



Corporate Social Responsibility & Stakeholder Engagement Plan

This report has been drawn up for evaluating the social impacts to be induced by SAR-DEM-WPP operational processes and for ensuring engagement of the stakeholders.

Prepared by **ATLAScert**[®]

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Purpose & Scope

The purpose of this plan is to evaluate of the social impacts of SAR-DEM WPP¹ operational process and to ensure engagement of the stakeholders at the maximum level.

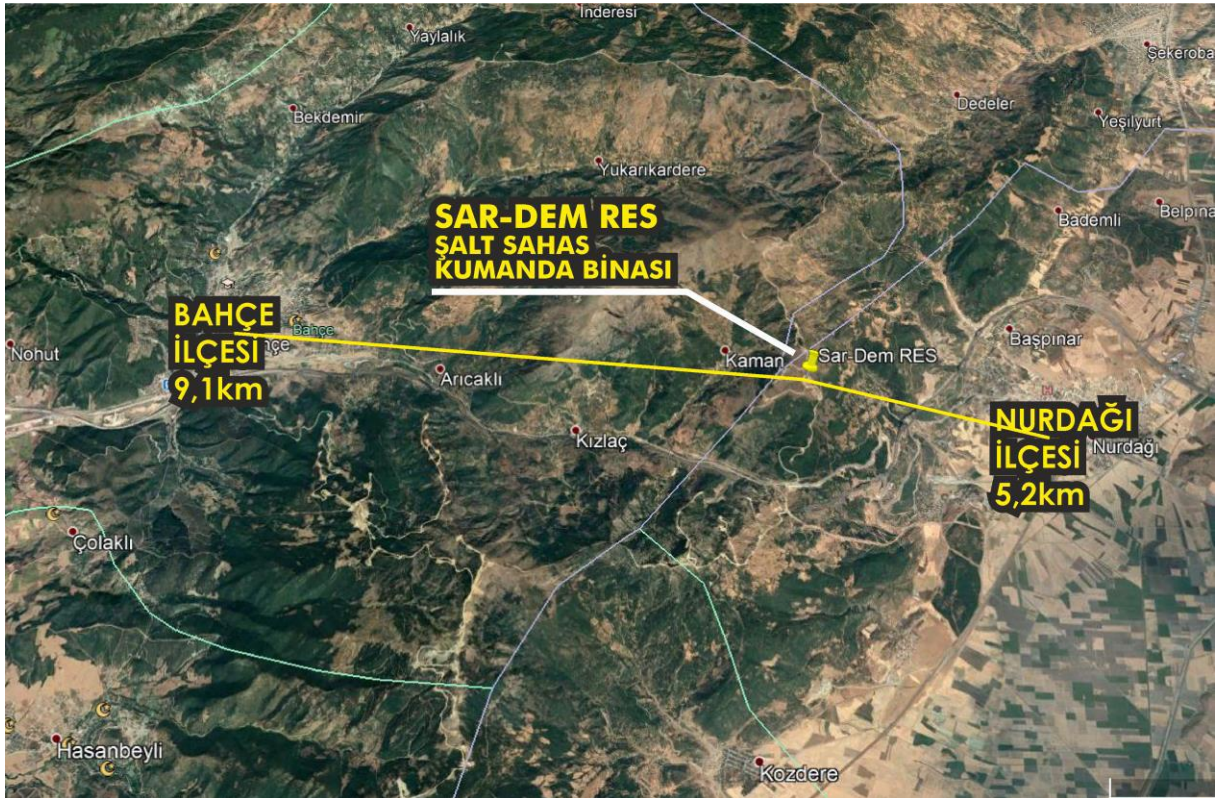
Introduction of SAR-DEM Project

SAR-DEM Project concerns erection of Saritepe Wind Power Plant and Demirciler Wind Power Plant. The name SAR-DEM consists of the first three letters of the names of these two enterprises. The installed capacity of the power plant is at the level of 80.3 MW_m/73.3 MW_e and comprises of 31 turbines (24 turbines with capacity of 2.85 MW_m, 7 turbines with capacity of 1.70 MW_m). The project is stipulated to generate power at an amount of approx. 316 million kWh/year.

The SAR-DEM Project is linked to the national grid via 2 energy transmission lines (“ETL”). These ETLs are Saritepe WPP Project- Gökçedağ WPP Center ETL and Saritepe WPP Center-Fevzipaşa Substation.

The ETL between Saritepe WPP Substation- Gökçedağ WPP Substation is a 154 kV overhead transmission line. The length of the energy transmission line is approximately 8.2 km. The transmission line extends within the borders of Osmaniye Province. The energy transmission line between Saritepe WPP Substation-Fevzipaşa Substation is also a 154 kV overhead transmission line. The length of the energy transmission line is approximately 10.4 km. The transmission line extends through the borders of Osmaniye and Gaziantep Provinces.

Figure 1 DISTANCE OF SAR-DEM SWITCHYARD & CONTROL BUILDING TO NEARBY DISTRICTS



¹ WPP – WIND POWER PLANT

Assessment of the Current Socio-Economic Situation

Layout Pattern

SAR-DEM WPP is located in Bahçe district of Osmaniye Province, 5 km east of Nurdağı District center and approximately 6 km west of Bahçe District center.

Bahçe

Bahçe district is surrounded by Kahramanmaraş in the north, Gaziantep in the east, Osmaniye Merkez in the south and Düziçi district in the west. In the general sense, the district center is surrounded by mountain ranges. The high altitude of the district and the fact that the district is founded in a mountainous region has an impact on the climate and population growth of the district. Bahçe district covers an acreage of 212 km² and has an altitude of 665 meters. The district is 31 km from Osmaniye urban center. TEM highway, D-400 motorway and Mersin-İslâhiye railway line passes through the district center, thus facilitates transportation of the district.

The villages of Bahçe district are as follows;

1. Arıcaklı Village
2. Arıklıkaş Village
3. Aşağıarıcaklı Village
4. Aşağıkardere Village
5. Bekdemir Village
6. Burgaçlı Village
7. Gökmustafalı Village
8. İnderesi Village
9. Kaman Village²
10. Kızlaç Village
11. Nohut Village
12. Örencik Village
13. Savranlı Village
14. Yaylalık Village
15. Yukarıkardere Village

The quarters of Bahçe district are as follows;

1. Yeni Quarter
2. İslam Quarter
3. Bahçelievler Quarter
4. Cumhuriyet Quarter
5. Karşiyaka Quarter
6. İstiklal Quarter
7. Yeşilyurt Quarter
8. Aslanlı Quarter
9. Esentepe Quarter
10. Kale Quarter
11. Çamlıca Quarter

The state schools³ affiliated to Republic of Turkey Ministry of National Education that operate at the district are as listed hereunder.

1. Bahçe Şehit Furkan Aydın Anatolian Religious Vocational High School
2. Bahçe Anatolian High School

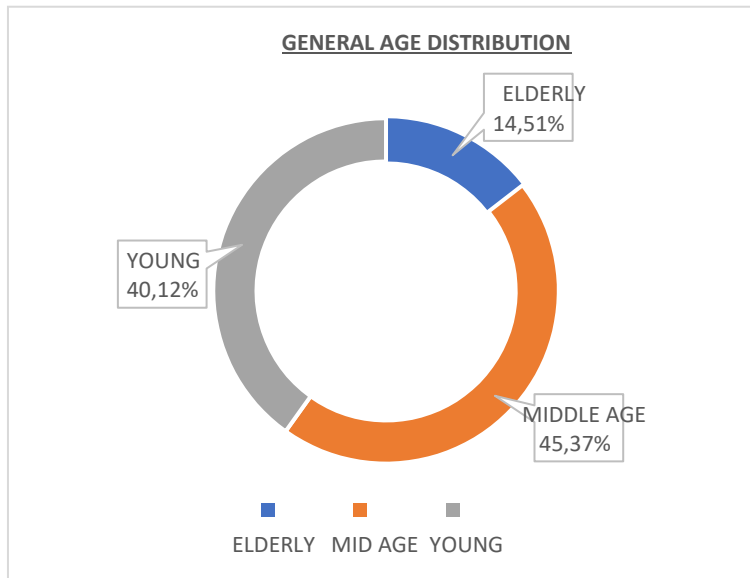
² The village most proximate to the turbines/control building in Bahçe district

³ <http://www.meb.gov.tr/baglantiilar/okullar/index.php?ILKODU=80>

3. Bahçe Kindergarten
4. Bahçe Zübeyde Hanım Vocational and Technical Anatolian High School
5. Bahçe Vocational and Technical Anatolian High School
6. Veli Keleş Elementary School
7. Atatürk Secondary School
8. Atatürk Elementary School
9. Veli Keleş Secondary School
10. Burgaçlı Elementary School
11. Bahçe Gevher Nesibe Vocational and Technical Anatolian High School
12. Ahmet Pekkan Elementary School
13. Cansan Secondary School
14. Cansan Elementary School
15. Nohut Elementary School
16. Bahçe Cumhuriyet Secondary School
17. Bahçe Religious Vocational Secondary School
18. Bahçe Cumhuriyet Elementary School
19. Bahçe Public Education Center
20. Kızlaç Secondary School
21. Kızlaç Şehit Mehmet Eroğlu Elementary School
22. Ahmet Pekkan Religious Vocational Secondary School

The total population of the district is 22.155. The statistical data⁴ on the population is provided in the next page.

Figure 2 BAHÇE DISTRICT GENERAL AGE DISTRIBUTION RING CHART



⁴ Based on the data released by Turkish Statistical Institute.

Figure 3 BAHÇE DISTRICT DETAILED AGE GROUPS DISTRIBUTION COLUMN CHART

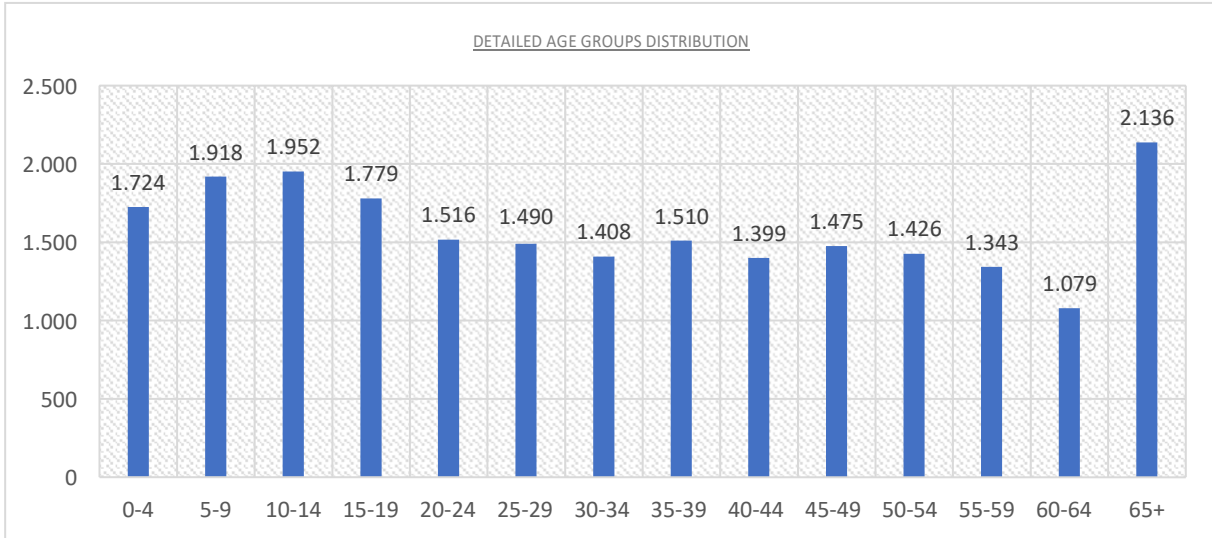


Figure 4 BAHÇE DISTRICT GENDER DISTRIBUTION RING CHART

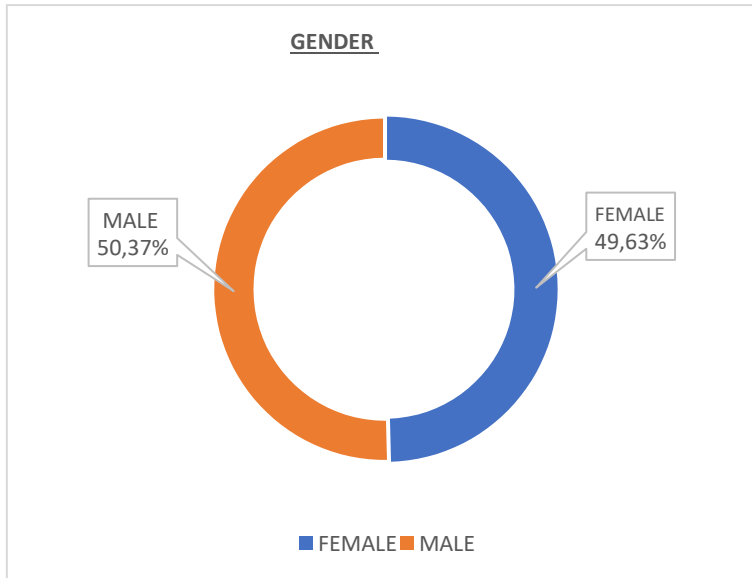


Figure 5 BAHÇE DISTRICT EDUCATION LEVEL DISTRIBUTION COLUMN CHART

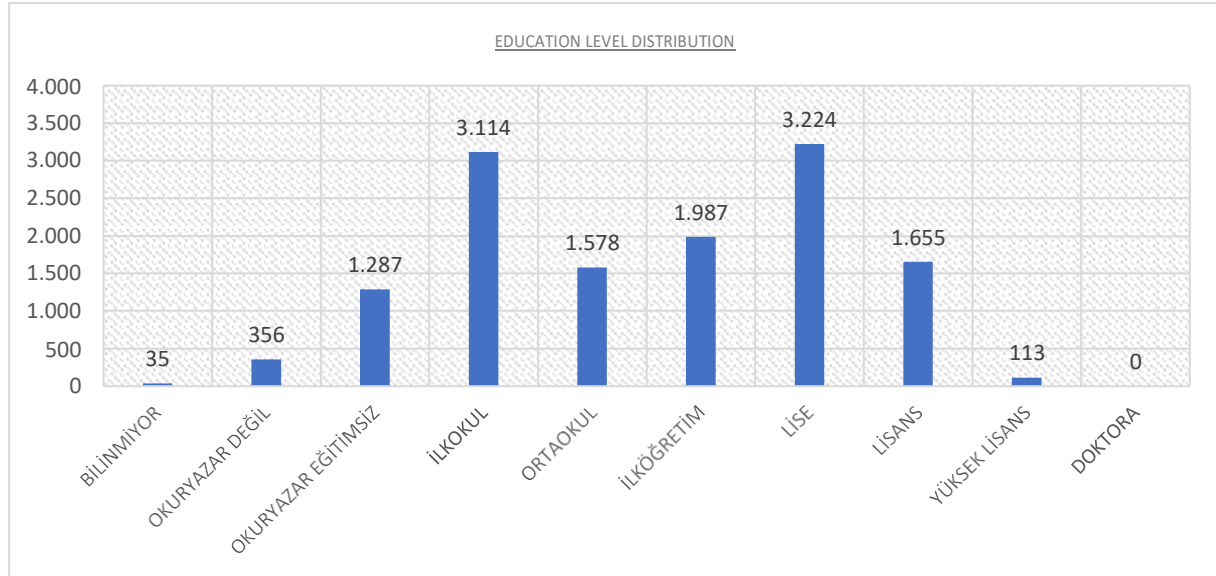
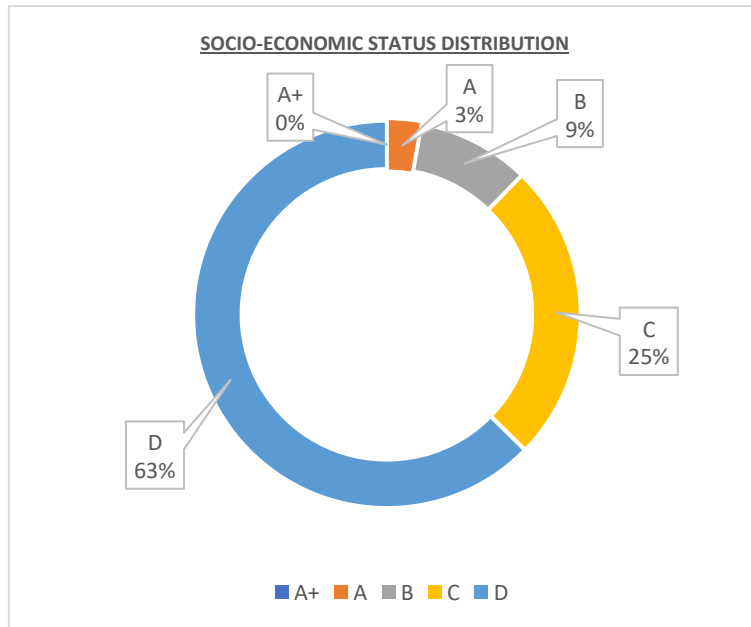


Figure 6 BAHÇE DISTRICT SOCIO-ECONOMIC STATUS DISTRIBUTION RING CHART⁵



⁵

- | | |
|----|--|
| A | Social elite, noble families, wealth of at least 2-3 generations, large industrialists, senior managers and famous self-employed (doctor, lawyer) |
| B | This recently enriched group consists of private sector executives, journalists, writers, public senior executives and medium-large scale tradesmen. |
| C1 | This group of professionals and managers, together with C2, represent the major portion of the country in general. |
| C2 | This group consists of white-collar workers (civil servants and laborers) and small business owners (artisans). |
| D | This group consists of blue-collar workers, skilled and semi-skilled laborers. |
| E | This group consists of unskilled workers, those who work with their bodies (agricultural workers, porters, etc.), small shopkeepers and the unemployed. The group with the lowest income and level of education. |

Figure 7 BAHÇE DISTRICT REGISTER DISTRIBUTION COLUMN CHART

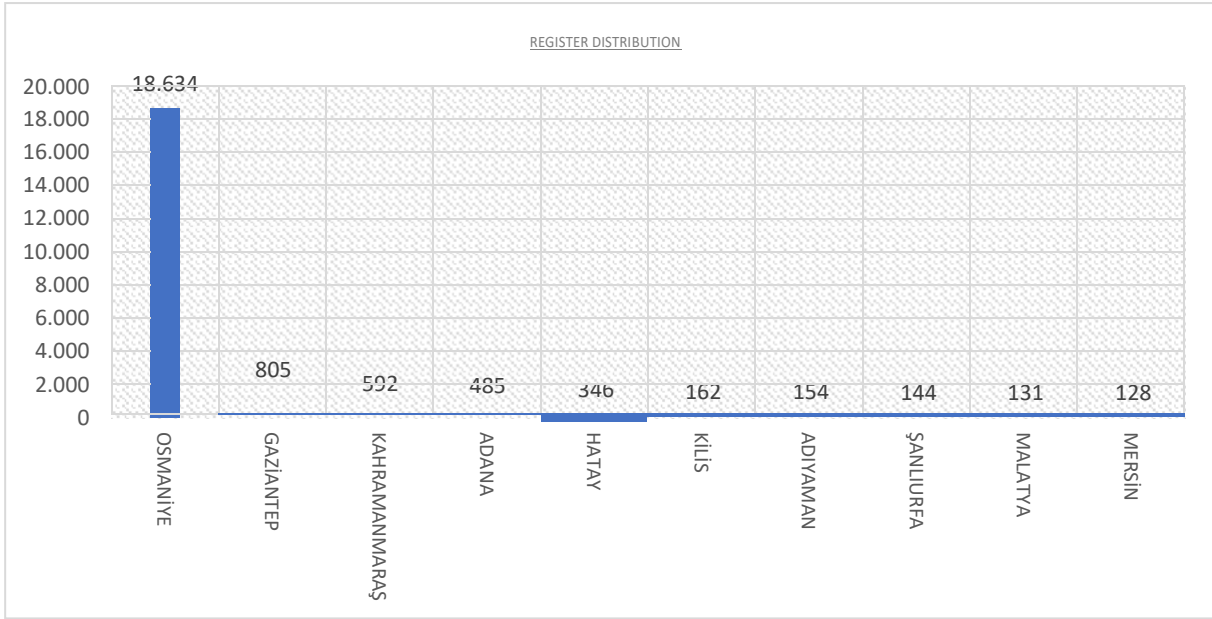
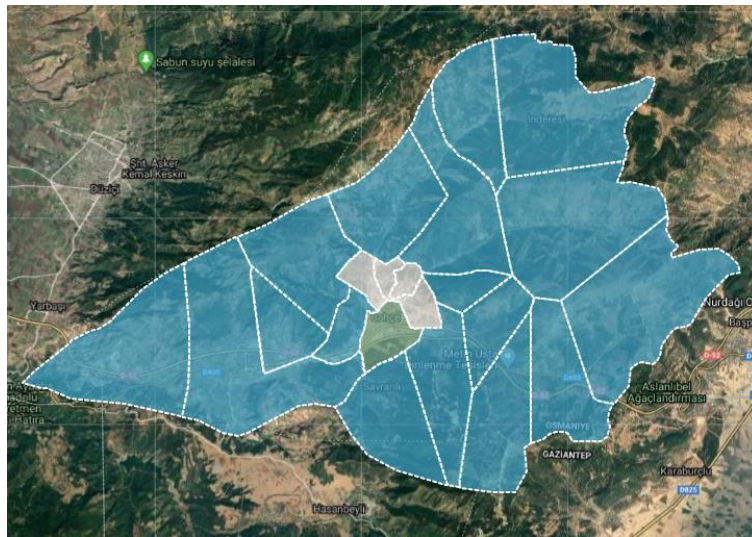


Figure 8 BAHÇE DISTRICT SATELLITE IMAGE



Nurdağı

Nurdağı district is located between 36-37 East meridian and 37-38 North parallels. The district is surrounded by Şahinbey and Şehitkamil districts of Gaziantep to the east, Bahçe district of Osmaniye to the north, Türkoğlu and Pazarcık districts of Kahramanmaraş to the west, and İslâhiye district of Gaziantep to the south.

Nurdağı, founded on E-24 Highway, is located at the junction of the roads connecting east to west and north to the south. The altitude at the district downtown located 21km from İslahiye, 67 km from Gaziantep, 48 km from Kahramanmaraş and 18km from Bahçe district is 570 meters. The villages of Nurdağı district are as follows;

1. Atavillage Village
2. Bademli Village
3. Balıkalan Village
4. Başpınar Village
5. Belpınar Village
6. Çakmak Village
7. Durmuşlar Village

8. Emirler Village
9. Gedikli Village
10. Gökçedere Village
11. Gözlühöyük Village
12. Hamidiye Village
13. Hisarköy Village
14. İçerisu Village
15. İkizkuyu Village
16. İncegedik Village
17. İncirli Village
18. Karaburçlu Village
19. Kartalköy Village
20. Katrancı Village
21. Kırıskal Village
22. Kırkpınar Village
23. Kömürler Village
24. Kozoluk Village
25. Mesthöyük Village
26. Naimler Village
27. Noğaylar Village
28. Olucak Village⁶
29. Terken Village
30. Toplamalar Village
31. Tüllüce Village

The quarters of Nurdağı district are as follows;

1. Alparslan Türkeş Quarter
2. Aslanlı Quarter
3. Atatürk Quarter
4. B. Evler Quarter
5. Bahçelievler Quarter
6. Başpınar Quarter
7. Bey Quarter
8. Beydilli Quarter
9. Cumhuriyet Quarter
10. Esenyurt Quarter
11. Fatih Quarter
12. Konak Quarter
13. Kurudere Quarter
14. Mehmet Akif Ersoy Quarter
15. Meydan Quarter
16. Pınarbaşı Quarter
17. Yamaçkışla Quarter
18. Yavuzselim Quarter
19. Yeni Quarter

The state schools⁷ affiliated to Republic of Turkey Ministry of National Education that operate at the district are as listed in the next page.

⁶ The village most proximate to the turbines/control building in Nurdağı district

⁷ <http://www.meb.gov.tr/baglantilar/okullar/index.php?ILKODU=27&ILCEKODU=10>

1. Dr. Salman Gülsoy Elementary School
2. Dr. Salman Gülsoy Secondary School
3. Şehit Uğur Saka Elementary School
4. Fatih Secondary School
5. Public Education Center
6. Şehit Gökhan Özdemir Elementary School
7. Kurudere Secondary School
8. Vocational Training Center
9. Feyzullah Yıldırım Anatolian High School
10. Nurdağı Gıda Anonim Şirketi Kindergarten
11. Sakçagöz Secondary School
12. Şatırhöyük Elementary School
13. Şatırhöyük Secondary School
14. Altınova Elementary School
15. Şehit Astsubay İbrahim Tıraş Elementary School
16. Atmalı Elementary School
17. Hisar Elementary School
18. Nurten Öztürk Secondary School
19. Nurten Öztürk Elementary School
20. Hisar Secondary School
21. Güneykışla Elementary School
22. Kırkpınar Elementary School
23. Olucak Elementary School
24. İncegedik Elementary School
25. Durmuşlar Elementary School
26. Gökçedere Elementary School
27. İçerisu İlker Aslan Elementary School
28. Terken Elementary School
29. Şehit Mustafa Altan Multi-Program Anatolian High School
30. Nurdağı Vocational and Technical Anatolian High School
31. Başpınar Şehit Murat Çınar Elementary School
32. Kartal Secondary School
33. İncirli Elementary School
34. İncirli Secondary School
35. Kartal Elementary School
36. Şehit Emrah Çetin Elementary School
37. Aslanlı Secondary School
38. Sakçagöz 10 Kasım Elementary School
39. Sakçagöz 10 Kasım Secondary School
40. Toyluyurt Elementary School
41. Mahmut Çakmak Secondary School
42. Gedikli Osman Kaplan Elementary School
43. Hamidiye Elementary School
44. Şehit Şirin Diril Multi-Program Anatolian High School
45. Hüsnüye Özdemir Religious Vocational Secondary School
46. Nurdağı Anatolian Religious Vocational High School
47. Sevgi-Feyzullah Yıldırım Kindergarten
48. Sakçagöz Elementary School
49. Gedikli Secondary School
50. Nogaylar Elementary School
51. Şehit Ömer Halisdemir Secondary School

Figure 9 NURDAĞI DISTRICT GENERAL AGE DISTRIBUTION RING CHART

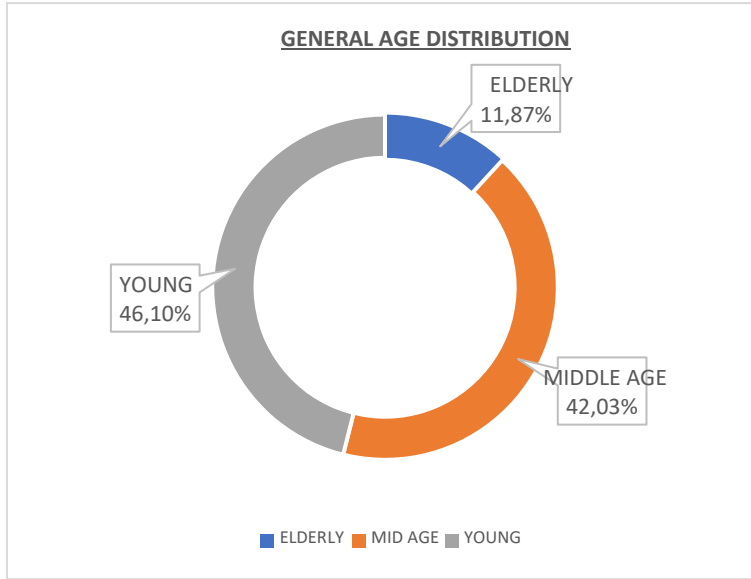


Figure 10 NURDAĞI DISTRICT DETAILED AGE DISTRIBUTION COLUMN CHART

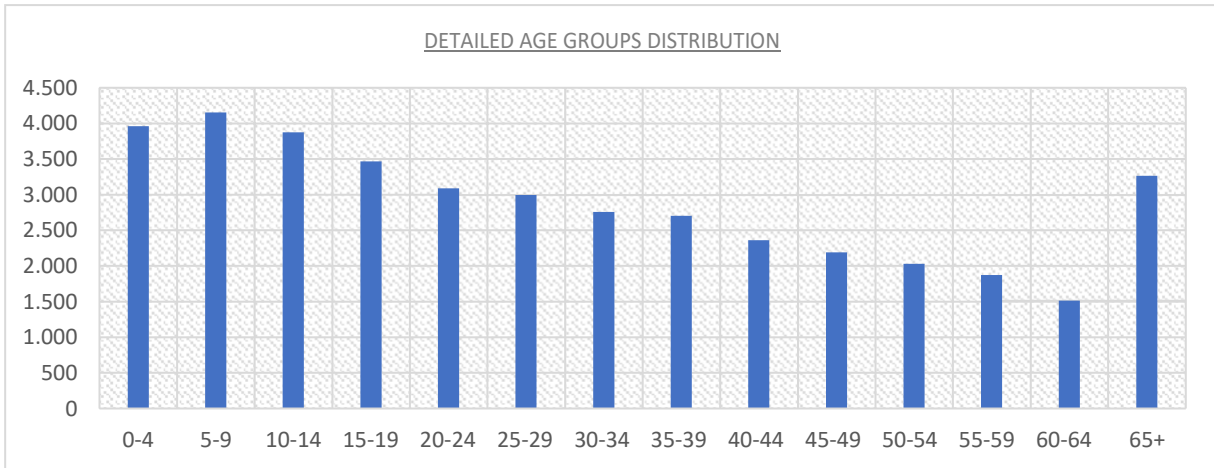


Figure 11 NURDAĞI DISTRICT GENDER DISTRIBUTION RING CHART

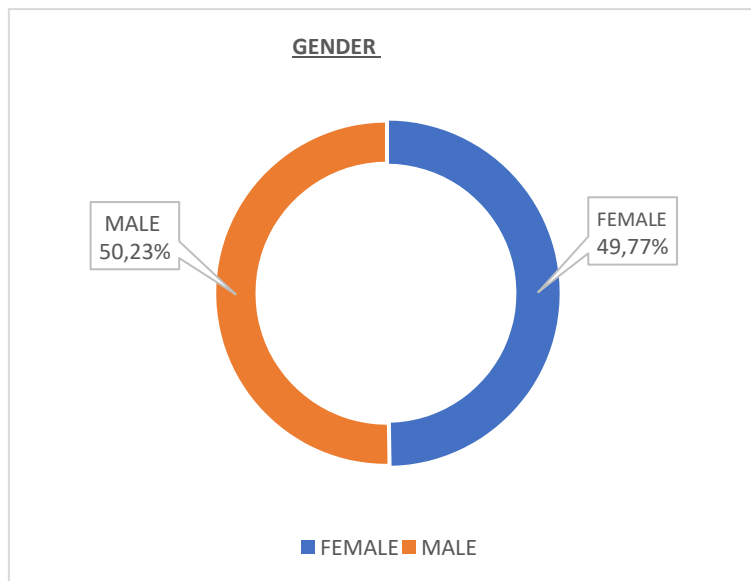


Figure 12 NURDAĞI DISTRICT EDUCATION LEVEL COLUMN CHART

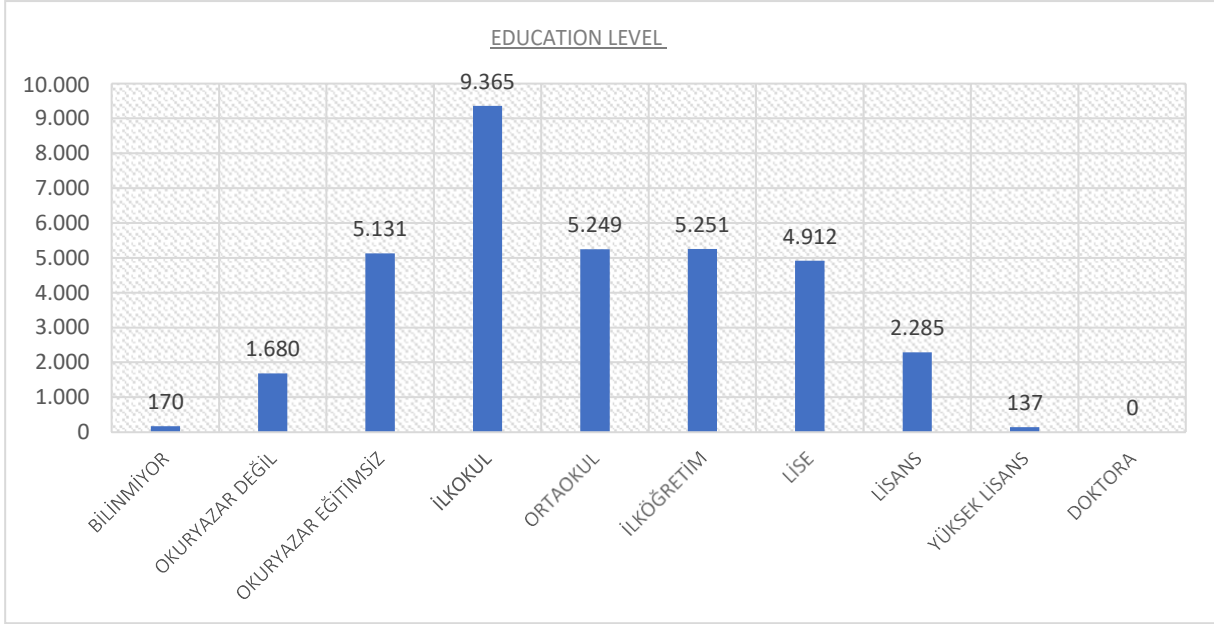
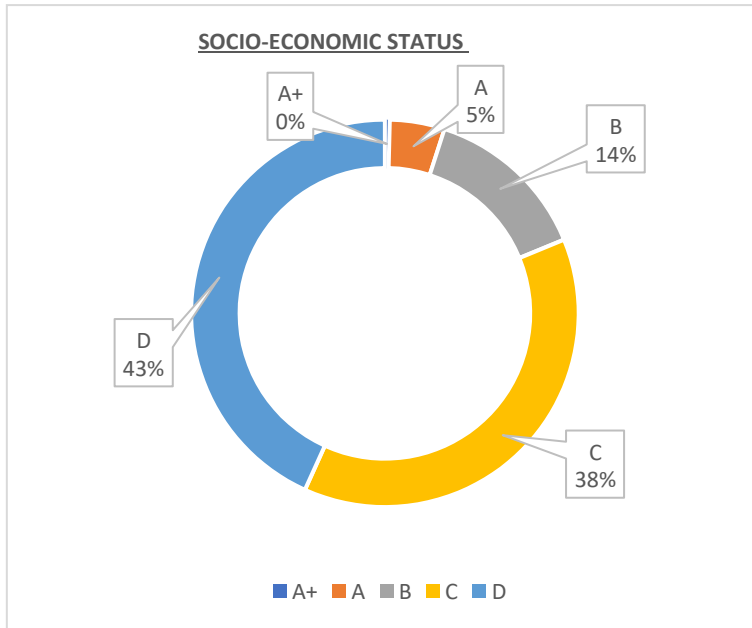


Figure 13 NURDAĞI DISTRICT SOCIO-ECONOMIC STATUS DISTRIBUTION RING CHART



Infrastructure and Settlement

Figure 16 SARDEM CONTROL BUILDING & SWITCHYARD AND TURBINE LOCATIONS



Figure 17 LOCATION OF KAMAN VILLAGE OF BAHÇE DISTRICT

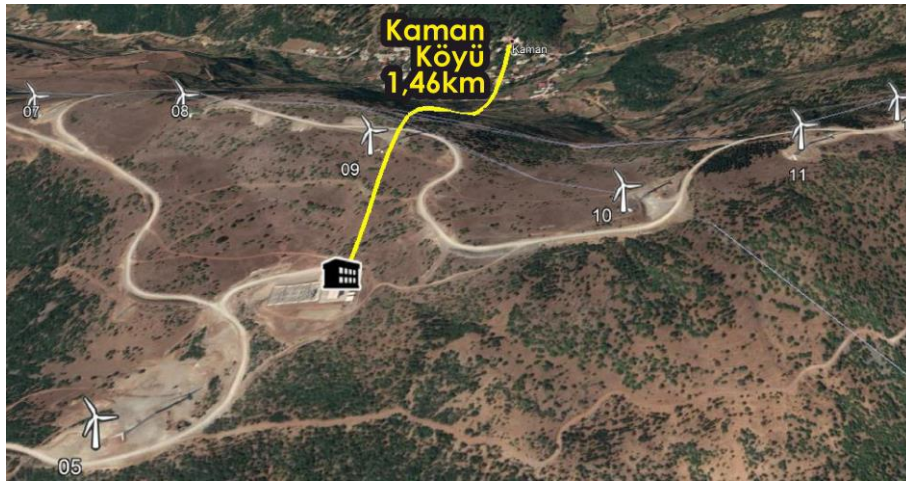


Figure 18 LOCATION OF OLUCAK VILLAGE OF NURDAĞI DISTRICT



Features of Nearby Settlements

Kaman Village

Total Population: 335

Figure 19 OSMANİYE BAHÇE DISTRICT KAMAN VILLAGE GENERAL AGE DISTRIBUTION RING CHART

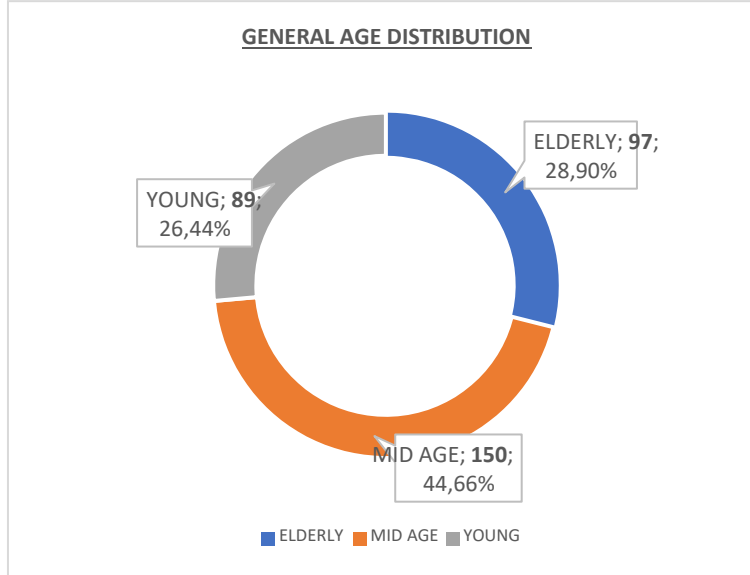
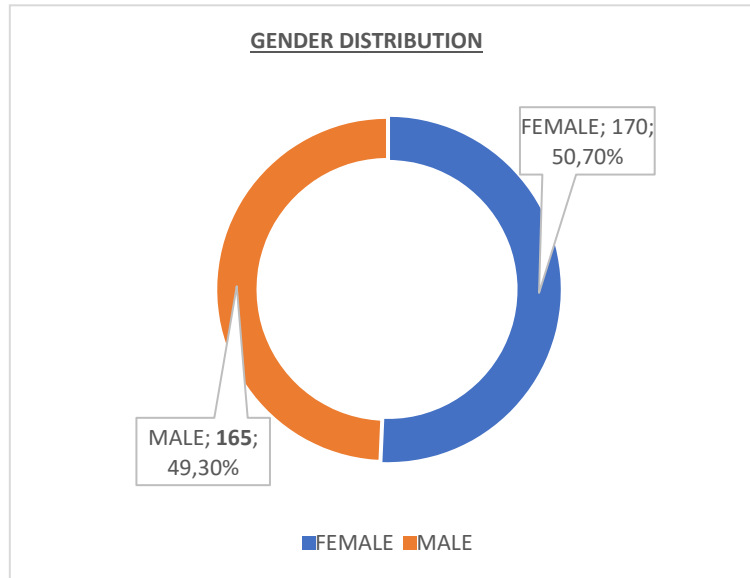


Figure 20 OSMANİYE BAHÇE DISTRICT KAMAN VILLAGE GENDER DISTRIBUTION RING CHART



Societies

- Bahçe Kaman Village Solidarity Society
 - The purpose of establishment: preservation of national identity and culture, contributing to development of Bahçe Kaman Village and providing social solidarity among the villagers.
 - Contact; m.me/534734073536449

Schools

- There is no school affiliated to Republic of Turkey Ministry of National Education within borders of Kaman village.

Image 1 OSMANIYE BAHÇE KAMAN VILLAGE - VIEW/LOCATION OF THE WIND TURBINES



Olucak Village

Total Population: 463

Figure 21 GAZİANTEP NURDAĞI DISTRICT OLUCAK VILLAGE AGE DISTRIBUTION RING CHART

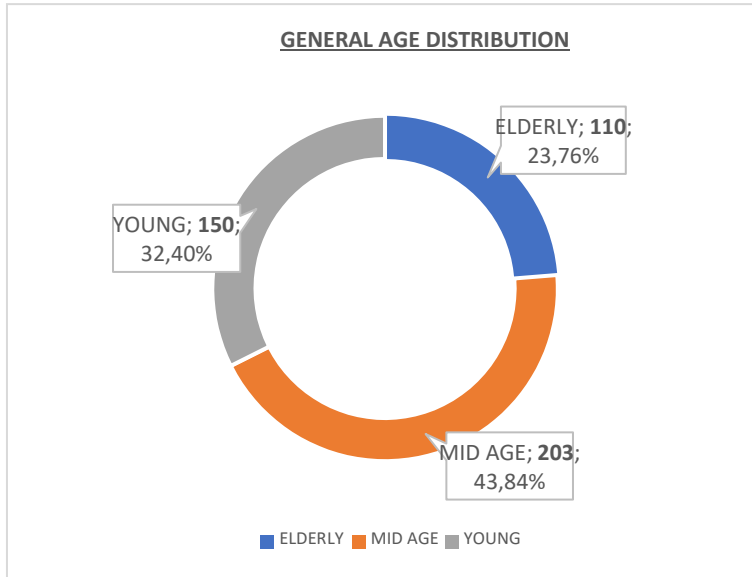
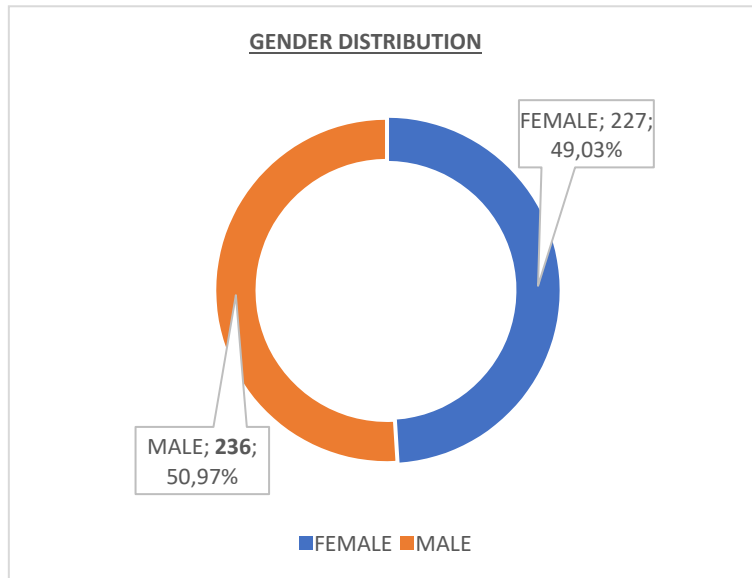


Figure 22 GAZİANTEP NURDAĞI DISTRICT OLUCAK VILLAGE GENDER DISTRIBUTION RING CHART



Societies

- No activities of societies could be identified within Olucak village.

Schools

- OLUCAK ELEMENTARY SCHOOL
 - Number of Classrooms: 2
 - Number of Teachers : 2
 - Number of Students : ~10

Analysis of Social Impacts

No evidence regarding any negative impact of the operational process of the power plant on the local people has been discovered. Interviews with village headmen confirmed this finding. Nevertheless, probable impacts of the operational process are evaluated in this section.

Operation

The fact that the concept of power generation from the wind, the control house, switchyard and turbine structures and impacts thereof are relatively unknown by the local populace may lead to misunderstandings and reservations. In order to eliminate such misunderstandings and reservations, the operational process should be disclosed to local populace in general.

Explaining the Operational Process to the Local People

Promotional brochures shall be prepared and distributed in order to explain the power generation process of the plant and the importance of generating power from the wind, which is one of the basic sources for clean and sustainable energy, for our country and the world. Aforementioned promotional brochure designs are presented to your attention hereunder.

Image 2 SAR-DEM PROJECT DESIGN OF THE PROMOTIONAL BROCHURE



ŞİKAYET & ÖNERİLERİNİZ İÇİN İLETİŞİM BİLGİLERİMİZ
ZEYRE VE HUKUKİ İZLENLER MÜDÜR YERİ
BURAK SOLMAZ
0530 954 1887 / bsolmaz@akfen.com.tr

Öneri ve şikayetlerinizin içeriği ne olursa olsun bizim için değerli olduğuna inanıyoruz. Bildirdiğiniz öneri ve şikayetler, üst yönetimimiz tarafından değerlendirilecek ve karara bağlanacaktır.

İletişim bilgilerimizi bizimle paylaşmanız halinde, öneri & şikayetlerimize ait durum ve değerlendirme neticesi size en çok 5 gün içinde bildirilecektir. Ancak iletişim bilgilerinizi ve isminizi paylaşmazsanız dahi, bildirimizin dikkate alınacak ve değerlendirilecektir.

İŞLETME YÜKLENCİ FİRMA
SYGRUP
www.sygrup.com.tr
Şerefiye Mah. Ordu Cad. No:5/74 İpekyolu / Van
Tel: +90 422 244 2634
Faks: +90 550 279 0195
info@sygrup.com.tr

80,3MW KURULU GÜÇ
SAR-DEM RES

PROJE TANITIMI
SAR-DEM ismi, sarıtepe ve demirciler isimlerinin ilk üç harflerinden oluşmaktadır. Sarıtepe RES ve Demirciler RES toplam kurulu gücünün 80,3 MWm / 73,3 MW'e olan 31 türbinden müteşekkil bir rüzgar enerjisi santralidir. Testlerden oluşan temiz sürdürülebilir enerji, ulusal elektrik ağımıza verilmektedir.

Santralimiz Şubat 2020 tarihinde işletmeye başlamıştır.

KONUM
SAR-DEM Projesi Türkiye'nin Osmaniye ili Bahçe İlçesinde bulunmaktadır. Proje sahası, Nurdagi İlçe merkezinin 5 km doğusunda, Bahçe İlçe merkezinin yaklaşık 6 km batısında yer almaktadır.

SAR-DEM Projesi Nerede?
SAR-DEM Projesi, Akdeniz Bölgesinde yer alan Osmaniye ili, Akdeniz'in 24 km kuzey doğusundadır. Proje sahası, Nurdagi İlçe merkezinin 5 km doğusunda, Bahçe İlçe merkezinin yaklaşık 6 km batısında yer almaktadır. Sarıtepe RES projesine en yakın yerleşim, en yakın türbinin yaklaştığı 750 m batısında Kılınç Köyü ve en yakın türbinin yaklaştığı 750 m doğusunda yer alan Olucak Mahallesi'dir. Demirciler'e en yakın yerleşim, en yakın türbinin yaklaşık 15 km kuzeyinde yer alan İndere köyüdür.

Proje yeri ormanlık alanlarla çevrilidir. Yeni Adana Gaziantep Şanlıurfa Otoyolu ve eski Osmaniye Kahramanmaraş Gaziantep Otoyolu Proje alanına girmesinde bulunmaktadır. En yakın türbin ile eski otoyol arasındaki mesafe yaklaşık 400 m ve en yakın türbin ile yeni otoyol arasındaki mesafe yaklaşık 500 m'dir.

Tarım ve Orman Bakanlığı tarafından kaydedilen en yakın koruma alanı olan Karatepe Aslantaş Milli Parkı, Bakanlığın Coğrafi Bilgi Sistemi (CİS) Geographical Information Systemi verilerine göre Proje alanının yaklaşık 30 km batısında yer almaktadır.

Projenin Amacı Nedir?
Bilindiği üzere ülkemizin enerji ve bilişsaz yenilenebilir enerji üretimine yatırım yapması gerekmektedir. Osmaniye ili rüzgar hasat potansiyeli için yeterli miktarda rüzgar kaynağına sahiptir. Bu bağlamda SAR-DEM Projesi, sürdürülebilir, temiz, bedavız elektrik enerjisi üretimi sağlamaktadır. Bu özelliklerinden ötürü, bulunduğu bölgeye ve ulusumuza katkı sağlamaktadır.

PROJE BİLGİLERİ:
Akfen Yenilenebilir Enerji Projesi
YERİ: Osmaniye ili - Bahçe İlçesi
BÖLGE: AKDENİZ
ŞİRKET: İMBAT ENERJİ A.Ş.
KURULU GÜÇ: 80,3 MWm
TÜRBİN SAYISI: 31
İşletme: Şubat 2020

İŞLETME YÜKLENCİSİ
SY Enerji Yatırım A.Ş.
Şerefiye Mh. Ordu Cd. No:5/74 İpekyolu / Van

Kültürel Miras
İşletme faaliyetleri esnasında tarihi eserler ile karşılaşılması halinde TC KÜLTÜR VE TURİZM BAKANLIĞINA bilgi verilerek kültürel mirasın korunması hususunda uzumize danış deneyler, eksiksiz şekilde yerine getirilecektir. Daha önceki çalışmalar proje sahasında herhangi bir kültürel miras olmadığını göstermiştir.

Biyocoşululuk
Kırsal olarak tehdit altında olan bir tür olan Mısır Akbabası (Neophron percnopterus - Küçük Akkabaç), ilkbahar ve sonbaharda gözlenmiş, sezon başına 2 - 4 kuy tespit edilmiştir. Bu da bölgeyi ilkbahar ve sonbaharda en fazla 20-30 akbabanın kullanabileceğini göstermektedir. İlkbahar ve sonbahar dönemlerinde Mısır Akbabası için kus izleme çalışmaları yapılacak ve uzmanların tespitleri doğrultusunda gerekli güvenlik tedbirleri alınacaktır.

İstidam & Yerel Ekonomiye Katkı
İşletme süreçlerinde yerel istidama öncelik verilecek, ihyaşların yerel tedarikçilerden karşılanmasına özen gösterilecektir.

Güvenlik
Türbin sahaları ve kumanda binası tsli çitler ile ayrılmıştır. Trafoların tamamı beton köşkekler içinde tesis edilmiştir ve kapıları sürekli olarak kapalı tutulmaktadır. Türbin ve trafo sahaları kameralarla 24 saat izlenmektedir.

Süratli araç kullanımına izin verilmeyecek, bütün araçlar üzerinde iletişim bilgileri beyan edilecektir. Bu suretle kurallara uygun hareket etmeyen şoförlerin direkt şikayet edilmesi sağlanacaktır.

Çalışanların yerel halkı rahatsız edecek tutum ve davranışlarına müsaama gösterilmeyecektir. İletişim bilgileri üzerinden gelen şikayetler zaman kaybetmeden değerlendirilecek ve tespit edilen uygunsuzluklar derhal giderilecektir.

Collection and Assessment of the Suggestions/Grievances of the Individuals from the Local Population Regarding the Operational Process

Communication posters have been prepared in order to allow concerned Local Individuals to have the opportunity for contact at the tier of AKFEN Renewable® management when necessary. Said posters shall be posted on the turbine protection fences, at the entrance gate of the control area and in the headman's offices of the villages in the vicinity.

Image 3 LOCAL POPULACE CONTACT INFORMATION POSTER DESIGN



Printed feedback forms and locked Suggestion & Grievance boxes have been prepared for the individuals who may refrain from communicating by phone. Said boxes shall be placed in the headman's offices of the village in the vicinity. The structure of the suggestion and grievance boxes, the design of the printed form, and recovery of the filled-in forms are described in detail in the PLANT & PROJECT COMMUNICATION INSTRUCTIONS.

Image 4 PLANT & PROJECT COMMUNICATION INSTRUCTIONS

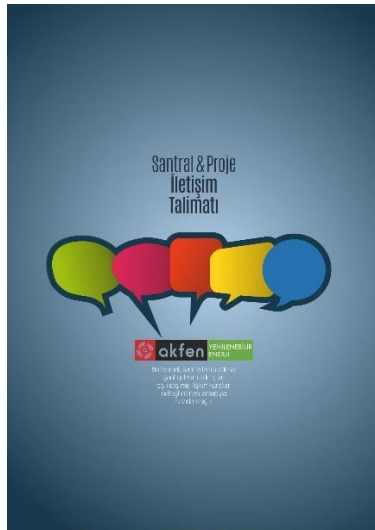


Image 5 PRINTED SUGGESTION & GRIEVANCE FORM

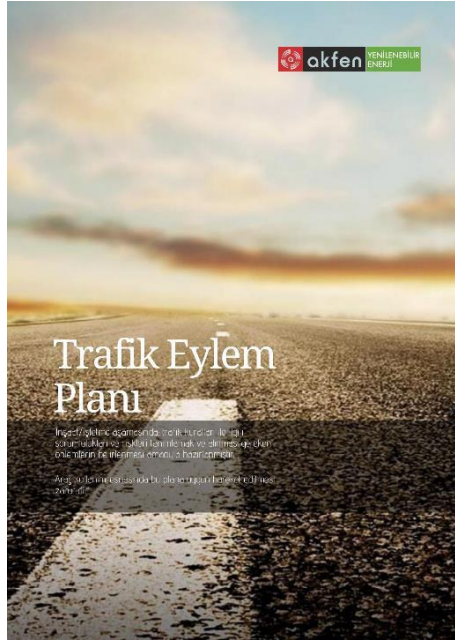
The process for reviewing the suggestions and grievances from the local individuals is defined in the process chart presented to your attention hereunder.

Mitigation of Social Risks and Impacts Thereof

Vehicle Traffic Caused by the Operational Process

No vehicle traffic at the rate capable of disturbing the local people is anticipated in the area taking into consideration the number of personnel employed, the number of vehicles operated in the operational area, and the roads used. However, the condition of the roads, the safety signs to be installed as well as the procedures and principles regarding operation of vehicles and engineering vehicles have been defined with the "Traffic Action Plan" and implementation of the said plan has been ensured.

Image 6 SARDEM WPP TRAFFIC ACTION PLAN



Infrastructure

There is no infrastructure utility directly under the site of, or threatened by, the planned power plant. However, the condition of the roads to be used shall be monitored constantly and necessary repair/maintenance procedures shall be carried out in due time. All works carried out in this context shall be reported in detail in the monthly operations reports.

Community Health

No problems have been identified in the impact area and in the operational area regarding the community health. However, COVID 19 ACTION INSTRUCTIONS have been prepared and put into operation in order to eliminate and limit the risks arising from the Pandemic at the construction site and during operational period.

A "COMMUNITY HEALTH & SAFETY PLAN" has been prepared, covering every phase of the operational process. The contents of this plan covers the following aspects.

- Infrastructure and equipment safety
- Site security
- Establishment of occupational health and safety
- Acquisition and protection of the personal data of local individuals
- Wastes
- Consumption of natural resources
- Community Health
- Dust Control
- Noise
- Shadow
- Waste water

Image 7 COMMUNITY HEALTH & SAFETY PLAN

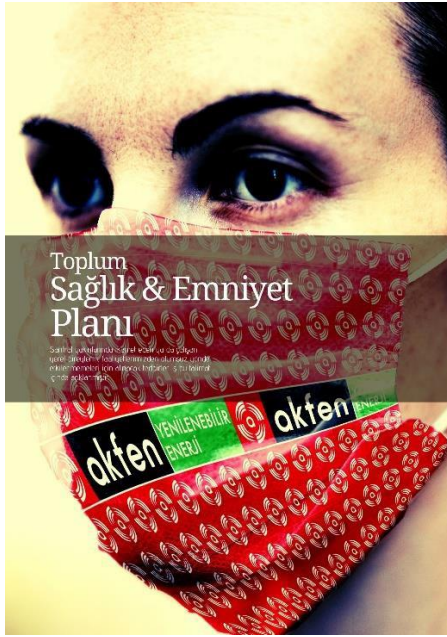


Image 8 COVID 19 ACTION INSTRUCTIONS



Industry and Crafts

There are no businesses such as arable fields, farms, etc. within the impact area.

Stakeholder Engagement

The local people, relevant public institutions, private enterprises and non-governmental organizations in the impact area of the project represent the stakeholders. All stakeholders are defined in APPENDIX 01 LIST OF STAKEHOLDER ENGAGEMENT.

Endeavors shall be made to maintain communication at the highest level possible by organizing periodic meetings with said stakeholders at the tier of Operations Manager.

Social Assistance and Solidarity

The needs shall be identified through interviews with the stakeholders and the non-governmental organizations present in the region. Said determinations shall be carried out as specific to the social reliefs and shall be included in the agenda of periodic central meetings, and accordingly, the actions to be taken in the context of social solidarity and reliefs and the financial aspects thereof shall be identified. In this context, plans shall be prepared and communicated to the Operations Managers in charge. All social studies carried out shall be reported in detail in the monthly operations reports.

Financial Difficulties Analysis

It is out of question that the operational process and the existing buildings/structures shall induce any problems of livelihood and any financial difficulties for the local people.

The amount of financial resources and support contents for supporting the households experiencing financial difficulties pursuant to the social relief and solidarity endeavors shall be identified on the basis of the periodic central meetings to be held as specific to this issue. In this context, the aids etc. shall be reported in detail in the monthly operations reports.

Education & Training

The aids to the rural schools shall be identified on the basis of the periodic central meetings to be held specifically for the social assistance. the aids etc. shall be reported in detail in the monthly operations reports.

Land Acquisition Management and Land Values

Due to the current legal situation, change of ownership shall not offer any financial benefit to the quarter in general or to the individual households.

Employment, Procurement, Social Security

Employment

Employment from the local sources shall be prioritized during the operational phases. This fact is also clarified under the article “10.13 Supporting Local Population from Socio-Cultural & Economic Aspects” of our Social Responsibility Policy.

Table 1 AKFEN Renewable® SOCIAL RESPONSIBILITY POLICY ARTICLE 10.13

10.13 Supporting local population from socio-cultural & economic aspects

- We will organize interviews to determine the socio-cultural and economic status and the needs of the local population affected by our operations. In this regard, we will inform the relevant parties in order to receive feedback on this matter.
- We will endeavor to support the people economically in the areas we operate by prioritizing employment of the local people.
- We will endeavor to support the people economically in the areas we operate by prioritizing the local supplier companies for procurement of the needs.
- We will identify and implement social projects in order to support the local population affected by our operations from socio-cultural aspects.

It is essential to meet the demand for unskilled laborers from local people. The local population shall be evaluated as much as possible in employment of the qualified personnel as well.

It is aimed to ensure development and improve awareness of all recruited employees under our training program. This fact is also clarified under our Human Resources Policy and under “Article 10.3 Rising Awareness of the Employees” of our Social Responsibility Policy.

Table 2 AKFEN Renewable® SOCIAL RESPONSIBILITY POLICY ARTICLE 10.3

Rising Awareness of the Employees

- With the belief that the basis for social compliance predicates on conscious employees, we will ensure that the awareness level of the employees is improved by informing them about their personal rights, the rules of the company and the working conditions during the recruitment phase and at certain periods during the term of employment. We will continue to organize trainings on regular basis for ensuring perpetuity of such awareness we created.
- We will ensure that the Akfen codes of conduct are communicated to and adopted by our employees.

Procurement

Local suppliers shall be prioritized during operational phases. In particular, said priority shall be applicable for the consumables such as food, cleaning materials and simple stationery, as well as simple construction materials, construction machinery and heavy vehicles to be procured by renting. Technical and administrative conditions are implemented in supply of technical materials; therefore, the local suppliers must be able to satisfy such conditions in full in order to supply such materials.

Giving priority to the local suppliers is also clarified under the article “10.13 Supporting Local Population from Socio-Cultural & Economic Aspects” of our Social Responsibility Policy.

Table 3 AKFEN Renewable® SOCIAL RESPONSIBILITY POLICY ARTICLE 10.13

10.13 Supporting local population from socio-cultural & economic aspects

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- We will endeavor to support the people economically in the areas we operate by prioritizing the local supplier companies for procurement of the needs.
- We will identify and implement social projects in order to support the local population affected by our operations from socio-cultural aspects.

Wage Policy

The principle of equal pay for equal work shall be implemented, and a gradual wage policy shall be pursued according to seniority and the difficulty of the job. Perpetuity of acquired rights shall be observed and social security laws shall be implemented to the fullest extent. This aspect is further included in our Human Resources policy.

Table 4 AKFEN Renewable® HUMAN RESOURCES POLICY

We endeavor to create content, productive, successful and healthy workforce that is fair, transparent, where employees find opportunities to reveal their potential and contribute to the future of our company and is valued, adopts our main corporate policies, demonstrate high-performance and is inclined towards development, and has strong commitment,

Accordingly; we aim to:

- Provide equal professional opportunities for both men and women regardless of their background, age, status, race, and religion;
- Create a team consisting of individuals respectful to the society,
- Raise awareness of our personnel at all levels regarding the standards forming subject matter of the integrated management system,
- Act with the team spirit on the basis of the total quality philosophy, Allow all employees to become individuals capable of utilizing skills and talents thereof at the highest level possible within the frame of the quality systems,
- Create and maintaining the awareness on quality and discipline in all our employees,
- Create and maintain high level of occupational safety awareness in all our employees,
- Create environmental awareness in all our employees and to instill and maintain awareness on global resources and sustainability,
- Improve the awareness on efficient use of the generated energy,
- Reach out to the society through our employees and to contribute to the societal development in general, and
- Allow the individuals employed in our company to develop horizontally and vertically in our organizational structure.

Hence;

- We will aim to improve diversity and prevent discrimination when identifying the criteria for the human resources (minimum conditions for the individual to be employed) in addition to requirements


- We shall not discriminate during recruitment process. We shall not judge people based on their skin color, origin, religion or political views. We shall only consider minimum requirements set as basis and stand at equal distance from the applicants. We shall offer equal professional opportunities for men and women.
- We shall not discriminate not only in the recruitment process but also at any stage of our business life; we shall adopt equalitarian and fair approach and we shall offer equal pay and opportunities based on the roles, authorities and work performances.
- We shall evaluate the human resources available at our disposal in line with the requirements of our company, and develop employment plans to improve the diversity of our human resources taking into account our social and institutional development.
- We shall establish communication with our personnel at all tiers and we shall ensure that employee representatives are appointed at all tiers so as to ensure that said communication can persist during the meetings,
- We shall adopt an approach that respects human rights and review any requests received in this context. We shall guarantee the right of our employees for organization. We shall fulfill the requests regarding collective bargaining and contract of employment.
- We shall protect our Employee Representatives, we shall provide opportunities for eliminating any impact that may lead to restriction of representation rights and even for facilitating the representation process. In this context, we shall address and review the demands of the workers' representatives solemnly.
- We shall prevent discrimination against our employee representatives at all levels.
- We shall adopt a fair approach and review the feedbacks (*objections, grievances, suggestions*) from our staff impartially,
- We shall identify the required training sessions through performance monitoring and deliver such trainings in a disciplined manner. Regardless of the requirements, we shall organize trainings on regular basis to raise awareness and ensure continuity thereof. We shall determine effectiveness of the trainings and ensure that they are repeated when necessary.
- We shall endorse attendance of our personnel to the trainings (General, technical and vocational trainings) they need to improve themselves within the scope of their duties.
- We shall listen to the needs and expectations of our personnel who intend to develop their careers in our company and are in need of trainings to do so, and we shall support participation thereof in appropriate training programs.
- We shall identify and provide necessary environmental conditions required for productivity and contentment of our employees. In this respect, we shall endeavor to identify and eliminate the sources of stress by evaluating not only the physical conditions but also the psychological environment.
- We shall communicate Akfen Code of Conduct applicable in general to all our employees and ensure adaptation thereof by our employees.
- We shall communicate our Social Responsibility Policy to all our employees and ensure adaptation thereof by our employees.
- We shall endorse global goals for sustainable development.
- We shall adopt the United Nations Global Principles.
- In addition to the activities mentioned above, we shall fully comply with the legal requirements regarding human resources.

We will adapt necessary approach and take necessary measures to ensure that this policy we adopt is also adopted by the supplier companies that we do business. Thus, we will endeavor to provide implementation of such principles not only for our personnel, but also for each individual working in all our projects and businesses.

Labor Policy, Child & Young Labor, Forced Labor and Discrimination

Abstaining from employing personnel at and under age 18 is applicable at all AKFEN Renewable® operational sites. This fact has been mentioned both in trainings and in employee handbooks.


Image 9 INFORMATION NOTE ON THE FACT THAT EMPLOYMENT OF PERSONNEL AGED 18 AND UNDER IS ILLEGAL

 **akfen** YENİLENEBİLİR
ENERJİ

ÇOCUK VE GENÇ İŞÇİLERİN
ÇALIŞTIRILMA USUL VE ESASLARI
HAKKINDA YÖNETMELİK

Genç İşçi
15 yaşını tamamlamış, ancak 18
yaşını tamamlamamış birey.

Çocuk İşçi
14 yaşını bitirmiş, 15 yaşını
dolduramamış ve ilköğretimini
tamamlamış birey.



**AKFEN Yenilenebilir
Enerji® sahalarında 18 ve
18 yaşının altında personel
çalıştırmak yasaktır!**

Legal limits shall not be exceeded with respect to the working hours; the public holidays and weekends shall be respected and overtime payment shall be paid in case of working overtime. This fact is clearly mentioned in training programs and announcements.

Image 10 EXAMPLES ON WARNING/INFORMATION NOTES REGARDING AKFEN Renewable® GENERAL WORK DURATIONS.

 **akfen** YENİLENEBİLİR
ENERJİ

Günlük çalışma süresi her ne
şekilde olursa olsun **11 saati**
aşamaz.

11
SAAT
GÜNLÜK ÇALIŞMA
SÜRESİ ONBİR
SAATEN FAZLA
OLAMAZ!

 **akfen** YENİLENEBİLİR
ENERJİ

Genel bakımdan çalışma süresi
haftada en çok kırk beş saattir.
Aksi kararlaştırılmamışsa bu
süre, iş yerlerinde haftanın
çalışma günlerine eşit ölçüde
bölüştürülür.

45
SAAT
HAFTALIK ÇALIŞMA
SÜRESİ EN FAZLA
KIRKBEŞ SAATİR!

Training and Communication

Occupational health and safety, environment and work discipline trainings shall be maintained on periodic basis. During the operational phases, all personnel shall be linked to a robust communication network in terms of training, business issues and reporting internal situations.

Image 11 CONTENT EXAMPLES FOR EMPLOYEE HANDBOOK & CODE OF BUSINESS ETHICS DIGITAL INFORMATION BROCHURE



It is aimed to raise awareness among all personnel through comprehensive training programs. In this respect, digital copies of the training notes shall be forwarded to all employees in mobile environment and the employees shall be informed about making preparations before participation in the trainings.

Image 12 TRAINING PRESENTATION EXAMPLES



Image 13 EXAMPLE FOR TRAINING MATERIALS ON ENVIRONMENT AND WASTE MANAGEMENT



Çalışan El Kitabı & İş Etiği Kuralları

Genel Kurallar

AKFEN Yenilenebilir® Entegre Yönetim Sistemimiz kapsamında hazırlanan ve tarafınıza iletilen bütün prosedür, talimat ve planlar, eksiksiz şekilde yerine getirilmelidir. Söz konusu dokümanların tamamı çalışma sahalarda matbu ve bilgisayar ortamında tutulmaktadır.

Üzerinde "Çok Gizli" şerhli olmayan dokümanlarımız, bütün çalışanlarımız tarafından okunmalı ve kurallara harfiyen uyulmalıdır.

Çevresel Etkiler

Faaliyetlerimize ilişkin çevresel etkilerin değerlendirilmesi, olumsuz çevresel etkilerin önlenmesi için ÇEVRE YÖNETİM PLANI hazırlanmıştır. Söz konusu plan içinde; Enerji verimliliği, küresel kaynak kullanımında dikkat edilmesi gereken hususlar, kirliliğin engellenmesi, atık yönetimi, kimyasal kullanım, biyolojik çeşitlilik konularında detaylı açıklamalar ve kurallar yer almaktadır.

Çevre Yönetim Planı

Çevresel Etkiler

Atıkların ayrıştırılması önemli bir konudur. Bütün çalışanlarımızın, atıkları türlerine göre ayrılan çöp kutularına atmaları zaruridir. Bu konuda disiplinli ve hassas davranılması beklenmektedir.

Bu konuda "Atık Yönetim Planı" hazırlanmış ve bütün çalışanlarımızı kapsayan eğitimler düzenlenmiştir. Söz konusu eğitimlerin her yıl tekrarlanması sağlanacaktır.

Atık Yönetim Planı

Atık Yönetimi

PLASTİK ATIKLAR
KAĞIT ATIKLAR
CAM ATIKLAR
METAL ATIKLAR
ORGANİK ATIKLAR
TEHLİKELİ ATIKLAR
ATIK PİL KUTUSU
TEHLİKELİ KİMYASAL

Image 14 EXAMPLES FOR INFORMATION ON TRAFFIC RULES



akfen YENİLENEBİLİR
ENERJİ

Çalışan El Kitabı & İş Etiği Kuralları

Trafik Kuralları

Bütün çalışanlarımız; iş ve özel hayatların da **trafik kuralları**na uyan sorumluluk sahibi bireyler olmaları beklenmektedir.

Sahalarımızda araç kullanımı ve parkına ilişkin Trafik Eylem Planları hazırlanmıştır. Bütün şoförlerin; ne tip araç kullanırsa kullanırsa söz konusu plana uygun hareket etmeleri gerekmektedir.

Trafik Eylem Planı

Trafik Kuralları

Santral ve şantiye sahalarında hız sınırı **20 km'**dir. Emniyet kemeri takmayanlar ve hız sınırına uygun hareket etmeyenler derhal iltihar alacaklardır!

Araçlar park için ayrılan alanlara ve kaçış istikametine göre park edileceklerdir.

20  

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ENERJİ

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ENERJİ

APPENDIX 01 LIST OF STAKEHOLDER ENGAGEMENT

Table 5 LIST OF STAKEHOLDER ENGAGEMENT

STAKEHOLDERS	WHY STAKEHOLDER			TYPE OF STAKEHOLDER			PRIORITY OF THE STAKEHOLDER	STATUS	RELATED PERSON	CONTACT INFO
	Basic Stakeholder	Strategic Stakeholder	Service Recipient	Internal Stakeholder	External Stakeholder	Stakeholder				
							Collaborate ① Oversee the interests of the Stakeholder ② Involve in Studies ③ Inform, Monitor ④			
Kaman Village People	☑			☑			② ③ ④	-	-	-
Olucak Village People	☑			☑			② ③ ④	-	-	-
Bahçe Kaman Village Solidarity Society	☑						② ④	Civil Society		
Kama Village Headman	☑						① ③ ④	Headman	Ali Bali	0328 867 21 97
Olucak Village Headman	☑						① ③ ④	Headman		
BAHÇE MUNICIPALITY		☑					④	District Mayor	İbrahim Baz	İslam Mah. Atatürk Cad. Cumhuriyet Meydanı Bahçe/OSMANİYE 0328 861 20 09
REPUBLIC OF TURKEY BAHÇE DISTRICT GOVERNORSHIP		☑					④	District Governor	Müfit Gültekin	Bahçelievler Mahallesi Dr. Devlet Bahçeli Bulvarı Hükümet Konağı Bahçe / OSMANİYE bahce@bahce.gov.tr 0328 861 20 07
REPUBLIC OF TURKEY BAHÇE DISTRICT GOVERNORSHIP District Gendarmerie Command		☑					-	-	-	İslam Mahallesi Atatürk Caddesi Bahçe / OSMANİYE 0328 861 20 18

REPUBLIC OF TURKEY BAHÇE DISTRICT GOVERNORSHIP District Police Department		☑			-			Bahçelievler Mahallesi Devlet Bahçeli Bulvarı No:9 Bahçe / OSMANİYE 0328 861 22 75
REPUBLIC OF TURKEY BAHÇE DISTRICT GOVERNORSHIP District Social Assistance and Solidarity Foundation		☑			④	Foundation Manager	Nihal AKIN	Bahçelievler Mahallesi Devlet Bahçeli Bulvarı Hükümet Konağı Kat:2 Bahçe / OSMANİYE bahcesydvakfi@hotmail.com 0328 861 47 20
REPUBLIC OF TURKEY BAHÇE DISTRICT GOVERNORSHIP District Community Health Center		☑			④	Head of Center	Dr. Nazif Tepe	Bahçelievler Mahallesi Devlet Bahçeli Bulvarı Bahçe / OSMANİYE osmaniyebahce.sgb@saglik.gov.tr 0328 861 20 13
NURDAĞI MUNICIPALITY		☑			④	District Mayor	Ökkeş KAVAK	Bahçelievler Mah. Halide Edip Adivar Cad. Nurdağı/ GAZİANTEP belediye@nurdagi.bel.tr baskan@nurdagi.bel.tr 0342 671 40 33
REPUBLIC OF TURKEY NURDAĞI DISTRICT GOVERNORSHIP		☑			④	District Governor	Eşref Akça	Fatih Mahallesi Recep Tayyip Erdoğan Bulvarı Hükümet Konağı No:44 Kat:3 27840 Nurdağı / GAZİANTEP nurdagi@icisleri.gov.tr 0342 671 39 73
REPUBLIC OF TURKEY NURDAĞI DISTRICT GOVERNORSHIP District Gendarmerie Command		☑			-			
REPUBLIC OF TURKEY NURDAĞI DISTRICT GOVERNORSHIP District Police Department		☑			-	District Police Chief	Hacı Ahmet Önel	0342 671 39 73

REPUBLIC OF TURKEY NURDAĞI DISTRICT GOVERNORSHIP District Social Assistance and Solidarity Foundation		☑			④	Foundation Manager	Hakkı Güler	0342 671 39 73
REPUBLIC OF TURKEY NURDAĞI DISTRICT GOVERNORSHIP District Healthcare Directorate		☑			-	District Healthcare Director	Celil Aslan	
REPUBLIC OF TURKEY OSMANİYE GOVERNORSHIP		☑			-	Governor	Dr. Erdinç Yılmaz	Adnan Menderes Mh. Musa Şahin Bulvarı No:60 P.K.: 80010 valilik@osmaniye.gov.tr 0 328 825 07 07 Governor's Office; 0 328 825 42 00 Private Secretariat; 0 328 825 42 00- 43 00
REPUBLIC OF TURKEY OSMANİYE GOVERNORSHIP PROVINCIAL DIRECTORATE OF ENVIRONMENT AND URBANIZATION		☑				Provincial Director	Ertuğrul KILIÇKIRAN	Çamlıkevler Mah. Fatih Bulvarı Dış Kapı No:2 80950 Toprakkale / Osmaniye 0 328 826 1510
OSMANİYE MUNICIPALITY		☑				Mayor	Kadir KARA	Rahime Hatun Mahallesi Musa Şahin Bulvarı No:303 Osmaniye osmaniyemunicipality@osmaniye-bld.gov.tr 0 328 440 00 80
OSMANİYE CHAMBER OF INDUSTRY AND COMMERCE		☑				Chairman of the Executive Board	Devrim AKSOY	Rauf Bey Mh. Adnan Menderes Bul 9546 Sk. No:70 OSMANİYE osmaniyetso@tobb.org.tr 0328 825 00 70

REPUBLIC OF TURKEY GAZİANTEP GOVERNORATE		☑					Governor	Davut Gül	İncilipınar Mahallesi Muammer Aksoy Bulvarı ŞEHİTKAMİL/GAZİANTEP PK:27090 gaziantep@icisleri.gov.tr (0342) 220 20 58
REPUBLIC OF TURKEY GAZİANTEP GOVERNORSHIP PROVINCIAL DIRECTORATE OF ENVIRONMENT AND URBANIZATION		☑					Provincial Director	Hasan Alan	Budak Mah. Mareşal Fevzi Çakmak Bulvarı No:98 Şehitkamil / GAZİANTEP gaziantep@csb.gov.tr 0342 321 39 04
GAZİANTEP MUNICIPALITY		☑					Mayor	Fatma Şahin	İncilipınar Mah. Şehit Yusuf Erin Caddesi Büyükşehir Municipality Binası Şehitkamil /Gaziantep iletisim@gaziantep.bel.tr 0342 211 12 00
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