

Corporate Sustainability Program

1. Introduction

This Corporate Sustainability Program outlines Asya Nakliyat's commitment to sustainable practices across all areas of its international household goods transportation operations. The program aims to reduce the environmental impact of our services, improve social outcomes, and strengthen our governance practices.

2. Purpose and Objectives

The purpose of this program is to embed sustainability into our business model. The objectives include:

- Reducing gas emissions
- Efficient use of materials and resources
- Supporting zero-waste
- Waste management
- Promoting ethical labor practices
- Enhancing resource efficiency
- Supporting community development
- Ensuring transparent governance and compliance

3. Scope

This program applies to all global operations of Asya Nakliyat, including transportation logistics, warehouse operations, packing services, administrative offices, and partner/vendor relationships.

4. Pillars of Sustainability

4.1 Environmental Responsibility

- Implement fleet efficiency measures (e.g., electric/hybrid vehicles, route optimization).
- Reduce packaging waste and use recyclable materials.
- Improve energy efficiency in warehouses and offices.
- Monitor and report emissions using international standards.
- Use packing materials and cartons made from recycled and recyclable and unbleached materials
- Have buildings that are designed to be energy efficient
- Use environmentally friendly fuel additives to reduce particulates in exhaust emissions
- Use low energy lighting and minimise use of electronics
- Minimise unnecessary water consumption
- Aim to consolidate shipments to minimise the number of trips

- Encourage our staff to combine their trips in a single vehicle or use public transport
- Minimise production of waste, reuse and recycle wherever possible
- Maximise use of IT to reduce use of paper and print
- Use water soluble paint and varnish, non-solvent adhesives
- Choose our suppliers who are also environmental friendly
- Donate periodically to The Turkish Foundation for Combating Soil Erosion, for Reforestation and the Protection of Natural Habitats

4.2 Social Responsibility

- Uphold fair labor practices and provide safe working conditions.
- Ensure diversity, equity, and inclusion in hiring and promotion.
- Engage with local communities through donations, volunteer programs, and partnerships.
- Provide employee training on health, safety, and sustainability practices

Health & Safety Policy

We will, as far as is reasonably practicable:

- Provide adequate resources to maintain health and safety
- Carry out risk assessments and review them when necessary
- Provide and maintain systems of work that are safe and without risk to health
- Establish arrangements for the use, handling, storage and transport of articles and substances provided for use at work, which are safe and without risk to health
- Provide employees with such information, instruction, training and supervision as is necessary to secure their safety and health at work and that of others who may be affected by their actions
- Carry out health surveillance, where required
- Ensure that all machinery, plant and equipment are maintained in a safe condition
- Make adequate provision and arrangements for welfare facilities at work
- Keep the workplace safe and ensure that access and egress are safe and without risk
- Monitor safety performance to maintain agreed standards

We will also make sure that:

Discrimination: No discrimination based on race, caste, origin, religion, disability, gender, sexual orientation, union or political affiliation, or age; no sexual harassment

No bullying: verbal, electronic or harassment

Discipline: No corporal punishment, mental or physical coercion or verbal abuse

Working hours: Comply with the applicable law.

Remuneration: Wages paid for a standard work week must meet the legal and industry standards and be sufficient to meet the basic need of workers and their families; no disciplinary deductions.

The duties of employees are to:

Take reasonable care of their own health and safety, and that of others who may be affected by their acts or omissions at work

Co-operate with others in the company to fulfill our statutory duties

Not interfere with, misuse or willfully damage anything provided in the interest of health and safety

4.3 Governance and Compliance

- Establish a Sustainability Committee to oversee performance and compliance.
- Conduct annual sustainability risk assessments.
- Ensure full compliance with international regulations and standards (e.g., ISO 14001).
- Maintain transparent reporting practices with regular updates to stakeholders.

5. Implementation Strategy

- Set annual sustainability goals.
- Assign responsibility to department heads for program execution.
- Establish key performance indicators (KPIs) to measure progress.
- Provide ongoing employee training and communication.

6. Monitoring and Reporting

- Use internal audits and third-party assessments to track progress.
- Publish an annual sustainability report with metrics, milestones, and case studies.
- Gather feedback from stakeholders to improve program effectiveness.

7. Continuous Improvement

- Regularly review and revise the sustainability strategy based on new technologies, regulations, and market expectations.
- Encourage innovation and pilot projects to reduce environmental and social impacts.

8. Conclusion

Asya Nakliyat is committed to being a responsible global citizen by integrating sustainability into all aspects of our operations. This program serves as a foundation for long-term environmental, social, and economic success.