anti-money laundering, prevention of tax evasion, competition policies, occupational health and safety (OHS), collective agreements, child labour, forced labour, compulsory labour, human rights, marketing practices, data privacy and protection of personal data, and product security. After our codes of business and conduct are updated annually by Diageo, they are translated into 20 languages, including Turkish, so that our employees can easily access them, and they are published in both English and Turkish on our portal called “Meyhane”. The “Code of Business and Conduct” informs any and all of our employees about our ethical principles, values, ethical violations, and the processes to be followed regarding such violations. The “Code of Business and Conduct” document is reviewed by our Company’s Legal, Internal Audit and Compliance Departments after it is published, and in respect of such matters, an annual training is provided to any and all of our employees on a web-based platform. Also, any and all of our employees are expected to complete an annual compliance certificate.</p> <p>The reporting procedure, which is required to be observed in case of the ethical concerns or the failure to comply with the ethical rules, is described in detail under the “Code of Business Conduct” document. The SpeakUp line plays an important role in order to monitor the ethics and compliance matters. Any information, reasonable suspicion or questionable action or behavior regarding any breach of any matters included in the “Code of Business Conduct” must be reported to the SpeakUp line. The SpeakUp line, which is managed by an independent company, provides services in different languages. For the purpose of encouraging use of the SpeakUp line, it is emphasized that any form of retaliation will not be accepted against any person, who reports a problem, or who assists with an investigation.</p> <p>On the other hand, as a reliable and respected company, we never tolerate any direct or indirect involvement, by our employees as well as our business partners acting for and on behalf of our company, in any act of corruption. We continue our works in order to minimize any possible risk in accordance with our “Know Your Customer” and “Know Your Business Partner” processes.</p> <p>Only one case has been experienced with respect to the conflict of interest during the reporting period.</p>

MESSAGE FROM THE GENERAL MANAGER	MEY DIAGEO IN BRIEF	OUR BRANDS AND PRODUCTS	WHO ARE WE?	HOPE MANIFEST	HIGHLIGHTS OF THE REPORTING	SOCIETY 2030: “SPIRIT OF PROGRESS”	SUSTAINABILITY AT MEY DIAGEO	DELIVERING OUR “PERFORMANCE AMBITION”	ESG REPORTING INDEX 2023
2-16	Communication of critical impacts	<p>Any critical concern is communicated:</p> <ul style="list-style-type: none"> <li>Through the SpeakUp line, telephone, e-mail or website,</li> <li>Directly to the manager or to the Human Resources Department,</li> <li>to the Legal Directorate or Internal Audit and Compliance Departments anonymously or by name.</li> </ul> <p>Any notification received from such channels are primarily reviewed by the Internal Audit and Compliance Department, and it is decided whether an investigation is required, or not. Thereafter, any notification is communicated to the relevant department (Internal Audit and Compliance, Legal, Human Resources). In accordance with Diageo procedures, any internal investigation is required to be completed within a period of 60 days, and the results are required to be monitored through the web-based Diageo ethics reporting management system.</p> <p>The “Anti-Bribery and Anti-Corruption” procedure is reviewed by the Legal and Internal Audit and Compliance Departments, and in respect of such matter, an annual training is made mandatory for any and all employees through a web-based platform.</p> <p>A third party risk assessment is performed through a system used by the Legal and Purchasing departments.</p>							
2-17	Collective knowledge of the highest governance body	Any various economic and ESG report drawn up support to increase the collective knowledge of the Leadership Team. Some of the reports drawn up are reviewed during the regular meetings. Any activity carried out as part of the ESG priorities and “Society 2030: Spirit of Progress” targets are communicated to the Leadership Team through the Supply Chain Director, sponsored by MDSK.							
2-18	Evaluation of the performance of the highest governance body	The performance assessment for the top governance body is carried out annually by Diageo Plc.							
2-19	Remuneration policies	Any further information is provided on page 14 of the Diageo ESG Reporting Index 2023.							
2-20	Process to determine remuneration	Any further information is provided on page 14 of the Diageo ESG Reporting Index 2023.							
2-21	Annual total compensation ratio	Any further information is provided on page 14 of the Diageo ESG Reporting Index 2023.							

Strategy, Policies and Practices		
2-22	Statement on sustainable development strategy	On our corporate website, the “Message From the General Manager”, “Society 2030: Spirit of Progress” and “Achieving Our Performance Ambition” sections of our report include the activities that we carry out regarding “Becoming best performing, most reliable and reputable consumer goods company in Türkiye”, and our ESG strategy and targets.
2-23	Policy commitments	We, as Mey Diageo, consider occupational health and safety, as well as environmental, energy, quality and food safety matters, as a fundamental part of the how important we attach to the human life, and as an integral part of our company policy. We continue to compete in the world markets in order to ensure that our employees work in a healthy and safe environment at world standards, and to create the high-quality products and brands. Our rules, standards and policies, which form the basis of our business, determine how we are required to behave in order to gain the trust and respect of each person who interacts with us, and they guide our method to do business. Our code is supported by a set of policies, standards and guidelines that support our business globally. These documents are reviewed each year, and they are updated upon the approval of the Board of Directors of Diageo, by taking into account the changes in our external environment. The global policies, which reflect our values and our commitment to do business properly, are available on Diageo’s website.
2-24	Embedding policy commitments	Compliance with the regulations and doing our job properly are among our indispensables. Our approach to risk and compliance helps us to encourage the good behavior among our employees and to ensure responsible business conduct in everything we do. Our Code sets out what policies and standards apply to any and all of our employees. We offer a risk-based training plan for our employees annually in order to ensure that they internalize the global policies. These trainings cover the general awareness for any and all employees and the modules in detail for functions that manage the certain business processes. The training processes are managed and monitored by the Human Resources.
2-25	Processes to remediate negative impacts	<p>Doing our job properly means to try to eliminate any negative impact, which is caused by us, or to which we provide contribution. We utilize our complaint mechanisms in order to deal with these impacts. We request that any information, reasonable suspicion, or any and all kinds of questionable actions or behaviors regarding a breach of any matter included in the “Code of Business Conduct” be reported to the SpeakUp line, which is the main complaint mechanism.</p> <p>The complaints may be filed to the multilingual third-party SpeakUp phone line and to the website <a href="http://www.diageospeakup.com">www.diageospeakup.com</a>. The complaints are investigated independently, and they are made anonymous in order to protect those, who raise the matter, if and when required. In respect of any possible complaint to be received from the suppliers, SpeakUp is announced through our “Standards for Business Partnership with Suppliers”.</p> <p>The complaints regarding the environmental matters are addressed locally, and they are also periodically reviewed by the relevant functional Risk Management Committees in terms of the trends or focus areas.</p>

MESSAGE FROM THE GENERAL MANAGER	MEY DIAGEO IN BRIEF	OUR BRANDS AND PRODUCTS	WHO ARE WE?	HOPE MANIFEST	HIGHLIGHTS OF THE REPORTING	SOCIETY 2030: "SPIRIT OF PROGRESS"	SUSTAINABILITY AT MEY DIAGEO	DELIVERING OUR "PERFORMANCE AMBITION"	ESG REPORTING INDEX 2023									
2-26	Mechanisms for seeking advice and raising concerns	SpeakUp is available in order to raise any concern, non-compliance or ethical matter regarding our code, global policies or standards. SpeakUp is accessible to any and all stakeholders included in our value chain, including any and all of our employees, contractors, suppliers, customers and consumers. The processes regarding the matters raised are operated and monitored. No repercussions against any person, who raises a concern or provides assistance for an investigation in good faith, is not tolerated. As per the global policy, any retaliation against any person, who raises a concern, may not be tolerated, and it may be resulted in any disciplinary action.																
2-27	Compliance with laws and regulations	Compliance with any and all applicable statutory regulations, especially environmental regulations, is a part of our basic approach. In respect of certain matters, Diageo global standards are higher than the local regulations; in such a case, we try to comply with the global standards.																
2-28	Membership of associations	We are stronger together. Together with the unions and associations that we are members of, we strive to make a difference in our country and across the world. You can find information about our memberships on our website.																
Stakeholder Engagement																		
2-29	Approach to stakeholder engagement	It is our priority to understand the expectations of our stakeholders and to meet them. Therefore, we pay attention to include any and all of our stakeholders in the process, and we adopt a participatory approach. We consider each person, institution and community, which is affected by, or affects, our activities, as our stakeholders. We intend to maintain a transparent and positive dialogue with our stakeholders, and we are aware of the direct relationship between their opinions, suggestions and expectations and our success. Our stakeholder map has been carefully drawn up based on their characteristics, communication frequency and expectations. Our stakeholder map is regularly reviewed and updated by taking into account the situations, which arise during our activities, if and when required. We keep supporting our employees, our suppliers, the industry in which we operate, and the society, accordingly.																
2-30	Collective bargaining agreements	<p>We carry out any and all processes regarding our employees in full compliance with the Labour Law Nr. 4857 and the Law Nr. 6356 on Labour Unions and Collective Labour Agreements. Accordingly, we execute the Collective Labour Agreements with the unions that operate at our factories. We intend to ensure the continuity of the labour peace by executing a collective labour agreement between MEYA and TEKGIDA-IS Union every two years. 100% of the "Hourly Paid" personnel within MEYA are unionized.</p> <table><tr><th colspan="3">Percentage of unionized employees (%)</th></tr><tr><td>F21</td><td>F22</td><td>F23</td></tr><tr><td>28</td><td>31</td><td>30</td></tr></table>								Percentage of unionized employees (%)			F21	F22	F23	28	31	30
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GRI 3: Material Topics

Material Topics		
Disclosure		Our Response
3-1	Process to determine material topics	<p>In 2019, Diageo has carried out a comprehensive work in order to ensure a prioritization, which meets the expectations of its internal and external stakeholders, and which includes ESG matters, and which is fully compatible with the SDGs. As part of such work, the meetings and discussions have been held in many different countries and regions in order to understand and meet the expectations of the internal and external stakeholders. During such meetings, the sustainability topics and concerns have been determined in close cooperation with any and all other relevant stakeholders, especially the local stakeholders, NGOs, business partners and employees. The findings have analyzed in depth, and the strategies, which would support the sustainable growth, have been determined by carefully considering the global trends and needs.</p> <p>This work, which is carried out on a global scale, has drawn up a strategy document, which Diageo has announced in 2020, and which has been called "Society 2030: Spirit of Progress", and which clearly defines the road map in order to achieve the sustainability targets by 2030. The targets set out include the key fields and targets, which are set in order to support the sustainability works across all geographies in which the company operates. These targets, which are considered as a critical component that will enable Diageo to achieve its sustainability vision, are also an important road map for us.</p>
3-2	List of material topics	As Mey Diageo, we continue our activities as part of the sustainability priorities that have been determined by Diageo, and we also regularly report the achievements. Any further information about the material topics is provided under the heading "ESG materiality" in our report.
3-3	Management of material topics	Our answers regarding management of our ESG materials are included above the indicator for each subject matter standard.

Topic standards

Economic		
Economic Performance		
Disclosure		Our Response
3-3	Our management approach to economic performance	<p>Our economic performance plays a critical role in ensuring the long-term sustainability and growth of our company. As a company, we act in accordance with the principles of transparency, accountability and sustainability while achieving our economic targets. Accordingly, we make strategic plans in order to increase our revenues, and to manage the costs effectively, and to create value. We are aware that our relationships with any and all of our stakeholders have direct economic and social impacts. As a company, we measure, assess, report and manage these impacts.</p> <p>Mey Diageo Leadership Team is responsible for the economic performance in Türkiye. On the other hand, each market and function, in which Diageo operates, is responsible for monitoring and reporting the economic performance based on the annual plans and targets. We report our financial performance to Diageo at regular intervals. During their meetings, Diageo's Board of Directors, Executive Board and management teams at market and function levels review the economic performance, and they monitor the performance metrics.</p> <p>Also, we constantly monitor the global economic conditions, industry trends and internal financial indicators, and we take any proactive measure against the economic fluctuations, and we assess the opportunities in accordance with our risk management policies. We both strengthen our existing business models and create new income sources, by investing in innovation and digital transformation, in order to achieve a sustainable economic growth. We perform adjustments to our activities in order to improve the performance against our objectives or in response to the external factors, if and when required.</p> <p>How economic performance is managed and the performance metrics are included in full detail in the Diageo Annual Report.</p>
201-01	Direct economic value generated and distributed	<p>As Mey Diageo, we closely monitor the various performance indicators while measuring our economic performance. The indicators, which we primarily monitor, include the organic growth in net sales, the organic growth in operating profit, and the cash flow. During the F23 period, we have increased our organic sales volume by 9% and our organic net sales by 38% compared to the previous period.</p> <p>Any further information is provided on page 21 of the Diageo ESG Reporting Index 2023.</p>

201-02	Financial implications and other risks and opportunities due to climate change	<p>The climate-related risks have been identified as one of our main risks. In addition to our agricultural activities carried out, a large part of our inputs supplied have the potential to be affected by the climate-related developments in many manners. We can list the physical climate risks, which have the greatest destructive potential, as the water scarce and the changes in the agricultural raw material yield.</p> <p>Our “Society 2030: Spirit of Progress” targets include the clear targets regarding the climate change. During the F23 period, we have carried out works regarding many matters such as decarbonization, water conservation, replacing the water used, energy efficiency and waste reduction.</p> <p>Any further information is provided on page 21 of the Diageo ESG Reporting Index 2023.</p>
Procurement Practices		
3-3	Our management approach to procurement practices	<p>We select our suppliers based on their ability to deliver the service and materials on time, in accordance with our Standards for Business Partnership with Suppliers. We expect them to adopt the clear commitments and minimum standards regarding the business ethics, human rights and occupational health and safety. As part of building the short supply chains for localization and sustainability purposes, we produce raki, which is covered by the geographical indication, entirely from the grapes and anise that are supplied locally. Although there is no legal obligation for the other products that we produce, we prioritize to purchase from the local suppliers, provided that Mey Diageo standards are met, and we locally supply our agricultural inputs such as wine grapes and wheat.</p>
204-01	Proportion of spending on local suppliers	<p>As a company, which procures 97% of its total supply from the local sources, we have worked with more than 57,000 suppliers so far. The number of suppliers, with whom we actively work during the F23 period, is 3,060. We have purchased directly from 1,300 suppliers for the categories, 10 of which come from abroad. In respect of the indirect categories, we have purchased from 1,760 suppliers, and 7 of these suppliers are from abroad.</p>
Anti-Corruption		
3-3	Our management approach to anti-corruption practices	<p>In respect of the anti-corruption, we are guided by the “Anti-Bribery and Corruption Global Policy”, “Policy for Anti-Money Laundering and Prevention of Tax Evasion”, “Code of Business Conduct” and “Gifts and Entertainment Rules”. As Mey Diageo, we regularly organize a training for any and all of our employees in order to adopt these procedures and rules. Our “Code of Business Conduct” guide includes any detailed information about the business ethics, and the documents are listed based on the duty, department and areas of responsibility. In the event that our employees are in doubt, then our guide provides the guiding tips, and it is accessible to any and all of our employees. As a reliable and respected company, we never tolerate any direct or indirect involvement, by our employees as well as our business partners acting for and on behalf of our company, in any act of corruption. We continue our works in order to minimize any possible risk in accordance with our “Know Your Customer” and “Know Your Business Partner” processes.</p> <p>However, the Diageo “Business Ethics” team monitors the compliance with the rules and anti-corruption principles. The Global Audit and Risk team audits the markets on regular basis. The team determines the improvements required and the mandatory dates for the purpose of completion thereof. This team checks that any and all necessary personnel have completed the necessary training, and it reports the results to the Diageo Executive Board and the Audit Committee of the Board of Directors of Diageo.</p>

MESSAGE FROM THE GENERAL MANAGER	MEY DIA GEO IN BRIEF	OUR BRANDS AND PRODUCTS	WHO ARE WE?	HOPE MANIFEST	HIGHLIGHTS OF THE REPORTING	SOCIETY 2030: “SPIRIT OF PROGRESS”	SUSTAINABILITY AT MEY DIA GEO	DELIVERING OUR “PERFORMANCE AMBITION”	ESG REPORTING INDEX 2023
205-01	Operations assessed for risks related to corruption	Each year, by taking into account the human rights, bribery and corruption, and anti-competitive behavior, a legal compliance risk assessment is required to be carried out, and the control and mitigation plans are required to be developed regarding its most significant risks. Also, each unit is responsible for assessing the corruption risk.			As part of the internal control mechanism, the design and efficiency tests of 105 controls, which are selected from the control set shared by the Diageo Group Internal Control team in the second quarter of F23, have been carried out throughout the year, and no findings have been identified.				
205-02	Communication and training about anti-corruption policies and procedures	Each person, who starts to work at Mey Diageo, is required to complete the “Code of Business Conduct” training within a period of 30 days. This training also covers the anti-corruption policies and procedures. Any and all employees at manager level and the employees in certain non-manager roles complete an Annual Compliance Certification (ACC). The employees, who complete the ACC, confirm that they have read and understood the “Code of Business Conduct” and Diageo global policies, including the anti-corruption policies.			Our program uses a risk-based approach in order to identify the areas, which are required to be focused regarding the anti-corruption communications and training. This approach takes into account the external context, the geographic and functional risks, and the results of our own reviews, including the input received from SpeakUp data.				
205-03	Confirmed incidents of corruption and actions taken	9 of the 26 cases, which are reviewed during the reporting period, have been confirmed; and accordingly, the various disciplinary actions, including termination of the employment contracts, have been taken against 8 employees.			Also, during the reporting period, none of the 3 cases, whose subject matter of investigation “Anti-Bribery and Anti-Corruption” have been confirmed, and the complainants, who have reported such cases, have been informed that the investigations have been completed accordingly, and that the cases have not been confirmed.				



Anti-Competitive Behaviour		
3-3	Our management approach to anti-competitive behaviour practices	Our Competition and Anti-Trust Global Policy is incorporated into our Code of Business Conduct training program as part of our “Code of Business Conduct”. We monitor the compliance by reviewing the matters that occur, as well as the SpeakUp data, while we monitor any and all business functions by means of the routine internal audits.
206-01	Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	A legal compliance risk assessment is carried out each year, by taking into account the anti-competitive behavior, anti-trust and monopoly practices, and the mitigation plans are developed for the most significant risks. As part of the market audits carried out by the Diageo Global Audit team every two years by focusing on the internal audit mechanisms, an audit, which is focused on the commercial processes, is planned in the second quarter of F24. A global audit has not been carried out at Mey Diageo in F23, accordingly.

## Environmental

Materials		
Disclosure		Our Response
3-3	Our management approach to materials	<p>The materials used by us as part of our activities can largely be categorized as packaging and agricultural raw materials. Production of the materials used by us and use of our products cause the greenhouse gas emissions. On the other hand, these materials cause use of the water and other natural resources, and generation of the waste. Most materials-related impacts occur within our supply chain.</p> <p><b>Packaging</b> Our “Society 2030: Spirit of Progress” targets include the commitments to reduce our carbon footprint by means of lightening and properly weighting our packaging, and to increase the recycled content and recyclability.</p> <p><b>Agricultural raw materials</b> Our vision is to make our agricultural supply chains economically, socially and environmentally sustainable and resilient. This vision is described under our Sustainable Agriculture Guidelines. By collaborating with our suppliers and agricultural partners, we intend to improve farm management practices within the supply chains of our raw materials, and to encourage adoption of the regenerative agriculture practices.</p> <p>Our performance to achieve the “Society 2030: Spirit of Progress” targets regarding the packaging and raw materials is assessed under the internal reports submitted to Diageo each quarter.</p>

301-01	Materials used by weight or volume	<p>The annual usage amounts of the fresh grapes, raisins, anise, wheat and wine grapes, which constitutes the basic agricultural raw material inputs, vary based on the annual harvest status and production plans of these products. We carry out the projects regarding an input basis in order to reduce the rate of agricultural raw material usage and to work more productively. The works, which are carried out regarding prevention of the sugar losses, reduction of the waiting time of the products, increase in the productivity through the process improvement and minimization of the loss and waste, make our use of raw materials more productive.</p> <table><tr><th colspan="4">Raw material purchase amount (tons)</th></tr><tr><th></th><th>F21</th><th>F22</th><th>F23</th></tr><tr><td>Fresh grape</td><td>126,076</td><td>104,800</td><td>122,760</td></tr><tr><td>Raisin</td><td>10,978</td><td>16,226</td><td>12,022</td></tr><tr><td>Anise</td><td>2,555</td><td>2,641</td><td>4,630</td></tr><tr><td>Wheat</td><td>17,006</td><td>9,881</td><td>12,703</td></tr><tr><td>Wine grape</td><td>6,231</td><td>7,564</td><td>7,826</td></tr></table> <table><tr><th colspan="3">Amount of packaging placed on the market (tons)</th></tr><tr><th></th><th>F22</th><th>F23</th></tr><tr><td>Paper– cardboard</td><td>874.50</td><td>532.78</td></tr><tr><td>Metal</td><td>1,041.02</td><td>822.06</td></tr><tr><td>Glass</td><td>40,203.84</td><td>32,450.60</td></tr><tr><td>Plastic</td><td>728.81</td><td>639.29</td></tr><tr><td>Wooden</td><td>3.28</td><td>1.92</td></tr><tr><td>Other (such as PVC, synthetic cork, hood, etc.)</td><td>105.02</td><td>64.20</td></tr></table>	Raw material purchase amount (tons)					F21	F22	F23	Fresh grape	126,076	104,800	122,760	Raisin	10,978	16,226	12,022	Anise	2,555	2,641	4,630	Wheat	17,006	9,881	12,703	Wine grape	6,231	7,564	7,826	Amount of packaging placed on the market (tons)				F22	F23	Paper– cardboard	874.50	532.78	Metal	1,041.02	822.06	Glass	40,203.84	32,450.60	Plastic	728.81	639.29	Wooden	3.28	1.92	Other (such as PVC, synthetic cork, hood, etc.)	105.02	64.20
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301-02	Recycled input materials used	<table><tr><th>Packaging type</th><th>Total packaging quantity (tons)</th><th>Amount of usage of recycled packaging (tons)</th></tr><tr><td>Primary packaging</td><td>33,720.88</td><td>6,854.11</td></tr><tr><td>Secondary packaging</td><td>667.94</td><td>659.53</td></tr><tr><td>Tertiary packaging</td><td>122.03</td><td>58.28</td></tr></table>	Packaging type	Total packaging quantity (tons)	Amount of usage of recycled packaging (tons)	Primary packaging	33,720.88	6,854.11	Secondary packaging	667.94	659.53	Tertiary packaging	122.03	58.28																																								
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301-03	Reclaimed products and their packaging materials	<table><tr><th colspan="4">Waste type (tons)</th></tr><tr><th></th><th>F21</th><th>F22</th><th>F23</th></tr><tr><td>Nonhazardous</td><td>66,501.71</td><td>35,550.22</td><td>37,099.45</td></tr><tr><td>Hazardous</td><td>19.15</td><td>2,297.33</td><td>16.45</td></tr></table> <table><tr><th colspan="4">Assessment of nonhazardous waste (%)</th></tr><tr><th></th><th>F21</th><th>F22</th><th>F23</th></tr><tr><td>Reused/Recycled</td><td>97.91</td><td>96.27</td><td>98.16</td></tr><tr><td>Converted into energy</td><td>1.58</td><td>3.18</td><td>1.77</td></tr><tr><td>Going to landfill</td><td>0.0002</td><td>0.00</td><td>0.00</td></tr><tr><td>Other</td><td>0.51</td><td>0.55</td><td>0.35</td></tr></table>	Waste type (tons)					F21	F22	F23	Nonhazardous	66,501.71	35,550.22	37,099.45	Hazardous	19.15	2,297.33	16.45	Assessment of nonhazardous waste (%)					F21	F22	F23	Reused/Recycled	97.91	96.27	98.16	Converted into energy	1.58	3.18	1.77	Going to landfill	0.0002	0.00	0.00	Other	0.51	0.55	0.35												
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Energy																																																																																																																							
3-3	Our management approach to energy	<p>While the climate change causes increasingly serious physical impacts throughout the world, it also brings with it many regulations and measures for reducing the greenhouse gas emissions. Our “Society 2030: Spirit of Progress” plan also includes the various sub-targets, which intend to reduce our carbon emissions, including our target to use 100% renewable energy in our direct operations by 2030.</p> <p>Our management approach to energy can be summarized under four headings: Reducing the consumption, recovery/reuse, converting the energy sources used into the renewable resources, and encouraging to minimize the energy usage throughout our supply chain.</p> <p>For the purpose of monitoring the efficiency of our approach, we regularly monitor our performance for our energy and carbon-focused “Society 2030: Spirit of Progress” targets, and we report them to Diageo each quarter. The reports compiled by Diageo are reviewed by the Executive Board of Diageo and the Seed to Glass Strategic Business Review Team 2030.</p>																																																																																																																					
302-01	Energy consumption within the organisation	<table><tr><th colspan="10">Energy usage (Tj)</th></tr><tr><th></th><th colspan="3">Electricity</th><th colspan="3">Fossil fuels</th><th colspan="3">Renewable resources</th></tr><tr><th>Location</th><th>F21</th><th>F22</th><th>F23</th><th>F21</th><th>F22</th><th>F23</th><th>F21</th><th>F22</th><th>F23</th></tr><tr><td>Alasehir</td><td>30.27</td><td>33.32</td><td>33.00</td><td>77.05</td><td>129.11</td><td>129.94</td><td>161.74</td><td>157.71</td><td>161.08</td></tr><tr><td>Bilecik</td><td>4.47</td><td>5.03</td><td>7.82</td><td>3.57</td><td>5.50</td><td>1.30</td><td></td><td></td><td></td></tr><tr><td>Nevsehir</td><td>13.47</td><td>14.24</td><td>13.22</td><td>50.04</td><td>60.68</td><td>50.50</td><td>25.99</td><td>35.97</td><td>54.65</td></tr><tr><td>Tarsus</td><td>9.07</td><td>9.69</td><td>22.56</td><td>21.87</td><td>20.62</td><td>88.12</td><td>34.09</td><td>28.49</td><td>76.18</td></tr><tr><td>Sarkoy</td><td>7.59</td><td>7.28</td><td>7.13</td><td>2.71</td><td>2.82</td><td>2.23</td><td></td><td></td><td></td></tr><tr><td>Elazig</td><td>2.62</td><td>2.65</td><td>2.65</td><td>4.73</td><td>4.91</td><td>5.16</td><td></td><td></td><td></td></tr><tr><td>Acipayam</td><td>2.74</td><td>2.35</td><td>2.15</td><td>0.03</td><td>0.03</td><td>0.01</td><td></td><td></td><td></td></tr><tr><td>Head Office</td><td>1.23</td><td>0.86</td><td>0.94</td><td>0.25</td><td>0.28</td><td>0.32</td><td></td><td></td><td></td></tr></table> <p>During F23, our Karaman facility has been closed, and our production has been moved to Tarsus. Therefore, the amount of energy usage has increased in Tarsus.</p>								Energy usage (Tj)											Electricity			Fossil fuels			Renewable resources			Location	F21	F22	F23	F21	F22	F23	F21	F22	F23	Alasehir	30.27	33.32	33.00	77.05	129.11	129.94	161.74	157.71	161.08	Bilecik	4.47	5.03	7.82	3.57	5.50	1.30				Nevsehir	13.47	14.24	13.22	50.04	60.68	50.50	25.99	35.97	54.65	Tarsus	9.07	9.69	22.56	21.87	20.62	88.12	34.09	28.49	76.18	Sarkoy	7.59	7.28	7.13	2.71	2.82	2.23				Elazig	2.62	2.65	2.65	4.73	4.91	5.16				Acipayam	2.74	2.35	2.15	0.03	0.03	0.01				Head Office	1.23	0.86	0.94	0.25	0.28	0.32			
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302-04	Reduction of energy consumption	<p>Although our production has increased on the basis of bottling compared to the previous financial year, our total energy consumption has decreased thanks to the increase in our renewable energy percentage and improvement projects.</p> <p>Increase in percentage of renewable energy: 8% Increase in percentage of bottling: 0.3%</p> <p>Production-based greenhouse gas reduction: 3%</p>																																																																																																																					

Water and Effluents		
3-3	Our management approach to water and effluents	<p>In addition to being a vital component for our operations, the water is a valuable common resource that is under increasing pressure in Türkiye, as in many parts of the world. The problems regarding the access to the fresh water can affect the human health, livelihoods, agricultural activities and other types of businesses.</p> <p>In addition to the water used by us in our facilities, our agricultural raw material suppliers are also dependent on the water.</p> <p>As part of our "Society 2030: Spirit of Progress" plan, our "water conservation priority" sets out our strategic approach to water management. As part of our Global Environmental Policy, we work hard in order to comply with the water withdrawal and discharge limits. We closely monitor the water quality indicators in order to manage the performance.</p> <p>For the purpose of assessing the efficiency of our approach, we regularly monitor our performance for our "Society 2030: Spirit of Progress" targets, and we report the progress to Diageo each quarter. The reports compiled by Diageo are reviewed by the Executive Board of Diageo and the Seed to Glass Strategic Business Review Team 2030.</p> <p>In addition to our water-focused works carried out at our facilities, we carry out projects "Replacement of the Water Used" and "Water Collective Action" together with our stakeholders.</p>
303-01	Interactions with water as a shared resource	<p>As a beverage company, the water is used directly throughout our manufacturing operations. In other words, the water is an indispensable component of any and all of our brands, and it is used at each stage of our value chain. The water is also used in order to grow the agricultural raw materials and to produce our packaging.</p> <p>We regularly carry out the water assessments in the regions, in which our facilities are located, and we develop the projects together with our stakeholders. We also carry out the water risk assessments of our own facilities every two to three years.</p>
303-02	Management of water discharge-related impacts	<p>We intend to safely recycle the waste water, resulting from any and all of our operations, into the environment. The waste water discharge criteria include the temperature, pH, total suspended solids, nitrates, phosphates, and chemical oxygen demand and/or biological oxygen demand (BOD). These parameters play a key role in determination of the pollution potential and the amount of oxidizable organic matter in the water discharged. The "Global Waste Water Standards" determined by Diageo apply to any and all of our facilities.</p>



303-03	Water withdrawal	<div>The following table indicated the amount of water withdrawn per facility in m³.</div> <table><tr><td></td><td>Alasehir</td><td>Bilecik</td><td>Nevşehir</td><td>Tarsus</td><td>Sarköy</td><td>Elazig</td><td>Acipayam</td><td>Head office</td></tr><tr><td>Mains water</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>F21</td><td>161,375</td><td></td><td></td><td>65,620</td><td>13,597</td><td>1,936</td><td>1,808</td><td>33.43</td></tr><tr><td>F22</td><td>172,580</td><td></td><td></td><td>61,519</td><td>13,147</td><td>1,534</td><td>817</td><td>98.03</td></tr><tr><td>F23</td><td>148,577</td><td></td><td></td><td>154,871</td><td>12,373</td><td>1,135</td><td>1,617</td><td>185.70</td></tr><tr><td>Surface water</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>F21</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>F22</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>F23</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>Underground water</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>F21</td><td></td><td>20,161</td><td>66,248</td><td></td><td></td><td>16,446</td><td></td><td></td></tr><tr><td>F22</td><td></td><td>24,557</td><td>67,005</td><td></td><td></td><td>17,504</td><td></td><td></td></tr><tr><td>F23</td><td></td><td>21,436</td><td>56,887</td><td></td><td></td><td>16,116</td><td></td><td></td></tr><tr><td>Reused</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr><tr><td>F21</td><td></td><td></td><td></td><td></td><td></td><td>1,246</td><td></td><td></td></tr><tr><td>F22</td><td></td><td></td><td></td><td></td><td></td><td>1,167</td><td></td><td></td></tr><tr><td>F23</td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></tr></table>		Alasehir	Bilecik	Nevşehir	Tarsus	Sarköy	Elazig	Acipayam	Head office	Mains water									F21	161,375			65,620	13,597	1,936	1,808	33.43	F22	172,580			61,519	13,147	1,534	817	98.03	F23	148,577			154,871	12,373	1,135	1,617	185.70	Surface water									F21									F22									F23									Underground water									F21		20,161	66,248			16,446			F22		24,557	67,005			17,504			F23		21,436	56,887			16,116			Reused									F21						1,246			F22						1,167			F23								
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303-05	Water consumption	<div>As part of the works carried out during the F23 period, the less water has been used than our target of 8.32 l/l. A total of 8.27 liters of water has been used in order to produce one liter of product during the F23 period. In other words, the water usage has been reduced by 10.4% compared to the previous period.</div> <table><tr><td></td><td>Amount of water used for 1 liter production (l/l)</td></tr><tr><td>F21</td><td>10.8</td></tr><tr><td>F22</td><td>9.23</td></tr><tr><td>F23</td><td>8.27</td></tr><tr><td>F24 Target</td><td>8.12</td></tr></table>		Amount of water used for 1 liter production (l/l)	F21	10.8	F22	9.23	F23	8.27	F24 Target	8.12																																																																																																																																															
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Biodiversity		
3-3	Our management approach to biodiversity	<p>We are aware that our facilities are in a valuable ecosystem that hosts a wide range of plant and animal species. This ecosystem is vital to the livelihoods of the local people. We assume the responsibility for the impact of our facilities on biodiversity, especially in relation to our key component, which is water. We measure and report our impacts, and we reduce the risks, and we work in order to improve the environment in line with the program determined by Diageo.</p> <p>Any further information is provided on page 38 of the Diageo ESG Reporting Index 2023.</p>
304-01	Operational sites owned, leased, managed in, or adjacent to protected areas or areas of high biodiversity value outside protected areas	<p>During the F21 period, it has been gone beyond our legal obligations, and it has been assessed whether any and all of our locations are situated in the sensitive areas in terms of biodiversity under our Diageo environmental declarations. In consequence of the assessment, our facilities situated in Türkiye have not been included in the list.</p> <p>Any further information is provided on page 39 of the Diageo ESG Reporting Index 2023.</p>
304-02	Significant impacts of activities, products and services on biodiversity	<p>In consequence of the detailed assessment, no significant impact of our operations on the protected areas or the areas of high biodiversity value outside the protected areas has been identified.</p>
Emissions		
3-3	Our management approach to emissions	<p>More and more serious physical effects of the climate change occur in Türkiye, as in the entire world. The severity and frequency of the extraordinary weather events are increasing day by day. As Mey Diageo, we are aware of the emergency, which occurs in terms of climate, and we are committed to manage our emissions. Our commitment to reduce the greenhouse gas emissions is an important part of our sustainability targets, and we are committed to reduce our Scope 1, 2 and 3 emissions in line with the Science-Based Targets Initiative (SBTi) guidance. We intend to reduce our carbon footprint by means of the strategies for increase in the energy productivity, and transition to the renewable energy sources, and adoption of the low-carbon production processes. We carry out the projects in order to reduce the energy consumption within our production facilities and operational processes, and we minimize our environmental impacts by utilizing the renewable energy sources.</p> <p>We also support the works carried out regarding the emission reduction together with some of our business partners in our supply chain. Our emissions management strategy creates a transparent and accountable management system by using the reporting and verification methods in accordance with the international standards.</p> <p>We monitor our carbon emissions in line with the targets set each year, and we report them to Diageo. We intend to increase the knowledge and skills of our employees and stakeholders regarding the emission reduction by means of the regular training and awareness programs.</p> <p>Thanks to this comprehensive approach, we intend to both reduce our environmental impacts and achieve our long-term sustainability targets regarding the fight against climate change.</p>
305-01	Direct (Scope 1) GHG emissions	12,441.06 tCo2
305-02	Indirect (Scope 2) GHG emissions	0

305-03	Other indirect (Scope 3) GHG emissions	Mey Diageo Scope 3 target has been determined as 2050, and it is monitored by Diageo Global.  Any further information is provided on page 43 of the Diageo ESG Reporting Index 2023.
305-04	GHG emissions intensity	Any further information is provided on page 44 of the Diageo ESG Reporting Index 2023.
305-05	GHG emissions reductions	F23: 12,441.06 tCo2 F22: 13,538.04 tCo2  Despite an increase in the production capacity based on bottling, a reduction has been achieved regarding the greenhouse gas emissions by means pf the projects carried out.
305-06	Emissions of ozone-depleting substances	Any further information is provided on page 44 of the Diageo ESG Reporting Index 2023.
305-07	NOx, SOx and other significant air emissions	Any further information is provided on page 44 of the Diageo ESG Reporting Index 2023.
Waste		
3-3	Our management approach to waste	<p>Alcoholic beverage production has the potential to generate waste at various stages throughout the life cycle of the product. Diageo's "Society 2030: Spirit of Progress" targets include to reduce any waste, which is generated within our operations and throughout our supply chain, and to send zero waste to the soil. We also intend to eliminate the wastes by means of the new and better methods for reuse, reduction and recycling. Therefore, we monitor the areas, which create the wastes, and we try to raise awareness in order to increase the resource productivity. As a company that have achieved zero waste, which is sent to the soil, in 2021, we meticulously monitor the recyclability percentage of the waste as well as the amount of the waste converted into energy. By keeping in contact with our suppliers, we encourage them to work with a zero waste target throughout their operations.</p> <p>By reducing the wastes, we not only reduce the costs, but also reduce the carbon emissions and water use within our value chain. At Mey Diageo, the necessary methods have been defined in order to comply with the statutory requirements and to dispose of the wastes in the most appropriate manner for the purpose of minimizing the impact of the solid, liquid and gaseous wastes and emissions on the environment, and to create minimum levels of waste. Our methods include prevention of generation of the wastes, separation of the waste at its source, storage conditions, and recycling, recovery and disposal with minimal damage to the environment.</p> <p>"Diageo Global Waste Elimination Standard" is applied regarding the works for elimination of our wastes. The Waste Management Plans, which are developed for certain locations, have the characteristics of living documents. In respect of these documents, we monitor any and all waste sources, to which they are sent, the measures taken in order to eliminate the wastes going to the soil, and the total waste reduction efforts. We detail the types of waste, their weight in total waste, and the methods by which the waste is processed through the invoices obtained from any third party. Also, assessment of the alternative use methods of the wastes is also part of this standard. Use of the waste elimination methods, which are least harmful to the environment, is encouraged. When any waste cannot be reused, sold or recycled, it is sent to incineration plants as the last alternate in to obtain the energy. In the event that the waste type is not suitable for incineration, and that it is required to be sent to the soil, then the soil burial method is used in the last phase; however, there has been no waste buried in the soil during the F23 period.</p>

306-01	Waste generation and significant waste-related impacts	<p>During the recent years, we have become aware of the impact of the waste management on both the natural resources and the climate. Being aware of the rapid depletion of the natural resources, and the threats of the greenhouse gas emissions to the climate, we have committed to reduce our waste, sent to the soil, by 100%. By means of the projects developed and the improvement works carried out, we have achieved to reduce the 19,126 tons of waste, sent to the soil, by 100% in 2007, and we have achieved zero waste in the middle of 2021. Thus, we have completed our target for 2030 in 2021. We have achieved to obtain the "Zero Waste Certificate", which is issued by the Ministry of Environment, Urbanization and Climate Change of the Republic of Türkiye, for 7 production facilities and the Head Office in Türkiye.</p> <p>We intend to reduce our environmental impact, and to provide contribution to the circular economy by applying the methods for reducing the waste at the source, reuse, recycling, and obtaining the energy as part of the waste management hierarchy. In addition, our primary target is not to send any waste to the soil.</p>
306-02	Management of significant waste-related impacts	<p>As Mey Diageo, we carry out the projects with the awareness of the importance of the waste management in sustainability regarding protection of the natural resources, and in maintaining the productivity, and a more livable world. Being aware of the fact that our natural resources are not unlimited, our priority is to support the resource productivity by preventing the waste generation, and to provide contribution to the circular economy through recycling and reuse, and to reduce the fossil fuel consumption by obtaining the energy.</p> <p>Most of our process outputs are in the form of the residues of pressed grapes and the grain pulp, which are used as animal feed. Our process wastes and treatment sludge are assessed in various manners such as being used as raw material in another process (e.g. in brick production), obtaining the energy from biometanization, producing the refuse-derived fuel (RDF), or producing fertilizer from the compost. Our packaging wastes are sent to recycling facilities, and they are regained into the system.</p> <p>We hold regular meetings with our glass suppliers in order to assess the new project opportunities regarding the bottle weight reduction, packaging reduction, Scope 3 emission reduction, and increasing the recyclability in our packaging, and increasing the content recycled.</p> <p>We also collaborate with any third party in order to manage the waste resulting from our manufacturing activities. We carry out the waste traceability assessments in order to ensure that any third party manage the wastes in accordance with the agreements and regulations. We are developing the projects in order to decarbonize our facilities and to increase the water productivity.</p>
306-03	Waste generated	37,116.3 tons
306-04	Wastes returned from disposal	37,116.3 tons
306-05	Wastes directed to disposal	0



Supplier Environmental Assessment		
3-3	Our management approach to supplier environmental assessment	Any further information is provided on page 49 of the Diageo ESG Reporting Index 2023.
308-01	New suppliers that were screened using environmental criteria	Any further information is provided on page 50 of the Diageo ESG Reporting Index 2023.
308-02	Negative environmental impacts in the supply chain and actions taken	Any further information is provided on page 50 of the Diageo ESG Reporting Index 2023.

Social

Employment		
Disclosure	Our Response	
3-3	Our management approach to employment	<p>As our most valuable treasure, our employees form the basis of Mey Diageo. Our company, which has been established on the values that are built over the generations by the inspiring characters, has been incorporated in 2004 following privatization of the Alcoholic Beverages Department of Tekel, and it brings together our experienced employees, who have been serving with diligent efforts since then, and freshly graduated employees under a single roof. This is what we call “joint labour of generations”. For us, what comes into existence as a result of the shared efforts of the masters of industry and the young people is respect for the past and greetings for the future.</p> <p>Our employees stand out not only with their business knowledge and know-how, but also with their belief in team success and solidarity, as well as their openness to continuous learning and rapid adaptation to dynamic conditions. We consider the employee commitment as one of our general performance measures. Accordingly, we create action plans in order to increase the employee commitment and satisfaction.</p> <p>We are aware that growing with our values, “paving the way for sustainability from seed to glass” and achieving both our financial and non-financial targets are directly related to the employee commitment. Our HR team routinely works in order to make sure that our policies and standards are robust and to strengthen our reputation as an employer. These works help us both to retain our existing employees and to reach the new employees.</p> <p>The way to ensure that employees are passionately committed to the company is through empowering them, offering them opportunities and encouraging them to ask questions.</p>

401-01

New employee hires and employee turnover

W/M distribution in recruitment						
	F21		F22		F23	
	W	M	W	M	W	M
MEYI monthly paid employee	20	19	75	83	30	52
MEYA monthly paid employee	6	4	4	12	18	8
MEYA hourly paid employee	0	0	10	52	10	9

Age distribution in recruitment						
	F21		F22		F23	
	W	M	W	M	W	M
Under the age of 30 years	12	14	32	83	26	22
Between ages of 30 - 50 years	14	9	56	63	32	47
Above the age of 50 years	0	0	1	1	0	0

Employee turnover		
F21	F22	F23
12%	12%	12.61%

401-02	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Rights granted to employees	Monthly paid employee	Hourly paid employee (Unionized employees)
		Salary	x	x
		Internet support	in certain cases	
		Ergonomics support	in certain cases	
		Maternity leave	x	x
		Paternity leave	x	x
		Holiday payment	x	x
		Seniority award	x	
		Sales premium	in certain positions	in certain positions
		Annual premium	x	
		Health insurance	x	x
		Life insurance	x	
		Moving aid	x	
		Transportation payment	x	
		Rent payment	in certain cases	
		Telephone and mobile line	in certain cases	
		Vehicle allocation	in certain positions	
		Social aid		x
		Product aid		x
		Maternity payment		x
		Death payment		x
		Marriage payment		x
		Bonus		x
		Supplemental health insurance		x
		Seniority incentive premium		in certain cases
		Vehicle aid	in certain cases	in certain cases
		Meal card	x	
		Boarding	in certain cases	
		GM Award	x	
		Birthday leave	x	x
		Nursery Aid for parents with children aged 0-6	x	x
		Migros Product Discount Card	x	x
		Master's Degree / English Learning Supports	x	x
		Psychological Support Line	x	x
		Online Training Platform	x	x
		Flexible Working Opportunities	in certain positions	

MESSAGE FROM THE GENERAL MANAGER	MEY DIA GEO IN BRIEF	OUR BRANDS AND PRODUCTS	WHO ARE WE?	HOPE MANIFEST	HIGHLIGHTS OF THE REPORTING	SOCIETY 2030: "SPIRIT OF PROGRESS"	SUSTAINABILITY AT MEY DIA GEO	DELIVERING OUR "PERFORMANCE AMBITION"	ESG REPORTING INDEX 2023																																			
401-03	Family leave	<p>As Mey Diageo, we provide our employees with 26 weeks of maternity leave and 4 weeks of paternity leave. Accordingly, the number of employees benefiting from maternity/parental leave and the female/male distribution are provided as follows.</p> <table><tr><th colspan="7">Number of employees benefiting from Maternity/Parental leave</th></tr><tr><th></th><th colspan="2">F21</th><th colspan="2">F22</th><th colspan="2">F23</th></tr><tr><th></th><th>W</th><th>M</th><th>W</th><th>M</th><th>W</th><th>M</th></tr><tr><td>MEYİ</td><td>4</td><td>22</td><td>8</td><td>20</td><td>3</td><td>11</td></tr><tr><td>MEYA</td><td>5</td><td>17</td><td>4</td><td>15</td><td>5</td><td>11</td></tr></table>								Number of employees benefiting from Maternity/Parental leave								F21		F22		F23			W	M	W	M	W	M	MEYİ	4	22	8	20	3	11	MEYA	5	17	4	15	5	11
Number of employees benefiting from Maternity/Parental leave																																												
	F21		F22		F23																																							
	W	M	W	M	W	M																																						
MEYİ	4	22	8	20	3	11																																						
MEYA	5	17	4	15	5	11																																						
Labour / Management Relations																																												
3-3	Our management approach to labour/management relations	<p>We work in order to address the opinions of any and all of our employees, including those who are represented through the unions. Our HR team carries out the routine reviewing works in order to ensure that our policies and standards reflect the current circumstances, and to strengthen our reputation as an employer. The HR-oriented works helps us to retain our employees, who are our primary stakeholders, and to attract the new talents to our business.</p>																																										
402-01	Minimum notice periods regarding operational changes	<p>We comply with the deadlines prescribed under the laws. We also intend to reassign the employees, who are affected by the operational changes wherever possible, or to find a suitable alternative employment for them.</p> <p>Minimum periods of notification are provided as follows: 2 weeks (14 days) for workers who have worked for less than 6 months, 4 weeks (28 days) for workers who have worked between 6 months and 1.5 years, 6 weeks (42 days) for workers who have worked between 1.5 and 3 years, 8 weeks (56 days) for workers who have worked for more than 3 years</p>																																										
Occupational Health and Safety																																												
3-3	Our management approach to occupational health and safety	<p>We apply the Global Risk Management Standards (GRMS), which is a best practice applicable to any and all of our operations and business units regarding the occupational health and safety, and which intends to ensure that each person is safer while working, wherever they are, in the field, at home and on the road. Our end-to-end health and safety excellence strategy intends to provide a safe working environment with a health and safety culture in which each person fulfills their responsibilities throughout Türkiye.</p>																																										
403-01	Occupational health and safety management system	<p>We apply our Occupational Health and Safety Management System by complying with the risk management standards and through an assurance program. The system covers our employees and activities within any and all of our functions, ranging from supply, production and manufacturing to marketing, sales and distribution. Also, the third-party contractors and third-party logistics providers available in the field are also included in this system.</p> <p>In 2019, we have completed our transition from OHSAS 18001 to ISO 45001:2018, and this process has been audited by LRQA company. Mey Diageo management systems are fully supported by the company management. The processes and targets within the company are reported to the management through the Management Review (YGG) meetings, and the necessary approvals are obtained.</p>																																										
403-02	Hazard identification, risk assessment and incident investigation	<p>The Occupational Health and Safety (OHS) committees are held monthly within our factories and quarterly at our head office. During these meetings, the current or potential risks in the facilities are discussed, and any action plan is created. We comply with the regulations diligently through Lebib Yalkin and our legal compliance file.</p>																																										



403-03	Occupational health services	Our Occupational Health and Safety Strategy intends to create a culture, which is free of the occupational accidents and illnesses for employees, and to create a happier and healthier workforce. Our global risk management standards ensure that the health, safety and welfare checks are in place.
403-04	Worker participation, consultation and communication on occupational health and safety	In order for our management team to be active in the field, our entire factory management staff visits the field at periods as specified, and it carries out the factory tours (safety walks) as part of the occupational safety and environment. During these tours, the risks, which are reported to the management by the employees, and which are identified by the management, are communicated to the occupational health and safety teams in the form of a risk notification card, and such risks are eliminated as quickly as possible. In addition, the wish and suggestion boxes are available in the common areas, which are accessible to each person, so that any and all employees can clearly express their suggestions.
403-05	Worker training on occupational health and safety	OHS trainings are monitored through the personnel-based annual training plans. As Mey Diageo, we have an annual OHS training target of 18 man/hours within our factories. The activities of the personnel, who attend the training, are recorded through the training pre-exams and final exams.
403-06	Promotion of worker health	<p>As Mey Diageo, we are committed to keep the health and well-being of our employees at the highest level. As part of our Occupational Health and Safety Strategy, we intend to create a culture that is free of injuries and diseases in the workplace. Accordingly, we diligently apply our global risk management standards, and we ensure that health, safety and welfare checks are in place.</p> <p>We have developed several programs in order to encourage the employee health:</p> <p>Health and Welfare Programs: We provide our employees with regular health screenings and checks. We hold the nutrition and exercise programs in order to encourage the healthy lifestyles. We provide the consultancy services in order to support the psychological health of our employees.</p> <p>Training and Awareness: We hold the regular training for any and all of our employees regarding the health and safety issues. We hold the campaigns and events in order to raise the health and safety awareness.</p> <p>Occupational Health Services: We work with the occupational health specialists in order to identify and manage the health risks in the workplace. We protect the physical health of our employees through the ergonomic consultancy and appropriate regulations in the workplace.</p> <p>Employee Feedback and Participation: We hold the regular surveys and meetings in order to obtain our employees' feedback regarding the health and safety matters. We provide the communication channels through which our employees can express their suggestions and concerns.</p> <p>Thanks to these programs, we take a proactive approach to the health and well-being of our employees, and we intend to increase the general well-being in the workplace. We will continue such encouraging and supportive activities for the health, productivity and motivation of our employees.</p>

MESSAGE FROM THE GENERAL MANAGER	MEY DIAGEO IN BRIEF	OUR BRANDS AND PRODUCTS	WHO ARE WE?	HOPE MANIFEST	HIGHLIGHTS OF THE REPORTING	SOCIETY 2030: "SPIRIT OF PROGRESS"	SUSTAINABILITY AT MEY DIAGEO	DELIVERING OUR "PERFORMANCE AMBITION"	ESG REPORTING INDEX 2023
403-07	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>We take a comprehensive approach in order to prevent and reduce the occupational health and safety hazards. Our top priorities include provision of a safe environment at work and protection of the health of all our employees. Accordingly, we intend to minimize the occupational health and safety hazards through our risk management strategies and practices.</p> <p>We regularly carry out the risk assessments during any and all of our business processes, including identification and analysis of the potential hazards. We develop and implement the appropriate control measures in order to prevent and mitigate the risks.</p> <p>We carry out the works, which include safe use of the equipment, improvement of the work processes, and organization of the work environment, in order to prevent the hazards at their source. We organize the regular training and awareness programs for any and all employees in order to promote a culture of safety in the workplace. We monitor the occupational trainings through the personnel-based annual training plans on annual basis. As Mey Diageo, we intend for an annual OHS training target of 18 man/hours within our factories. We record the training activities for the personnel, who attend the training, through the training pre-exams and final exams.</p> <p>We draw up comprehensive emergency plans for any possible emergency, and we ensure that our employees are prepared for such situations by organizing the emergency drills.</p> <p>We constantly monitor and assess our occupational health and safety performance, and we encourage the active participation of our employees in the safety matters. We receive and assess the feedback of the employees by providing an open communication channel through which they can express their suggestions and concerns regarding the security.</p> <p>As Mey Diageo, we adopt a proactive and continuous improvement-oriented approach in order to prevent and reduce the occupational health and safety hazards. Thus, we intend to create a safer and healthier working environment for any and all of our employees.</p>							
403-08	Workers covered by an occupational health and safety management system	<p>Any and all of our employees are required to comply with the mandatory requirements as prescribed under the "Global Health, Safety and Welfare Policy" published by Diageo, and to comply with any and all relevant global risk management standards. Compliance with these standards and requirements is constantly assessed by the ISO 45001 Standard Internal Audit teams.</p> <p>Our head office, factories and warehouses have been accredited based on the ISO 45001 Occupational Health and Safety Management System Standard, and the compliance with these standards is regularly audited by the third parties approved.</p> <p>No employee or worker is excluded from the occupational health and safety management system. The health and safety performance is monitored through the regular field, regional and global business performance meetings.</p>							

403-09	Work-related injuries	<p>Any and all units are required to comply with the “Global Severe and Fatal Incident Prevention Program” drawn up by Diageo. This program intends to eliminate the risks, which lead to the serious or fatal incidents and to ensure that the appropriate and sustainable controls are in place. Any incident, which involve a work-related injury or illness that requires absence from work for one or several days or medical assistance, is reported to Diageo.</p> <table><tr><td>Hazard class</td><td>Factory, facility, warehouse and office</td></tr><tr><td>Lowly hazardous</td><td>Head and sales offices</td></tr><tr><td>Hazardous</td><td>Elazig, Sarkoy and Acipayam Factories and Alasehir, Bilecik and Nevsehir Warehouses</td></tr><tr><td>Highly hazardous</td><td>Alasehir, Bilecik, Nevsehir and Tarsus Factories</td></tr></table> <table><tr><td>Period</td><td>Location</td><td>Gender</td><td>Accident type</td></tr><tr><td>F23</td><td>Alaşehir</td><td>M</td><td>LTA</td></tr><tr><td>F23</td><td>Alaşehir</td><td>M</td><td>MTC</td></tr><tr><td>F23</td><td>Alaşehir</td><td>M</td><td>MTC</td></tr><tr><td>F23</td><td>Bilecik Warehouse</td><td>M</td><td>MTC</td></tr><tr><td>F23</td><td>Bilecik Warehouse</td><td>M</td><td>LTA</td></tr><tr><td>F23</td><td>Bilecik</td><td>W</td><td>LTA</td></tr><tr><td>F23</td><td>Bilecik</td><td>M</td><td>LTA</td></tr><tr><td>F23</td><td>Bilecik</td><td>W</td><td>LTA</td></tr><tr><td>F23</td><td>Tarsus</td><td>M</td><td>LTA</td></tr><tr><td>F23</td><td>Tarsus</td><td>W</td><td>LTA</td></tr><tr><td>F23</td><td>Tarsus</td><td>W</td><td>LTA</td></tr><tr><td>F23</td><td>Sales</td><td>M</td><td>LTA</td></tr><tr><td>F23</td><td>Sales</td><td>W</td><td>LTA</td></tr></table> <p>Any further information is provided on page 57 of the Diageo ESG Reporting Index 2023.</p>	Hazard class	Factory, facility, warehouse and office	Lowly hazardous	Head and sales offices	Hazardous	Elazig, Sarkoy and Acipayam Factories and Alasehir, Bilecik and Nevsehir Warehouses	Highly hazardous	Alasehir, Bilecik, Nevsehir and Tarsus Factories	Period	Location	Gender	Accident type	F23	Alaşehir	M	LTA	F23	Alaşehir	M	MTC	F23	Alaşehir	M	MTC	F23	Bilecik Warehouse	M	MTC	F23	Bilecik Warehouse	M	LTA	F23	Bilecik	W	LTA	F23	Bilecik	M	LTA	F23	Bilecik	W	LTA	F23	Tarsus	M	LTA	F23	Tarsus	W	LTA	F23	Tarsus	W	LTA	F23	Sales	M	LTA	F23	Sales	W	LTA
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403-10	Work-related ill health	<p>Any further information is provided on page 59 of the Diageo ESG Reporting Index 2023.</p>																																																																
Training and Education																																																																		
3-3	Our management approach to training and education	<p>As Mey Diageo, we attach great importance to the training and development of our employees. We are aware that our human resources are one of the most important elements of our sustainable success. Therefore, we provide a comprehensive training and development program in order to increase the personal and professional competencies of our employees.</p> <p>By means of our training and development policy, we intend to ensure that any and all of our employees have access to the continuous learning and development opportunities. We intend to help our employees to progress in their career paths by improving their current competencies and also to support our company regarding achievement of its strategic targets. We consider the continuous learning as a tool for development of our employees, and also we consider the same as one of the cornerstones of our people strategy.</p> <p>We regularly monitor and assess the efficiency of our continuing training, career and leadership development programs, performance management and competency analysis, and training and development programs.</p> <p>As Mey Diageo, we intend to support the individual success of our employees and the overall performance of our company by increasing their competencies.</p>																																																																

404-01	Average hours of training per year per employee	We provide any and all of our personnel throughout the year by prioritizing the employee development. In addition to these trainings, we also provide the various trainings for our employees at different levels. We repeat our training regularly based on the statutory requirements or changing working conditions, if and when required. Our training hours table including basic occupational health and safety (OHS) and environmental trainings will be included in the F24 report.
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404-02	Programmes for upgrading employee skills and transition assistance programmes	<p>We intend for any and all of our employees to have access to the learning opportunities, which increase their performance, and which ensure the growth. Our mission is to ensure that our employees have simple and effective access to the training and development opportunities that are suitable for them. In order to achieve this target, we encourage a culture of continuous learning, and while we enable the individuals to assume their own learning needs, we also ensure that the managers become responsible for development works.</p> <p>In order to achieve our targets, we enable our employees to access “My Learning Hub”, which is our learning and development platform drawn up by Diageo, and which contains more than 20,000 training resources, through any device, location and time zone.</p> <p>Some of the training provided to the employees during the F23 period are provided as follows:</p> <p>•Project Management • FDT Presentation Training • Confident English Presentation Training - Theoretical Training • Role &amp; Responsibility &amp; Authority Distribution Design Project - Marketing Leaders Workshop • Effective English Communication Training • Marketing Team Role &amp; Responsibility &amp; Authority Distribution Design Project • Negotiation Techniques Training • Development Plan Career Conversation Executive Session • Development Plan Career Conversation Employee Session • Development Plan Team Managers Session • Development Plan Career Conversation Workshop • FDT Development Journey • FDT Strategy Training • United Nations Development Program • MLT Leadership Program • Strategy Training • Storytelling Training • Strategic Communication and Perception Management • FDT Strategic Thinking Development Journey • Brain Decision, Chaos and Creativity • Crisis Communication Training • Brain Decision Training • Strategic Management • Design-Oriented Thinking • Project Management • 4th Session of Crisis Communication Training • Change Management • Psylabs Inventory Usage Training • Advanced Excel Training • Agile Project Management Training</p>																																			
404-03	Percentage of employees receiving regular performance and career Development reviews	<p>Our performance management processes encourage the managers and employees to perform the regular performance development conversations. Setting the clear performance and development targets is the key of the growth for both our employees and our business.</p> <p>During the F23 period, any and all of our monthly paid employees have been subjected to a regular performance assessment process.</p> <table><tr><th colspan="7">Number of employees subjected to the regular performance assessment</th></tr><tr><th></th><th colspan="2">F21</th><th colspan="2">F22</th><th colspan="2">F23</th></tr><tr><th></th><th>W</th><th>M</th><th>W</th><th>M</th><th>W</th><th>M</th></tr><tr><td>MEYI</td><td>139</td><td>345</td><td>152</td><td>325</td><td>157</td><td>337</td></tr><tr><td>MEYA</td><td>63</td><td>108</td><td>60</td><td>100</td><td>63</td><td>99</td></tr></table>	Number of employees subjected to the regular performance assessment								F21		F22		F23			W	M	W	M	W	M	MEYI	139	345	152	325	157	337	MEYA	63	108	60	100	63	99
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Diversity and Equal Opportunities																																																																																											
3-3	Our management approach to diversity and equal opportunity	<p>As Mey Diageo, the basis of our inclusion and diversity work is to ensure that each person can clearly feel the freedom to reflect their unique characteristics in every aspect. The most important reason why we make the inclusion and diversity one of our working principles with the mission of “Everyone is Equal, Everyone is Different” is that we intend to provide a sustainable contribution to our teammates, customers and business partners with different ideas, experiences and backgrounds.</p> <p>Our inclusion and diversity work is carried out under four main headings: Gender and equal opportunities, inclusion of the ethnic differences, creating a safe environment for employees, prioritization of sales and supply chain.</p> <p>As a company, which is aware of listening to and caring about the different voices, we continue our work in the field of inclusion and diversity on a voluntary basis under the leadership of our “Inclusion and Diversity Committee”. Our Inclusion and Diversity Manifest has been drawn up as a guidance that guides us while drawing up our pioneering policies, by describing these values and our targets. By means of this manifest, we intend to convey our attitude and stance regarding the inclusion and diversity to our employees, customers and any and all of our stakeholders and audiences.</p> <p>As a company that believes in the power of inclusion and diversity, we are determined to work for a better world by continuing this struggle.</p>																																																																																									
405-01	Diversity of governance bodies and employees	<p>While carrying out our inclusion and diversity works, we benefit from the power of data and human resources analytics thanks to the Workday system. Moreover, we carry out the annual assessment in order to measure the impact of our inclusion and diversity works. In respect of any and all functions performed in the F23 period, we have recruited 46.9% women and 53.1% men. During the function-based recruitment processes, we have intended to ensure the gender balance under our inclusion and diversity works, by recruiting 62.5% women for our marketing department, and 60% women for our supply chain function, and 66.7% women for our finance department. 22.9% women have been recruited especially in the dominant functions such as field and sales.</p> <table><tr><th colspan="7">W/M and age distribution at management level</th></tr><tr><th></th><th colspan="2">under the age of 30 years</th><th colspan="2">the ages of 30-50 years</th><th colspan="2">above the age of 50 years</th></tr><tr><th></th><th>W</th><th>M</th><th>W</th><th>M</th><th>W</th><th>M</th></tr><tr><td colspan="7">F21</td></tr><tr><td>MEYI monthly paid employee</td><td></td><td></td><td>14</td><td>16</td><td>2</td><td>3</td></tr><tr><td>MEYA monthly paid employee</td><td></td><td></td><td>4</td><td>7</td><td></td><td>3</td></tr><tr><td colspan="7">F22</td></tr><tr><td>MEYI monthly paid employee</td><td></td><td></td><td>14</td><td>15</td><td>2</td><td>3</td></tr><tr><td>MEYA monthly paid employee</td><td></td><td>1</td><td>4</td><td>7</td><td></td><td>3</td></tr><tr><td colspan="7">F23</td></tr><tr><td>MEYI monthly paid employee</td><td></td><td></td><td>14</td><td>15</td><td>2</td><td>4</td></tr><tr><td>MEYA monthly paid employee</td><td></td><td></td><td>4</td><td>8</td><td></td><td>5</td></tr></table>						W/M and age distribution at management level								under the age of 30 years		the ages of 30-50 years		above the age of 50 years			W	M	W	M	W	M	F21							MEYI monthly paid employee			14	16	2	3	MEYA monthly paid employee			4	7		3	F22							MEYI monthly paid employee			14	15	2	3	MEYA monthly paid employee		1	4	7		3	F23							MEYI monthly paid employee			14	15	2	4	MEYA monthly paid employee			4	8		5
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405-02	Ratio of basic salary and remuneration of women to men	Any further information is provided on page 63 of the Diageo ESG Reporting Index 2023.																																																																																									

Non-Discrimination		
3-3	Our management approach to non-discrimination	As an approach resulting from our principle of inclusion and diversity, we provide equal opportunities to each person during our recruitment and especially promotion processes, and we do not discriminate. Also, we are committed to reflecting our awareness towards inclusion and diversity in every aspect of our internal and external communications. The expressions we use in our social media posts and job postings emphasize our independent inclusion approach, without any discriminatory stereotypes such as gender, language, religion and ethnicity.
406-01	Incidents of discrimination and corrective actions taken	<p>We are aware of the importance and sensitivity of the matter, and we do not tolerate cases of discrimination that might occur between any employee or employees, and we adopt a zero tolerance policy.</p> <p>We implement the comprehensive measures in order to monitor and manage any and all kinds of discrimination claims and to carry out the awareness-raising activities for our employees.</p> <p>No case has been experienced with respect to the discrimination during the reporting period.</p>
Freedom of Association and Collective Bargaining		
3-3	Our management approach to freedom of association and collective bargaining	As Mey Diageo, we respect the workers' freedom of association and collective bargaining, and we take various measures in order to protect and implement these rights.
407-01	Freedom of association and collective bargaining	In 2004, Tekel's state-mandated spirit production has ended, and MEYA factories, facilities and brands have been privatized. During this process, the workers, who serve within Tekel, have continued to work within MEYA as unionized, by maintaining some of their rights. The hourly paid workers, who has switched, maintain their union rights resulting from Tekel. There is a regular communication between MEYA and TEKGIDA-IS Union. Our company carries out any and all processes regarding the workers in full compliance with the Labour Law Nr. 4857 and the Law Nr. 6356 on Labour Unions and Collective Labour Agreements. Accordingly, a Collective Bargaining has been executed with the unions organized within our factories. The constructive, open and long-term strategic relations are established, and a cooperation is established with the organized unions. There is at least one union representative in each of our factories based on the number of employees. The factory managers and human resources managers hold regular meetings with the union representatives. It is intended to maintain the labour peace by executing a collective labour agreement between MEYA and TEKGIDA-IS Union every two years. Any and all "Hourly Paid" personnel within MEYA are unionized.
Child Labour		
3-3	Our management approach to child labour	<p>We perform works in order to prevent the children from participating in the labour force and to eliminate the child labour. Accordingly, a clear policy and standards have been determined in order to prevent the child labour.</p> <p>We regularly monitor and assess the efficiency of our policies and practices regarding the child labour.</p>

MESSAGE FROM THE GENERAL MANAGER			MEY DIA GEO IN BRIEF	OUR BRANDS AND PRODUCTS	WHO ARE WE?	HOPE MANIFEST	HIGHLIGHTS OF THE REPORTING	SOCIETY 2030: "SPIRIT OF PROGRESS"	SUSTAINABILITY AT MEY DIA GEO	DELIVERING OUR "PERFORMANCE AMBITION"	ESG REPORTING INDEX 2023
408-01	Child labour	<p>In accordance with the Labour Law Nr. 4857 on child employment in our country, those, who are under the age of 15, may not be employed; however, as an exception, those, who are over the age of 14, and who have completed the primary education, may be employed in light jobs, which will not prevent their development and education, with limited working hours.</p> <p>Our company does not employ any personnel under the age of 18; however, the internship opportunities are available. The purpose of the internship programs for vocational high school and university students is to improve themselves and to get to know the business world for candidates who will join the labour force.</p> <p>Any further information is provided on page 66 of the Diageo ESG Reporting Index 2023.</p>									
Forced or Compulsory Labour											
3-3	Our management approach to forced or compulsory labour	As part of the work carried out by Diageo, we have reviewed the high-risk areas of our agricultural supply chain networks in Türkiye by means of the human rights impact assessments, and no activities, which pose significant risks in relation to the forced or compulsory labour, have been identified. In the event that any allegation is reported, then we will investigate the same, and we will take corrective action, accordingly. We will keep assessing the risk of forced or compulsory labour on an ongoing basis through our current audit processes.									
409-01	Forced or compulsory labour	<p>At Mey Diageo, the working days and hours are announced to the employees by defining the public, general and weekly holidays. Overtime may be performed upon the approval of the employees for reasons such as the nature of the work or increase in production. These circumstances are regulated in accordance with the terms and conditions as prescribed under the Labour Law Nr. 4857, and the wages are paid as stated in the Law. The job descriptions are determined for the employees serving within our company, and they are notified of these definitions when they start to work; and any document in relation to the job description is shared on up to date basis within the company through the common system, which is used in accordance with ISO 9001, and which is accessible to the employees. There have been no cases of forced labour or compulsory labour, which have been taken to the court during the reporting period, within our company.</p> <p>Any further information is provided on page 67 of the Diageo ESG Reporting Index 2023.</p>									
Local Communities											
3-3	Our management approach to local communities	We intend to strengthen the communities in the areas in which we operate. Accordingly, we also intend to provide attractive, safe and diverse working environments for our employees and we provide programs that help to establish the sustainable and inclusive supply chains and to empower communities to grow. As part of this approach, we work in order to encourage the human rights throughout our value chain. We also invest in promoting the responsible and conscious consumption of alcoholic beverages, building the developing communities and reducing our environmental impact. Our "Society 2030: Spirit of Progress" targets address these areas, and they help us to provide contribution to the UN SDGs.									
413-01	Operations with local community engagement, impact assessments and development programmes	As Mey Diageo, we carry out the social contribution works. The works, which are carried out accordingly, are provided in the sections "Maintaining the high-quality growth", "Promoting the responsible and conscious consumption of alcoholic beverages" and "Paving the way for sustainability from seed to glass" under our report.									



Supplier Social Assessment		
3-3	Our management approach to supplier social assessment	Any further information is provided on page 72 of the Diageo ESG Reporting Index 2023.
414-01	New suppliers that were screened using social criteria	Any further information is provided on page 73 of the Diageo ESG Reporting Index 2023.
414-02	Negative social impacts in the supply chain and actions taken	Any further information is provided on page 73 of the Diageo ESG Reporting Index 2023.
Customer Health and Safety		
3-3	Our management approach to customer health and safety	<p>We pay attention to ensure that our products meet the expectations of the consumers in terms of taste, consistency and presentation so that they can drink them safely. We have a certification program for our facilities. Moreover, we review the customer health and safety at various levels throughout the organization.</p> <p>As Mey Diageo, we are aware that our responsibility is not limited to statutory obligations only, while we comply 100% with any and all laws. We always prioritize the consumer and customer health and safety based on the international good practice examples.</p>
416-01	Assessment of the health and safety impacts of product and service categories	<p>The main criteria are that our facilities are subject to the internal assessment as part of the Diageo standards, and that our production facilities have ISO 9001 standards, and that our production and packaging facilities have FSSC 22000 standards, and that the compliance with these standards is approved by the independent auditors. In our country, the alcoholic beverage industry is heavily regulated, by ranging from production to sales and marketing. The regulations cover any and all of covers our activities, ranging from processing of the raw materials to production in accordance with the technical and hygiene standards determined, and storage, and transportation, and preservation, and placing on the market, and protection of geographical indications, and protection of public health and consumer rights, and ensuring competition, and promotion, sale, presentation of the products, and safe delivery thereof to the final consumers.</p> <p>However, the way to create the quality as well as to maintain the same is to perform the constant tests and audits. We pay the utmost attention to high-quality standards and consumer health at every stage of product life-cycle and production. We reach more than 35 million analysis results by performing more than 169 thousand analyses per year at 563 points in total, ranging from the raw materials to the finished products. In addition to the physical and chemical analyses of our products, we also monitor the performance of the sensory analysts in order to keep the accuracy and reliability of the sensory analyses at the highest level.</p>
416-02	Incidents of noncompliance concerning the health and safety impacts of products and services	During the F23 period, no negative case have been encountered regarding the non-compliance with the regulations or the customer health and safety.
Marketing and Labeling		
3-3	Our management approach to marketing and labelling	The procedures and principles to be observed regarding the alcoholic beverages have been determined by the public authority. In accordance with the regulations intending to ensure the market monitoring and control by means of promoting and selling the products, and advertising conditions, and developing the consumer awareness, and recording the activities, it is not allowed to advertise and promote the alcoholic beverages to the consumers in any manner whatsoever. As Mey Diageo, we continue our activities in full compliance with these regulations.

MESSAGE FROM THE GENERAL MANAGER	MEY DIAGEO IN BRIEF	OUR BRANDS AND PRODUCTS	WHO ARE WE?	HOPE MANIFEST	HIGHLIGHTS OF THE REPORTING	SOCIETY 2030: "SPIRIT OF PROGRESS"	SUSTAINABILITY AT MEY DIAGEO	DELIVERING OUR "PERFORMANCE AMBITION"	ESG REPORTING INDEX 2023
417-01	Requirements for product and service information and labelling			In our country, the alcoholic beverage industry is heavily regulated, including the labelling requirements. We provide information about our products through the product labels and our website.					
417-02	Incidents of non-compliance concerning product and service information and labelling			During the F23 period, no negative case has been encountered of regarding the non-compliance with the regulatory provisions.					
417-03	Incidents of non-compliance concerning marketing communications			It is not allowed to advertise and promote the alcoholic beverages to the consumers in any manner whatsoever.					
Customer Privacy									
3-3	Our management approach to customer privacy			<p>As Mey Diageo, we are committed to keep the customer confidentiality at the highest level. For such purpose, we adopt a comprehensive and meticulous approach in order to protect any and all personal data processed within our business activities. Therefore, we constantly review, update and improve our data privacy policies and practices. One of the cornerstones of our management approach includes to ensure full compliance with the Law of Protection of Personal Data (LPPD) and other relevant data protection laws.</p> <p>In accordance with the Law of Protection of Personal Data (LPPD) and international data protection standards, we implement the strict policies and procedures regarding the processing, storage and protection of the personal data.</p> <p>Our Global Data Privacy Program is managed by the Diageo's Senior Director of Data Privacy at Diageo, and it is designed in order to protect any and all personal data processed within our business activities.</p> <p>As part of this program, we regularly provide our employees with a training regarding the data privacy and security. Diageo Global Audit and Risk team periodically audits our data privacy program.</p> <p>We have various communication channels in order to address the data privacy concerns and complaints. Our employees, customers and other relevant parties may raise any matter regarding the data privacy through our SpeakUp line, managers, market legal advisors, data privacy officers, the HR team or directly to the Diageo's Senior Data Privacy Director.</p>					
418-01	Substantiated complaints concerning breaches of customer privacy and losses of customer data			During the F23 period, no negative cases have been encountered regarding breach of the customer privacy and loss of customer data.					

SASB Index

Subject	Metric	Code	Our Response / Reference
Energy management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable energy	FB-AB-130a.1	GRI 302
Water management	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with high or extremely high baseline water stress	FB-AB-140a.1	GRI 303
	Discussion of water management risks and description of management strategies and practices to mitigate those risks	FB-AB-140a.2	GRI 303
Responsibly drinking and marketing	Percentage of advertising impressions made on individuals above the legal drinking age	FB-AB-270a.1	GRI 417
	Number of incidents of non-compliance with industry or regulatory labelling and/or marketing codes	FB-AB-270a.2	GRI 417
	Total amount of monetary losses as a result of legal proceedings associated with labelling and/or marketing practices	FB-AB-270a.3	GRI 417
	Description of efforts to promote responsible consumption of alcohol	FB-AB-270a.4	GRI 417
Packaging lifecycle management	(1) Total weight of packaging, (2) percentage made from recycled or renewable materials, (3) percentage that is recyclable or compostable	FB-AB-410a.1	GRI 306
	Description of strategies to reduce the environmental impact of packaging throughout its lifecycle	FB-AB-410a.2	GRI 306
Environmental and social impacts of ingredients supply chain	Suppliers’ social and environmental responsibility audit: (1) non-conformance rate, (2) associated corrective action rate for (a) major and (b) minor non-conformances	FB-AB-430a.1	GRI 308
Ingredients sourcing	Percentage of beverage ingredients sourced from regions with high or extremely high baseline water stress	FB-AB-440a.1	GRI 301
	List of priority beverage ingredients and description of sourcing risks due to environmental and social considerations	FB-AB-440a.2	GRI 3 – Efficient risk management 34
Activity	Volume of products sold		Diageo ESG index 2023
	Number of production facilities		Corporate profile 11
	Total distance traveled		Diageo ESG index 2023





## **2023 SUSTAINABILITY PERFORMANCE**

Mey|Diageo 2023 Sustainability Performance has been drawn up for informational purposes only. This report, which uses the content believed to be accurate and reliable for the period covered by the report, has not been subject to the external audit. The content contained in the report may not be interpreted as any statement, guarantee or commitment, and it is not guaranteed that this content is complete and unchangeable.

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