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ekol | 100.yıl

SUSTAINABILITY REPORT 2022



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## ABOUT THE REPORT



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The sustainability activities that Ekol Logistics has carried out since its establishment take on the three-pillar approach of environment, economy, and society, under its roof strategy of “Be the best for the world, not just the best in the world”. Ekol’s sustainability strategy is organized in line with the United Nations Sustainable Development Goals, global trends and increasing customer sustainability requirements. The company continues to integrate its strategy into its corporate decision-making processes and corporate culture. In this context, it is a great pleasure to share the company’s first Sustainability Report, showing where Ekol Logistics is in its sustainability journey.

The content of the report was shaped by the materiality analysis carried out during the reporting period – see how this was done under the section on “Sustainability Management”. The Sustainability Report contains detailed information about Ekol’s projects in different fields, from environment to financial indicators, from R&D to human resources. Performance data from across the company are detailed in the relevant sections.

For the Ekol Logistics 2022 Sustainability Report, which was prepared in accordance with the Global Reporting Initiative (GRI), the world’s leading initiative, the GRI Universal Standards (2021), which came into force as of January 1, 2023, were followed. The report covers the operating period of Ekol Logistics between 1 January 2022 and 31 December 2022. The training and human resources data declared in the report cover Ekol Logistics Inc. and Ekol Logistics Ltd. Environmental and energy management data has been declared for 10 facilities\*, and occupational health and safety data has been declared for 14 facilities\*\*. It is aimed to expand the scope of the strategy studies and targets to be made in 2023 and the reports to be published next year, and to make reports specific to Ekol Logistics.

Emission values and performance indicators, which are included in the report, have been verified by an international audit organization (Bureau Veritas) within the scope of a limited assurance audit.

Ekol attaches great importance to the opinions of its valued stakeholders in all processes. Please do contact Ekol at the address below for all your contributions, suggestions, feedback, and questions.



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**Contact:**  
**Ekol Logistics**

\*10 Facilities include Kardelen, Orkide, Lilyum, Kozmoz, Lavanta, Lotus, Sakura, Gül, Melissa, Yonca.

\*\* In addition to the 10 facilities mentioned, data includes İzmir Konak Ekol, Pınarbaşı, Sancaktepe and Zambak facilities.



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## MESSAGE FROM CHAIRMAN OF THE BOARD

Dear Stakeholders,

Today, as well as the direct and indirect effects of the COVID-19 pandemic, global supply chain problems and disasters caused by climate change, tragic wars and economic instability continue to negatively affect the business world.

Even though these global events have had some negative effects in the logistics sector, Ekol has continued to provide uninterrupted service with the integrated, interconnected, and innovative solutions it has developed.

The green solutions offered by Ekol in the logistics sector continue to have a positive impact on reducing our global carbon footprint. Ekol continues its operations by integrating the solutions it has developed - from intermodal transportation to route optimization, from the use of alternative fuel vehicles to environmentally friendly driver training - into its business model. Intermodal transportation and route optimization studies contribute greatly to reducing Ekol's environmental impacts, especially in terms of resource efficiency and corporate carbon footprint. With Intermodal Transportation, 438 thousand m<sup>3</sup> of diesel fuel usage has been reduced in the last 10 years. In this way, we prevent the release of 658 thousand tons of CO<sub>2</sub> equivalent into the atmosphere. Every month, we prevent the consumption of fossil fuels, enough to save forests the size of 700 football fields and be used for 350 rounds around the Earth. To measure and manage environmental impacts, Ekol has been calculating its corporate carbon footprint in accordance with

international standards since 2012. Our departments develop different projects to monitor, calculate and minimize the effects of greenhouse gas emission sources, such as energy consumption, waste management, consumables consumption, employee vehicles and services.

Implementation of the pallet repair project to manage pallet waste and working with WWF Green Office to manage resource and energy consumption in offices are examples of our studies. In addition, Ekol produced energy equivalent to the annual electricity consumption of 1,470 households in the seven months with its rooftop solar energy system at its Lotus facility, implemented in June 2022 to decarbonize the electrical energy it uses in its facilities and to reduce its emissions from electrical energy sources. Ekol continues to expand other similar projects quickly and systematically.

While addressing sustainability with a holistic perspective on the way to being the best for the world, we continue to work towards making a positive contribution in every field. In this context, while reducing our environmental impact, we increase our social impact with human resources practices, occupational health and safety, corporate social responsibility projects and various supports. We are constantly updating our human resources management in a way that prioritizes the welfare of our colleagues, our most precious treasure. While we do not tolerate any discrimination, we create a participatory, sharing, equal and fair working environment. We have been among the signatories of the UN Global Compact



**Ahmet Musul**  
Chairman of the Board

since 2007. With this initiative we take part in on a voluntary basis and publish a Progress Report annually. With the reporting our contribution to the common movement on human rights, labour standards, the environment, and the struggle against corruption becomes visible worldwide. By signing the Statement from Business Leaders for Renewed Global Cooperation in 2020, we continue to support inclusiveness and multilateralism.



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To change the social roles assigned to genders and to spread women's employment to all branches of the workforce, we started the employment of female truck drivers with Ekol Women Drivers on the Road Project. The project was initiated with the hope of a world where we are united by considering gender equality and positive discrimination. Our female drivers, who completed their training in the project, started to take part in domestic and international operations.

As we grow our business, we adopt the health and safety of our employees, who share our success with us, as one of our indispensable criteria. We ensure the health and safety of all our employees with our experienced team, policies, and management systems documents that we have created while continuing our activities with occupational health and safety practices beyond the legislation. As Ekol, we are aware of the impact we have created on society through our services and wide range of activities. For this reason, we develop projects to contribute positively to the future of the society, not only limited to the employees. We work in cooperation with both Ekol volunteers and NGOs in projects that cover a wide range of topics, from scholarship support to university collaborations, from care of animals to combating natural disasters. As Ekol Foundation, we established Ekol Academy to contribute to our value creation by young talents who want to work with a purpose rather than a profit, to contribute to the production, sharing and use of knowledge, which is a common asset, and to increase the power of society. With the "Mirror Executive Board" structure in our governance model, we continue our decision-making processes with an approach of inclusiveness and diversity. We continue our institutionalization journey in such a way that the school deserves to be an "École".

Ekol takes care to be transparent about its work with stakeholders while managing its environmental and social impacts. We support this transparency with our sustainability report, which we share for this purpose, and other reports such as CDP (Carbon Disclosure Project) and EcoVadis. Similarly, Ekol periodically shares its progress reports prepared for the UN Global Compact, of which Ekol is a member. Ekol will be a signatory of SBTi (Science Based Target) until the end of 2023, and in this context, we will inform the public about our emission reduction targets in the following years.

Together with all our employees, we achieved many successes and awards such as being among the happiest companies with the Happy Place to Work Certificate in 2021, being a finalist in the Sustainable Business Awards, and winning the first place in The One Awards Integrated Marketing Awards. The environmental and social gains we have achieved in our work make us happy as they are a benefit to the planet and society. However, we double this happiness with the awards and appreciation we receive.

We are mapping all our operational and value chain emissions by trying to reduce the emissions we cause by struggling against the climate crisis. With the European Green Deal, we are in line with the European Commission's policy aimed at making Europe climate neutral by 2050, and we will increase our absolute emissions (based on Scope 1-2-3) by 55% by 2030 compared to the base year 2020. We aim to be Carbon Neutral by 2050 by reducing our total emissions created by our vehicles by 75%. In this direction, we are proud to share with you our first Sustainability Report, which documents our work and shows the point we are at in our sustainability journey. In our Sustainability Report, which we

prepared in accordance with the Global Reporting Initiative standards, the world's leading initiative; there is detailed information about our systematic and comprehensive projects that we have realized in different fields from environment to investment, from R&D to employment.

At the point we have reached; We continue our operations with our global presence and wide stakeholder network in 13 countries, including Turkey, with more than 7,500 multinational employees, with our "Women" leaders, whose percentage we are proud of, and which we have achieved to reach the level of 3 times the sector average. In addition to a distribution center of approximately 1,000,000 m<sup>2</sup>, our low-carbon transportation business model, our electric block trains that make 52 trips per week and our green fleet, are also part of the solution to combat environmental, social and economic problems, only the best in the industry and the world. We aim not to be the best, but to be the best for the world.

Today, when society grows faster than resources; we are aware of the importance of creating shared value, cooperation and change between sectors and industries. We continue to transform our business structure to contribute to the ecosystem. "In this direction, we will continue to carry out our projects without interruption and to present the steps we have taken in a transparent manner to our esteemed stakeholders in our sustainability reports in the following years.

Kind regards,

**Ahmet Musul**  
**Chairman of the Board**



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Supporting the business model that combines mind, heart and consciousness with

# DIGITAL

infrastructure



EKOL AT A GLANCE





## EKOL LOGISTICS IN BRIEF

# Quality service with integrated, interconnected and innovative

Ekol is an integrated logistics company that has operated since 1990 in the fields of transportation, contract logistics, foreign trade, Customs and supply chain management. It has its own facilities in more than 75 locations in 12 countries and a network of agencies in more than 900 locations in 150 countries - all with a flawless service approach.

Supporting its business model that combines intelligence, emotion and awareness with the inspiration it gets from technology, Ekol always offers its customers integrated, interconnected and innovative solutions. The fact that Ekol is always one step ahead and not satisfied with "good enough" not only promotes the success of its customers, but also provides environmental, financial and social benefits.

Ekol is one of Europe's major logistics providers, boasting distribution centres with 1,000,000 square meters of total indoor space in Türkiye, Germany, Italy, Greece, France, Ukraine, Romania, Hungary, Spain, Poland, Sweden, Belgium and Slovenia in addition to allowing for Intermodal transportation with the utilization of 52 block trains and vehicles per week.

In fulfilling its promises, Ekol derives greatest strength from its workforce and its powerful distribution network. A multinational team- wholly dedicated to delivering impeccable customer satisfaction - plays a vital role in Ekol's success story.



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ONE OF EUROPE'S  
LEADING LOGISTICS  
PROVIDERS

EKOL FACILITIES  
**12 COUNTRIES**  
**75+ LOCATIONS**

AGENCY NETWORK  
**150 COUNTRIES**  
**900+ LOCATIONS**







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NUMBER OF VEHICLES  
**6,000+**

DISTRIBUTION CENTER  
**1,000,000 m<sup>2</sup>+**





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# MISSION, VALUES AND MANIFESTO

## Mission

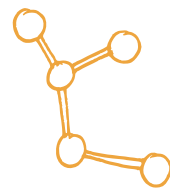
Creating inspirational and sustainable value with our customers.

## Values



### People Focused

For us, imagination is a true “treasure” and the method, with which you preserve this source, is crucial. All new and fresh initiatives contribute spirit to our imagination. We appetite for novel, value-add initiatives creating competitiveness and generating new opportunities for our customers.



### Forward Thinking

We are confident and shall never give up when faced with challenges. We owe our business success to working efficiently and our strong will to achieve all. As a team with our high motivation, passion and positive attitude, we can implement the most ideal solutions for our customers.



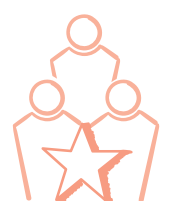
### Lean

We like simplicity. With our efficient and lean working approach, we understand and implement processes correctly, manage them easily, and adapt them to current conditions rapidly.



### Compassionate

In all our activities, we strive to take the most beneficial course of action for the environment, society, and our wildlife. We work with common sense and responsibility for a sustainable future.



### United We Stand

We are a team that can overcome any hurdle. As a highly motivated, passionate, and constructive team, we strengthen each other and work towards our goals.

## Manifesto

- ▶ Being “good enough” has never been sufficient for us. Our belief in continuous and dynamic transformation guides us to growth and development every day. We are aware of the fact that any other means cannot lead to success.
- ▶ We bring a new perspective to the logistics industry by integrating mind, heart and consciousness through our business practices comprising our experience and know-how.
- ▶ We continue to inspire our industry by engaging cutting-edge technology to offer advanced solutions to our customers alongside our understanding of excellent service.
- ▶ For us, people come first. We do forge ahead – determined through the strength of our people – so that we are able to understand each other more efficiently, protect our common values, and meet our goals.
- ▶ Believing that our customers deserve the best, we provide each and every one with excellent service in all that we do. At the forefront of our minds is the fact that success of our customers is our own success.
- ▶ We carry out novel ideas with our positive attitude, allowing us to overcome any challenge and become stronger with every advance.
- ▶ We know there is no obstacle we cannot overcome if we work hard with passion.
- ▶ Our intimate commitment to ethical values and sustainability not only guides us to change the future of the logistics industry, but also to transform the world.



# COMPANY POLICIES AND DOCUMENTS

Ekol is committed to fulfilling its responsibilities in line with the management systems policies it has created and adopted in line with its values, corporate culture and global trends.

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[Click here to access the management systems policies](#)



[Click here to access the management systems documents](#)



## ENVIRONMENTAL

Green Logistics Certificate	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
LEED (Leadership in Energy and Environmental Design – Silver)	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ISO 50001:2018 (Energy Management System)	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ISO 14064-1:2018 (Greenhouse gases)	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ISO 14001:2015 Environmental Management System	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17

## SOCIAL

EcoVadis (Supply Chain Sustainability Assessments)	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
NQC (Automotive Supply Chain Risk Management)	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
URSA (Responsible Supply Chain Audit)	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
SEDEX (Supplier Ethical Data Exchange)	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ISO 10002:2018 (Customer Satisfaction and Complaint Management)	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ISO 13485:2016 (Quality Management System for Medical Devices)	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ISO 22000:2018 (Food Safety Management System)	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17

## GOVERNANCE

CDP (Carbon Disclosure Project)	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Sustainable Logistics (Golden Category)	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Turquality (International Branding Program)	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
SQAS (Safety and Quality Assessment System)	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
TAPA FSR 2020 (Removed Asset Protection Association - Level A)	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
GDP & GSP (Good Distribution and Storage Practices)	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
BRC (Storage and Distribution - Level A)	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
YLDA (Overseas Logistics Distribution Network)	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
AEO (Authorized Economic Operator Certificate)	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ISO 45001:2018 (Occupational Health and Safety Management System)	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ISO 9001:2015 (Quality Management Systems)	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
ISO IEC 27001:2013 (Information Security Management System)	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17



## MILESTONES

Ekol, an integrated logistics company founded in 1990, provides best-in-class solutions

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2021

► Tarragona

2017

► Ekol Slovenia  
► Yalova Ro-Ro Port

2008

► Intermodal operations

2020

► Euro 6- Fleet Renewal

2016

► Ekol Bulgaria

2013

► Ekol Hungary

2003

► Migration to quadro™ software

2019

► Ekol Lotus Facility

2015

► Ekol Poland

2012

► Ekol France  
► Ekol Ukraine  
► Ekol Greece  
► Ekol Bosnia

1996

► Warehouse services started to be offered with the Kardelen Facility.  
► Ekol Germany

2018

► Ekol Sweden  
► Good luck

2014

► Ekol Spain

2011

► Ekol Italy  
► Ekol Romania

1990

► Established



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## DEVELOPMENTS IN 2022

Ekol increased its  
pace in 2022

TURNOVER

**695 M EUR**

EMPLOYMENT

**5,565 PEOPLE**

FLEET CAPACITY

**6,363 VEHICLES**

CARGO AMOUNT

**109,188 NUMBER OF POSITIONS**

ABSOLUTE MILEAGE

REDUCTION

**164,706,538 KM**

R&D BUDGET

**4 M EUR**

INVESTMENT

AMOUNT

**23 M EUR**





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## Steady Increase in Business Volume

In 2022, investments to increase the business volume in Türkiye and global operations continued. A new line was opened to provide uninterrupted road transport service between Türkiye and the Baltic countries. A new block train line was commissioned between the French cities of Sete and the German cities of Cologne, and the Lyon warehouse began operating. The Karlsruhe Facility became operational while the Mannheim warehouse in Germany was moved to Gernsheim. The Overseas Logistics Distribution Networks Project was approved by the Ministry of Commerce and project studies were started.

## The First Company of Turquality in the Logistics Sector

Ekol once again broke new ground in becoming the first company in the logistics industry to be deemed worthy of the Turquality programme, which was set up to support domestic brands in global markets. Turquality is awarded by the Ministry of Commerce and provides significant contributions to the branding and institutionalization of companies beyond classical export supports. Ekol became one of the first companies to enter this programme in 2022, within the scope of the "Overseas Logistics Distribution Networks Programme" support. Since the beginning of the Turquality, approximately 8,655,213 EUR of official financial support has been provided.



## Investing in Renewable Energy

Continuing to work towards being the "Best for the world", Ekol commissioned the largest solar power plant (SPP) investment built on a single roof in the logistics sector. Thanks to the 40,000 m<sup>2</sup> of solar panels, 70% of the facility's energy needs are met from a sustainable energy source. Renewable energy use was increased by adding parking areas and walking paths to the SPP project. In this way, 3.1 million kilograms of CO<sub>2</sub> eq. emissions are reduced annually.

## Ekol360, the New Brand of E-commerce

Aiming to continuously expand its service network, Ekol introduced its new brand Ekol360 with which it will serve the entire e-commerce system in 2022. While Ekol360 offers a comprehensive e-commerce experience, its multinational structure provides easier access to world markets for Ekol's customers. Established to provide technological, fast, proactive and innovative B2B solutions, and with a solid infrastructure, Ekol360 provides end-to-end software-supported e-commerce solutions needed for existing and potential partners and Turkish SMEs, with internal resources and strategic collaborations.



## Steering Wheel in Women's Hands

Attaching importance to women's employment in the logistics sector and convinced that "The more women enter the workforce, the stronger the economy", Ekol started a special project to employ female truck drivers. After completing their theory and practical training at Ekol, 10 of the female truck drivers started to take an active role in domestic and international operations.

## Fast, Uninterrupted Service in Health

Ekol has implemented the health operations automation solution Alvarium (automatic storage and collection-packaging system, OSR) project, which will meet the needs of the health sector professionally. The company offers fast and uninterrupted service with OSR, aiming for zero mistakes for human health. OSR, which can make two business units talk to each other systematically with the Internet of Things, is also an investment that will make Ekol's Logistics 4.0 a reality.



## AWARDS AND ACHIEVEMENTS



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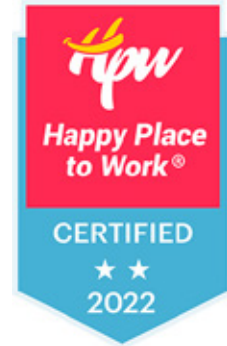
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### 2022

► Ekol Poland was awarded the Contract Logistics Dynamic Development Special Award.

► Ekol became one of the happiest workplaces in Türkiye with 2 stars in the logistics sector with the Happy Place to Work Certificate.



► Finalist in the Energy Management category of the Sustainable Business Awards with its SPP project.

► The Discovery Map was awarded in the "Best" category in the Start-Up Category from the Turkish Training and Development Platform (TEGEP).

► "Silver" award from the Turkish Education and Development Platform (TEGEP) for the Speed UP program



### 2021

► HİB 2021 Service Export Champion – First place in the Freight Transport and Logistics Services category.

► The One Awards Integrated Marketing Awards – First place in the 'Most Reputable Company' Logistics Sector category.



► The first logistics company from Türkiye to be rated at Management level "B" in the CDP Climate Change category.

► The World Post & Parcel Awards – Awarded with the R&D project COG-LO in the "Cross Border Growth" category.

► Operator Logistyczny Roku – Ekol Poland, International Regular Connection Organization Award.

► KoçZer Similar Dreams Collaboration Programme – Awarded for the Lotus SPP project in the category of "Projects Worth Watching".

### 2020

► HİB 2020 Service Export Champion – First place in Freight Transport and Logistics Services category.



► Brand Finance – Türkiye 100 – "Most valuable brand in the sector" in Türkiye's Most Valuable and Most Powerful Brands Report.



► Arcet Global European Customer Centricity Awards – Second place in the "Customer Relationship Management" category.



### 2019

- Sustainability Academy Sustainable Business Awards – Award in the "Carbon Management" category.
- Golden Globe Awards for Excellence – Gold Award with Ekolity Project.
- IDC Türkiye Digital Transformation Awards – Award with Smart Algorithms in Intermodal Network Planning Operations project.
- 85th place in the Fortune 500 ranking: up 12 places compared to the previous year.
- Türkiye's Top 500 Service Exporters Awards – First place in the "Freight Transportation and Logistics Services" category.

### 2018

- International Transport News Best Road and Rail Freight – Best Intermodal Transport Company award.
- Supply Chain Awards – Ekol Greece, Transportation Innovation Award.
- Corporate Excellence Awards – Best Integrated Logistics Services Supplier of 2018.



## SERVICES

# Industry Specific Solutions

Ekol knows that the logistics needs of each sector are different; it provides integrated logistics services specific to each sector, especially automotive, FMCG, health, e-commerce, textile, industry and electronic.



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## Automotive



### Efficient and Fast Logistics Infrastructure

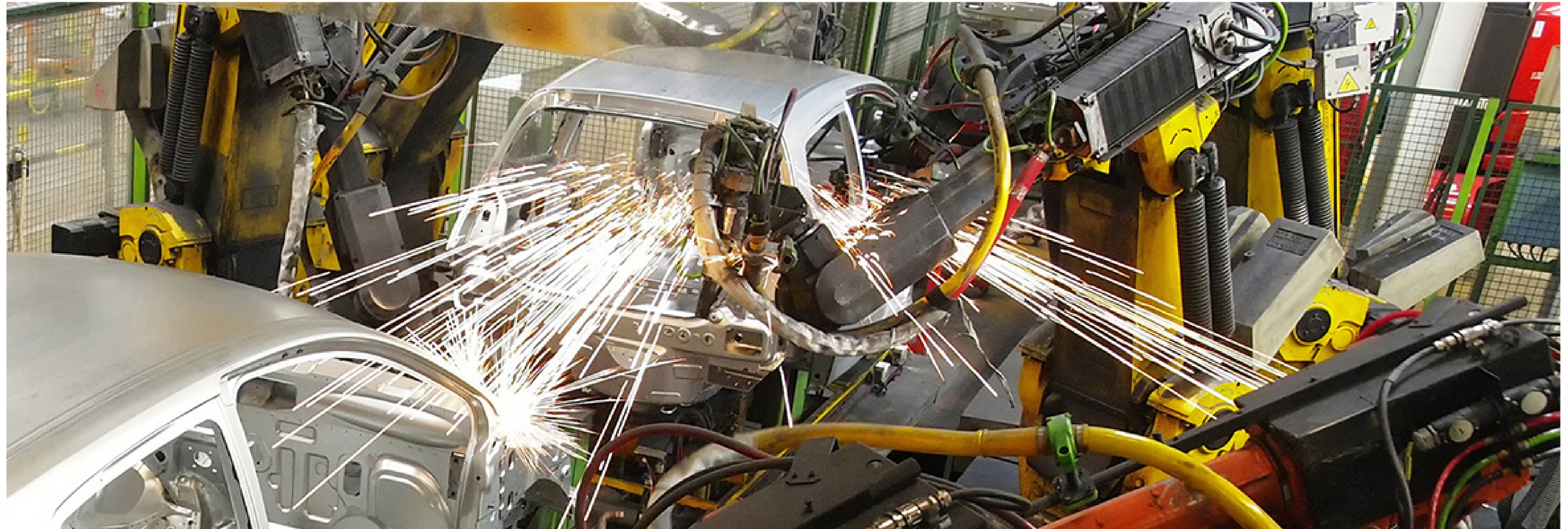
Ekol continuously develops the efficient and fast logistics infrastructure needed by the automotive industry, which is undergoing changes in product and production technologies.

Ekol develops and uses multimodal transportation models to produce optimum solutions that will provide the highest level of customer satisfaction, considering the three important dimensions of logistics activities: speed, quality, and price advantage.

### On Time Delivery

Automotive companies need to supply their production lines in a timely manner by procuring a wide variety of products from many suppliers. This need, and the intense mobility needed in logistics processes, make the management of logistics in this sector important. To this end, Ekol produces sector-oriented solutions for the logistics needs of automotive and sub-sector manufacturers and ensures effective management of processes.

Ekol also provides the storage and distribution systems needed to activate the distribution network established for after-sales support and spare parts sales; it models these producing special solutions for its customers, considering their changing needs.





# Industry



## Effective Process Management

To help its customers increase their industrial productivity sustainably, Ekol provides services to its business partners in the public and private sectors, industry and infrastructure. Producing effective solutions for the logistics needs of companies, Ekol recommends entire industry-specific supply chain flows, monitors the product flow, document flow and information flow, eliminates the 'grey areas' in the transitions between service units, and ensures effective management of processes.

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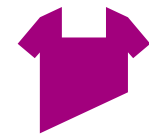
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## Retail / Textile



Ekol responds to the basic needs of the retail and textile industry and the needs of its customers with its value-added services such as:

VALUE ADDED SERVICES
Ironing
Special cards
Adding notes
Labelling
Shrink-wrapping
Quality control
Adding a warranty certificate
Gift packaging
Adding a user manual
Barcoding

## Services that Gain Competitiveness in the Retail Industry

Combining food, non-food, electronic and textile products from different suppliers within the scope of distribution services, Ekol distributes to markets and stores with the highest vehicle-occupancy rate, thus contributing to the competitiveness of its customers in the sector.

The company also responds to demand by taking delivery of products from suppliers' production centres and warehouses with pre-transport services. Again, with its strong organizational network, Ekol provides reverse logistics and transfer services between markets/stores by receiving return products from markets/stores.

DISTRIBUTION SOLUTIONS
Goods acceptance
Labelling
Systemic registry
Optimization
Reporting
Front-end transport
Distribution with high vehicle capacity ratio (on hangers or pallets)
Reverse logistics (return logistics)

## Special Solutions for the Textile Industry from the Purchase of Raw Material to the Store

In the textile and fashion industry, where fast-paced consumption and fierce competition are experienced, having the right product at the right place at the right time is one of the golden values for competitive advantage. Ekol develops tailor-made solutions depending on customer needs by managing all logistics activities from raw material purchase to the store aisle.

In the name of superior service, Ekol plays an important role in transforming its customers' efforts from logistics to sales, with the high-standard solutions it has developed in return product management and other reverse logistics activities.





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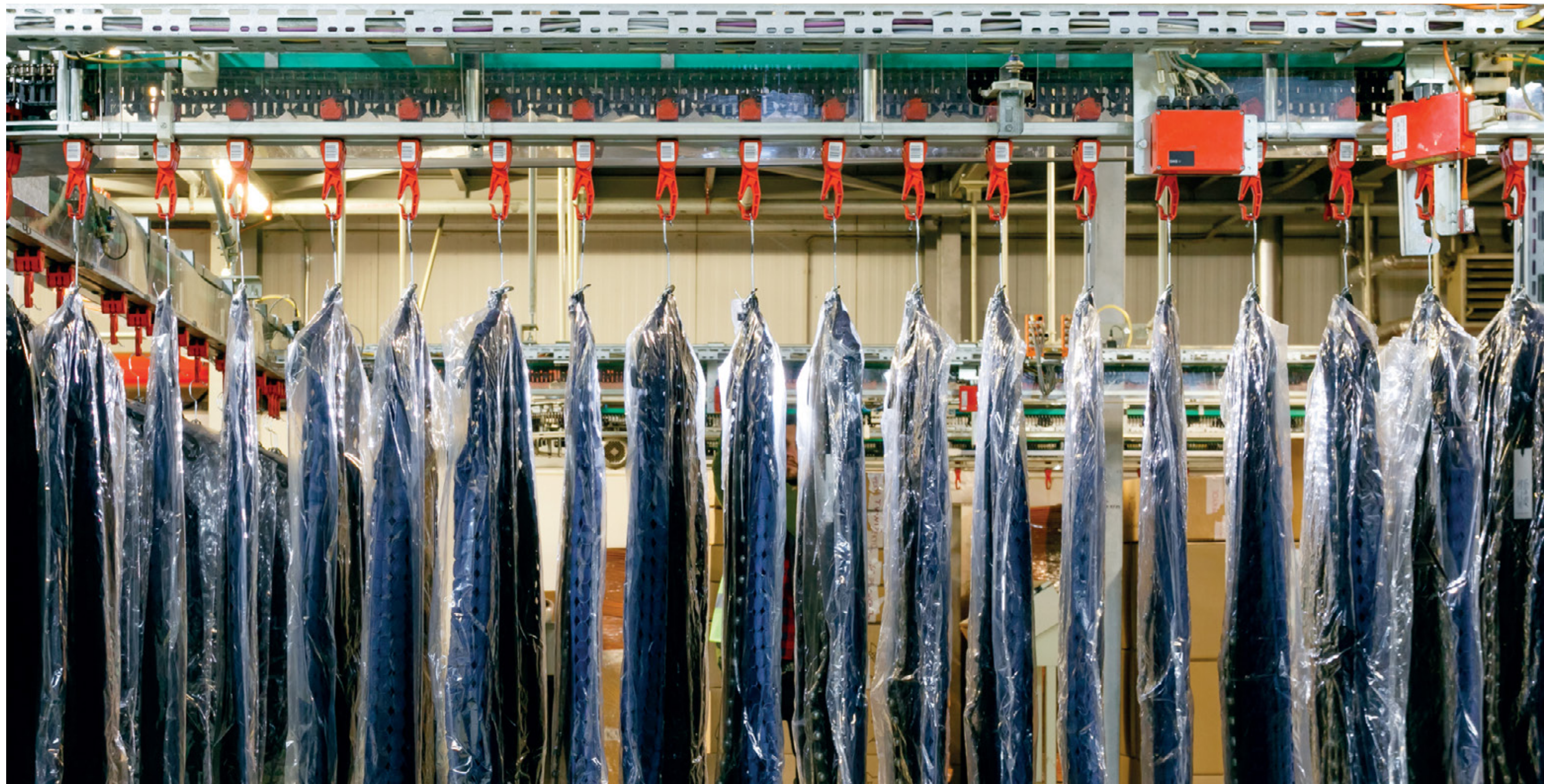
# Special Warehouse Technologies for Textile Products

Using automation systems that enable the products on hangers to be transported and stored untouched in the warehouse, sorted according to orders, and brought to the shipping area, Ekol minimizes the storage and handling costs of hanged products and ensures 100% order accuracy.

With the special storage technologies developed, Ekol provides operational benefits. The LED screen systems in the warehouse show the personnel at which address the products to be collected in textile operations that require detailed order picking are, and how many products will be collected from the address. The result of the picking process is reported back to the system by means of the illuminated order picking systems.

Ekol uses automatic sorting systems designed to serve different stocking units in order preparation and return handling activities in textile warehouses, and uses technology such as radio-frequency hand-held terminals that enable warehouse personnel to receive work orders from the system and enter the results into the system regarding the works they have completed.

Automatic vertical elevator systems, which enable the vertical storage of products by means of free-moving trays and thus use the storage volume in the most efficient way, shorten walking distances and save time by bringing the products to be collected straight to the operator.



STORAGE SOLUTIONS
Accepting goods with pallets, without pallets, on hangers (textiles)
Shelf storage
Order picking and consolidation on a case-by-case basis
Value added services (labelling, alarming, beading)
Inventory management
Systematic registry
Reporting



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## Fast Moving Consumer Goods (FMCG)



### Planning Speed and Quality Difference

Companies in the fast-moving consumer goods (FMCG) sector, which experiences rapid transformation with its fast consumption habits, are forced to be dynamic in the constantly changing market and competitive conditions. Competition in this sector, where high levels of resources are allocated for better understanding of consumers, production, marketing and sales activities, is mostly experienced in the store aisles. To this end, with good planning Ekol ensures that the right product is on the right shelf at the right time.

### Custom Supply Chain Solutions for FMCG from Ekol

Ekol considers the intensive supply chain structure required by FMCG companies separately from other sectors. With cutting-edge automation solutions and investments specially designed for FMCG products, and solutions that add value to the supply process from the raw material purchase stage to the delivery of the order to the store aisle, Ekol becomes an important solution partner for global FMCG customers to increase their market share.

#### STORAGE SOLUTIONS

Automated storage and order preparation solutions with increased efficiency using technology

High output capacity in order of preparation

Stock Keeping Unit-based finished product management

Raw material management

Production line / end-of-line management

Warehouse and Customs clearance services

Inventory management

Packaging, promotion, preparation and other value-added services

Real-time monitoring of all processes over the web

#### DISTRIBUTION SOLUTIONS

Forwarding orders prepared to be shipped to customers' distributors, chain stores or other retail outlets

Distribution with shared networks

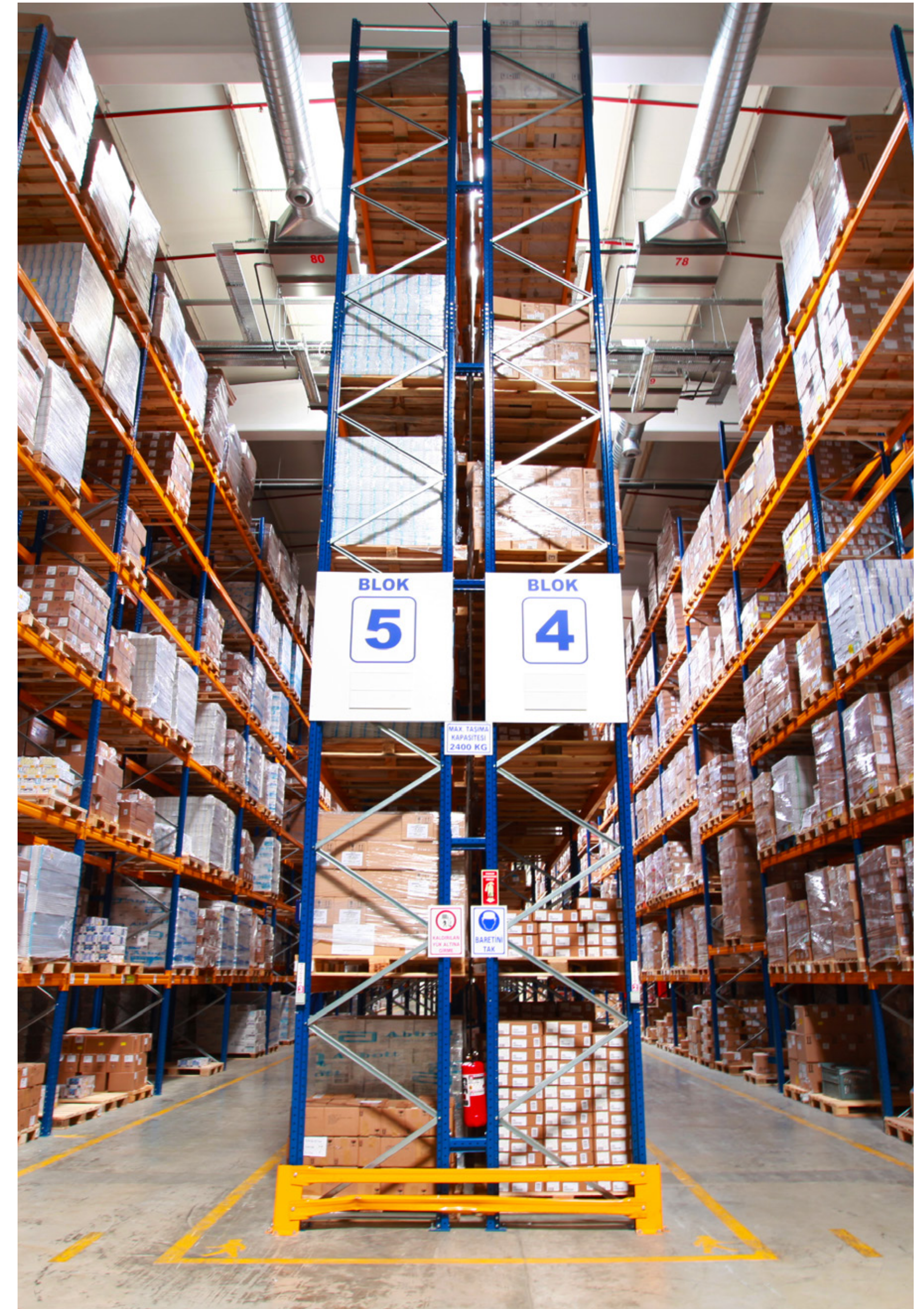
Dedicated distribution

Crossdocking

Reverse logistics (return logistics)

Milk-Run

Real-time monitoring of all processes over the internet





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## Health Logistics



### Effective and Creative Solutions for the Health Sector

With the end-to-end service, warehousing, distribution and custom clearance services it has created, Ekol develops effective and creative solutions for different stakeholders in the health sector - such as manufacturing and importing pharmaceutical companies, medical device companies, pharmaceutical warehouses and hospitals.



### End-to-End Service

Ekol has health facilities in Türkiye, Hungary and Ukraine for human medicines, over-the-counter (non-prescription) medicine, animal health, medical devices, eye health, international transportation, Customs clearance, bonded-duty-free storage solutions and secondary production/value-added services, to provide its customers with specific, integrated national distribution and cold-chain active transportation services.

In this process, the products are transported and stored in line with the GMP and Good Distribution practices (GMP/GDP) and the legislation of the countries from start to finish.

Ekol - which manages integrated processes by offering Customs clearance, warehouse and free storage, national and international transportation services with customer-specific IT solutions – makes time and cost savings for its customers by providing end-to-end services.

In addition, with the hospital logistics service, the company identifies problems and improvement areas in all logistics processes, from ordering to billing, for pharmaceutical, medical and non-medical products supplied by hospitals, and produces special solutions so that hospitals can reduce the resources they allocate to logistics problems to the most reasonable amount.



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## Custom Storage

Ekol operates with full awareness of the importance of complying with GMP/GDP requirements and country regulations in the storage of pharmaceuticals, pharmaceutical raw materials, medical devices, animal health products and other health products; it offers its giant multi-user facilities in Türkiye, Hungary and Ukraine to the service of the health sector.

In these facilities, customer-specific services are produced in many product groups such as human drugs, over-the-counter, cosmetics, food supplements, clinical research, eye health, promotional products, medical devices and animal health drugs.

## Secure Distribution

Partial and complete transportation operations of pharmaceuticals, pharmaceutical raw materials, food supplement products, medical supplies, medical devices, animal health and other health products are carried out with temperature-controlled or ambient vehicles designed and validated in accordance with the GDP guideline.

Ekol is aware of how sensitive and important criteria such as traceability of vehicle location and traceability of temperature are in terms of product safety and quality requirements in the health sector. For this reason, all vehicles can be monitored 24/7 on the internet.

## Clearance

Ekol determines the Customs needs of healthcare customers in the best way and develops ideal solutions for healthcare products with its corporate know-how, customer-oriented approach, and office and operation teams located in Customs Directorates.

Thanks to the flexible software that can communicate with all databases, Customs clearance documents are created in the fastest way.





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# Headquarters of Health Operations in Türkiye: Lotus

The Lotus Facility - at 215,000 m<sup>2</sup>, Türkiye's largest indoor storage area - which was brought into service in Gebze in 2018, offers integrated storage, export operations, cross-dock area, Customs clearance and national distribution services in line with customer satisfaction.

Standing out with its many firsts in terms of design and technology used, Lotus is the largest warehouse to hold the TAPA Certificate in the Europe, Middle East and Africa Region (EMEA). This Leadership in Energy and Environmental Design (LEED)-certified facility, which has earthquake-resistant seismic racking, meets 70% of its electricity needs from renewable energy sources, with solar panels installed on a 40,000 m<sup>2</sup> area on its roof.

The fact that the warehouse and free warehouse are located under the same roof at the Lotus Facility allows the products whose Customs clearance procedures are completed to be transferred directly to the health free warehouse without intermediate transportation. This creates cost and time advantages and minimizes the risk of damage through handling. In the free warehouse, the products are kept in accordance with the relevant storage conditions and requirements, with a system that can be tracked by the customers.

Lotus offers value-added services developed specifically for the needs of customers, such as secondary packaging in temperature-controlled areas suitable for product groups, and ITS (Drug Tracking System) / PTS (Package Transfer System) / ÜTS (Product Tracking System) / ATS (Vaccine Tracking System) solutions.

With a pioneering approach, Ekol put the OSR (Automatic Storage & Collection-Packaging System) into operation at its Lotus Facility to eliminate the problems caused by human error in the healthcare industry supply chain, and to ensure the uninterrupted and error-free sustainability of operations under all conditions. In this way:

- Collection and packaging performance is increasing.
- Problems caused by human errors during collection and packaging are minimized (cross shipment, missing/over product shipment).
- As less handling is done to the products, the damage rate decreases.
- The collection and packaging process is simplified.
- Consolidation and loading capacity are increased in shipment.
- When the workload is high, it becomes more controlled and efficient.
- After the shipment consolidation of the orders by OSR, the products are kept in the temperature-controlled area until the shipment stage.







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## Electronic



### Integrated Logistics Services

Ekol develops industry-specific integrated logistics services based on products such as consumer-oriented electronic products, support accessories, telecommunications, office machines and consumables. Accordingly, Ekol offers solutions for warehouse, Customs clearance, spare parts storage, finished product storage, distribution, return logistics, promotional kit preparation, packaging and stock management.

Working with leading companies in the electronics industry, Ekol constantly improves and renews its service quality in line with the needs of current and potential customers, and in line with developing technology.

### Service Quality in the Electronics Industry

Safety standards - which are the basic requirements of the electronics industry, hygienic conditions in production and storage areas, dust-free special storage areas, temperature and humidity monitoring, vertical storage automation systems, regular partial deliveries, motor couriers for emergency exits, reverse logistics operations, PoD (delivery confirmation), IoD (delivery information), operational quality, speed, Lean processes and software infrastructure are the biggest differences Ekol creates in the services it provides to its customers.

## E-Commerce



### E-Commerce Engineer Integrated Service with Ekol360

Ekol is now transforming the steps it has taken on the way to e-commerce into a structure where it can provide more integrated services under the Ekol360 umbrella brand.

With its new brand, in which companies are candidates to become e-commerce engineers, Ekol promises its customers an experience that will create added value. By facilitating e-commerce operations, it manages all other processes end-to-end so that customers can focus on their production.

This big step removes the barriers for companies to easily open up to the world of e-commerce, and provides flexible, technological, fast, proactive and innovative end-to-end solutions according to their needs by using the advantages of Ekol's multinational structure.



EKOL360 SOLUTIONS	Integration
Web Suite	Warehouse
Cross Border	Return
Delivery Platform	Ship2MP
Fulfillment	Visibility



[Click for detailed information about Ekol360 solutions and their contents.](#)



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# RESPONSIBLE

to the world and stakeholders





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## EKOL'S SUSTAINABILITY JOURNEY

### 2004

- ▶ ISO 9001: 2000 Quality Management System certified.

### 2005

- ▶ OHSAS 18001 Occupational Health and Safety System was established.

### 2007

- ▶ The United Nations Global Compact was signed.
- ▶ Integrated Management Systems were commissioned.

### 2008

- ▶ Transition to intermodal operations that will reduce environmental impacts and increase operational efficiency.
- ▶ Sakura Facility obtained 14001 Environmental Management System.

### 2010

- ▶ Ekol completed the Environmental Management Systems Project.
- ▶ Lilyum Facility received its ISO 14001 Environmental Management System Certificate.
- ▶ Ekol made the transition to ISO 9001: 2008 and became the first logistics company in the industry to certify the design.

### 2011

- ▶ Ekol's fleet brought into full compliance with Euro 5 Standards.
- ▶ Two more facilities were included in ISO 14001 Environmental Management..

### 2012

- ▶ Ekol calculated its Corporate Carbon Footprint.
- ▶ Investments were made in green ports and offices with a fleet and LEED Certified facilities equipped with low carbon services (intermodal) technologies, biofuels and equipment.
- ▶ The SQAS (Safety, Quality Assessment) assessment was successfully completed.





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**2013**

- ▶ In its facilities, training was given on natural resources, recycling and consumption.
- ▶ Ekol obtained the title of AEO (Authorized Obligated - Authorized Sender).

**2014**

- ▶ Ekol became the first logistics company in Türkiye to receive the WWF Green Office Diploma.
- ▶ Ekol became the first company in Türkiye to receive the Sustainable Logistics Certificate.
- ▶ EcoVadis rating was started upon the demand of the automotive industry.
- ▶ Sedex audits were carried out with the request of the FMCG industry and completed successfully.

**2015**

- ▶ Compliance with European Norms was achieved with Euro 6 vehicles.
- ▶ A Corporate Sustainability Directorate was established within Ekol.
- ▶ Ekol was among the finalists of the European Business Awards.
- ▶ Involved in NQC - Risk and Compliance Management in Global Supply Chains at the request of the automotive industry.
- ▶ TAPA certificate is taken first time for the Orkide Facility.

**2016**

- ▶ CNG fuel started to be used in operations.
- ▶ Konya Facility was included in the scope of Integrated Management Systems.

**2017**

- ▶ Finalist in the field of Sustainable Business with its intermodal transportation services.
- ▶ As the first logistics company to be included in the Turquality programme, Ekol broke new ground.
- ▶ BRC certificate was obtained in Konya Facility.

**2018**

- ▶ 150 more environmentally-friendly Euro 6 motor vehicles were added to the fleet.
- ▶ Ekol completed the transition process to ISO 14001:2015 Standard at all its locations, and carbon emission reduction certificates started to be given to customers.

**2019**

- ▶ Lotus Facility received ISO 14001 Management System Environmental Certification and LEED Silver Certification.
- ▶ Kozmoz Facility became operational by receiving LEED Gold accreditation.
- ▶ Ekol won the first prize in the 'Carbon Management' category at the Sustainable Business Awards organized by the Sustainability Academy with its intermodal business model.
- ▶ Lotus Facility has been awarded the TAPA FSR A certificate.
- ▶ Switched to ISO 9001:2015 version.

**2020**

- ▶ Updated the Corporate Carbon Footprint according to ISO 14064-1:2018.
- ▶ United Nations Signs CEO Statement for Renewed Global Cooperation.
- ▶ Bureau of corporate greenhouse gas inventory updated according to ISO 14064-1 verified by Veritas.
- ▶ Scope 3 emissions were included in the CDP report statement.
- ▶ Emission reduction targets were set for 2030 and 2050.
- ▶ "Customer Relations" category in the Customer Orientation Award Contest in Europe.

**2021**

- ▶ Lotus Facility roof solar panel plant investment started.
- ▶ Hydrotreated Vegetable Oil (HVO) started to be used.
- ▶ Carbon Disclosure Project reached Management level "B" in the CDP Climate Change report.
- ▶ Project 21 brought into operation.
- ▶ "Establishment, Monitoring and Registration of Zero Waste Certificate of Zero Waste Management System" continued in all facilities.
- ▶ BRC Storage and Distribution Standard has been upgraded to its new version.

**2022**

- ▶ Lotus Facility roof solar panel plant investment was implemented.
- ▶ ISO 50001:2018 Energy Management System process started.
- ▶ With the women truck drivers project, women took the wheel.
- ▶ Energy audits were completed at four facilities within the scope of legal obligations.
- ▶ Management level "B" was maintained with the Carbon Disclosure Project CDP Climate Change report.



# SUSTAINABILITY MANAGEMENT

Considering sustainability as a fundamental value and target in its company strategy, Ekol continues its efforts to be a pioneer in the sector in this regard. As an intermodal transportation service provider, Ekol's business and sustainability strategies are intertwined. The company reviews its services every day to successfully integrate its sustainability strategy into its management, achieve success and achieve its goals. Ekol considers the cooperation with its stakeholders and the awareness of its employees as the keys to its success.

Due to the strategic importance of sustainability its business operations, Ekol's Board Chairman has the highest level of responsibility in sustainability-related matters, and all members of the Board of Directors are responsible for climate change mitigation and adaptation activities with defined key performance indicators (KPIs).

The "Corporate Sustainability Directorate" was established in 2015 to clearly define the connection between Ekol's services and operations with the sustainability and climate change. The leadership of the directorate is carried out by the Corporate Sustainability Director. The Corporate Sustainability Director works in collaboration with different departments. The director's responsibilities include defining and coordinating the mitigation and adaptation activities of sustainability-related issues, reviewing and improving the overarching sustainability strategy in line with the business strategy, defining KPIs to measure climate change-related progress in terms of stakeholder relations, and following up on actions for improvement. Under the Ekol Corporate Sustainability Directorate structure, there are Sustainability Strategies, Adaptation to Climate Change, Integrated Management Systems, Safe Logistics Adaptation units and employment under these units.

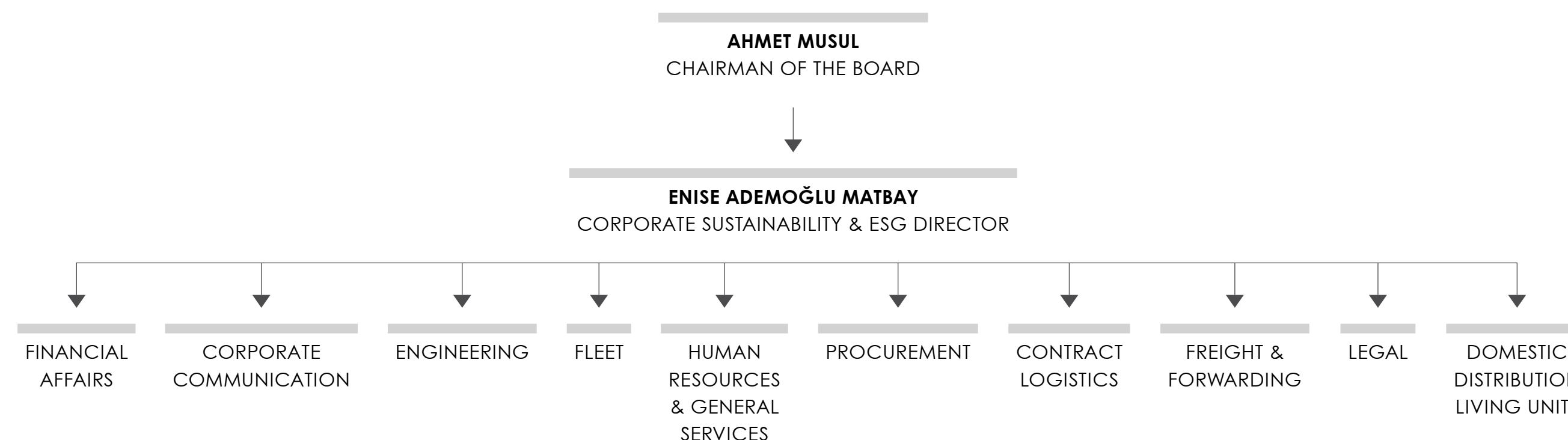
## Diversity for a Holistic Management

The Sustainability Committee was established in 2022 in order to integrate the concept of sustainability into all business processes and services, to ensure that employees internalize the concept of sustainability, and to manage both environmental and social impacts. In the structure of the Sustainability Committee coordinated by the Corporate Sustainability and ESG Director, there are representatives from every business unit in the organization in order to evaluate all business processes and to take necessary actions within the framework of sustainability. This ensures that sustainability is managed holistically. The Committee meets every three months with a manager and a representative from each department, and reports to the Chairman of the Board. While the Committee is followed at the management level, its chairmanship is carried out by the Chairman of the Board of Directors.

The working areas of the Corporate Sustainability Committee are as follows:

- Reviewing performance on climate change related targets
- Developing special solutions for stakeholder expectations
- Ensuring interaction with national and international institutions for climate change negotiations
- Strengthening the culture of sustainability
- Determining sustainability targets
- Monitoring sustainability performance and developing strategies
- Supporting behaviour change and strategy development in low carbon transition
- Developing a data collection system for calculating direct, indirect and other indirect emissions from Ekol services.

### Sustainability Committee Structure



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## Sustainability Degrees

Ekol aims to increase the scores it has achieved in the performance evaluations of international sustainability rating agencies such as CDP and EcoVadis, in which it voluntarily participates. Realizing its projects with the idea of continuous improvement, Ekol outperformed both the company and the industry average in the evaluations made by rating agencies in 2022.

Ekol is a signatory to the United Nations Global Compact, which deals with the fundamental responsibilities of the business world in the areas of human rights, labour standards, environment and anti-corruption. By signing on 12 November 2007, Ekol aimed to incorporate the 10 Principles into its strategies, policies and procedures. In this context, it regularly reports on its work for humankind and the planet.



[Click here for the UN Global Compact progress report.](#)

Ekol has documented its success with its performance in supply chain ratings such as Sedex, NQC, TAPA FSR, in which it participates on a sectoral basis. With its first sustainability report, it transparently reveals the work it has carried out since its establishment. In the coming years, it will continue to provide information about its performance to its stakeholders with its sustainability reports.

While aiming to do better, Ekol works with measurable and verified data in the preparation of the sustainability roadmap. In terms of emission reduction, Ekol aims to be Carbon Neutral by 2050. Based on scope 1-2-3, it is planned to reduce the total emissions of vehicles making transportation in Europe by 55% and 75% by 2030 compared to the base year 2020.



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## MATERIALITY ANALYSIS

A materiality analysis study was carried out to determine, prioritize and report on the importance of the effects of sustainability as a culture on Ekol Logistics, stakeholders, and the operation of the company. Ekol Logistics discussed its priorities within the scope of sustainability with its stakeholders in the reporting period of 2022.

In the study, where attention is paid to ensure that the sustainability approach has sufficient inclusiveness and depth, the three pillars of sustainability - economic, social and environmental areas - are shaped. Global trends, literature reviews, sustainability standards and global logistics trends were carefully examined, and a subject list was created. To be a holistic study, all actors in the value chain were included in the study: more than 400 domestic and international stakeholders, from customers to suppliers, from academia to local committees, participated in the survey.





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**VERY HIGH PRIORITY ISSUES**

- 1 DATA SECURITY
- 2 COMPLIANCE WITH NATIONAL AND INTERNATIONAL LEGISLATION
- 3 OCCUPATIONAL HEALTH AND SAFETY
- 4 ETHICS AND TRANSPARENCY
- 5 QUALIFIED EDUCATION/ EMPLOYEE
- 6 BRAND VALUE
- 7 CLIMATE CHANGE

**HIGH PRIORITY ISSUES**

- 8 PRODUCT SAFETY AND SERVICE QUALITY
- 9 SUPPLY CHAIN DEVELOPMENT
- 10 ENERGY EFFICIENCY IN TRANSPORTATION
- 11 OPPORTUNITY EQUALITY
- 12 GENDER EQUALITY
- 13 RATIO OF FEMALE EMPLOYEES IN SENIOR MANAGEMENT
- 14 WORKERS' RIGHTS
- 15 FEMALE EMPLOYMENT
- 16 EMPLOYEE ENGAGEMENT AND WELFARE
- 17 R&D AND INNOVATION
- 18 RISK MANAGEMENT
- 19 CIRCULAR ECONOMY BUSINESS MODEL

**PRIORITY ISSUES**

- 20 WASTE MANAGEMENT
- 21 CONTRIBUTION TO EMPLOYMENT
- 22 GREEN PURCHASING
- 23 WATER AND WASTEWATER MANAGEMENT
- 24 INVESTING IN TALENTS
- 25 COMMUNICATION WITH STAKEHOLDERS
- 26 CIRCULAR ECONOMY
- 27 BIODIVERSITY
- 28 SERVICE LIFECYCLE
- 29 INDIRECT ECONOMIC IMPACTS







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We are committed to be the best for the world,  
but to be the best for the

# WORLD



## ENVIRONMENT





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## ENVIRONMENTAL STRATEGY

Looking at the causes of climate change, greenhouse gas emissions resulting from the use of fossil fuels have a significant impact. While energy is a resource used in many fields from industry to houses, from agriculture to transportation, in the logistics sector different energy sources are used to fuel movement.

According to research conducted by the Intergovernmental Panel on Climate Change, the logistics sector has a share of 14% of global greenhouse gas emissions; the 4th greatest impact by sector.

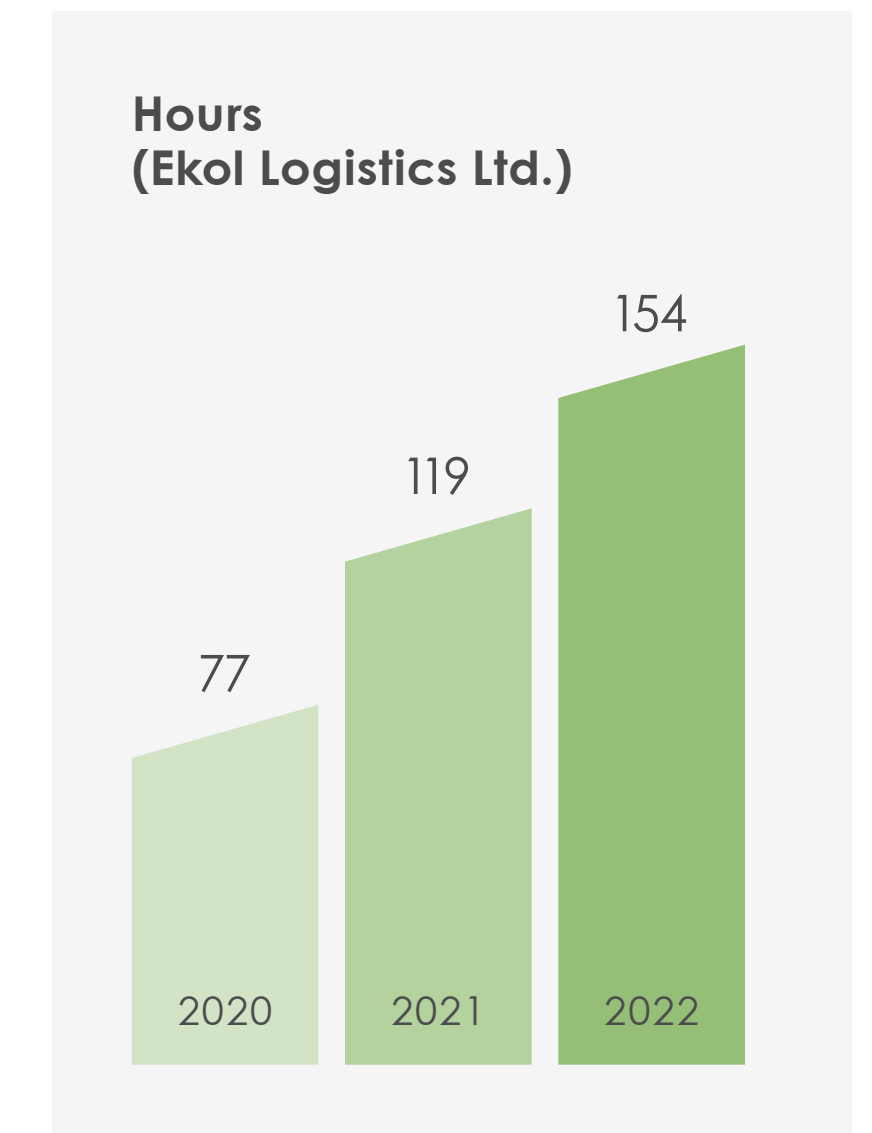
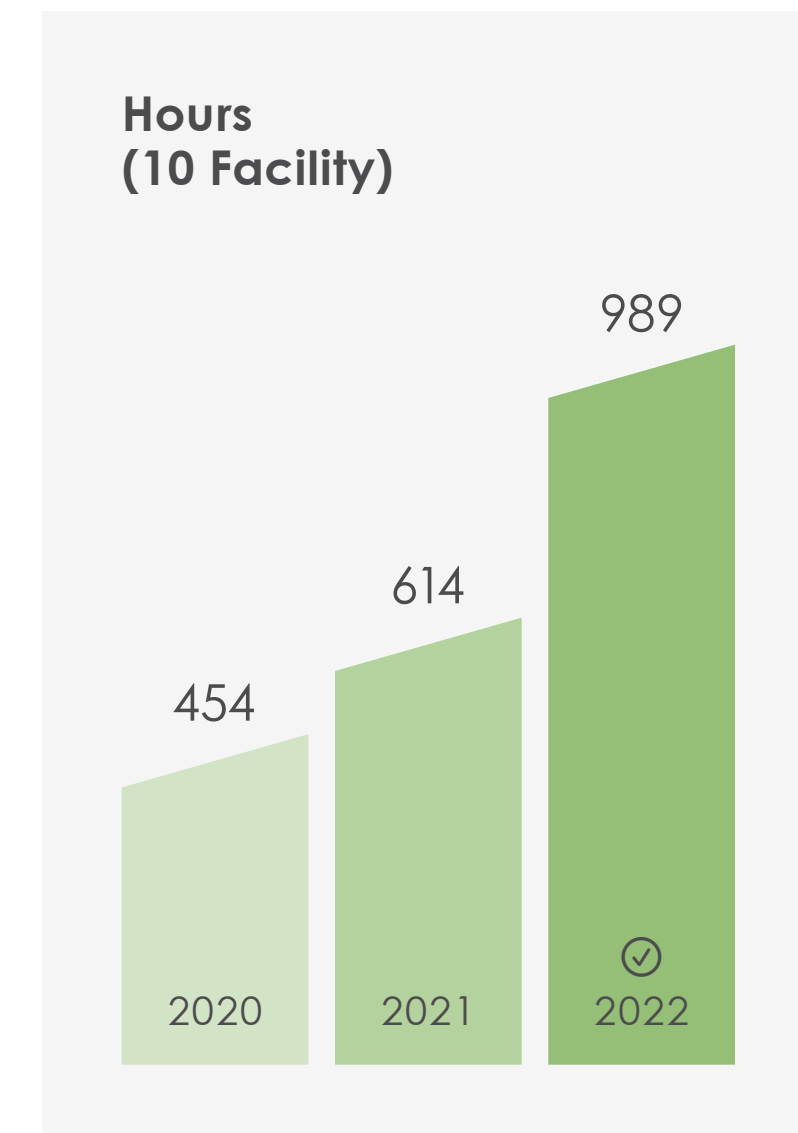
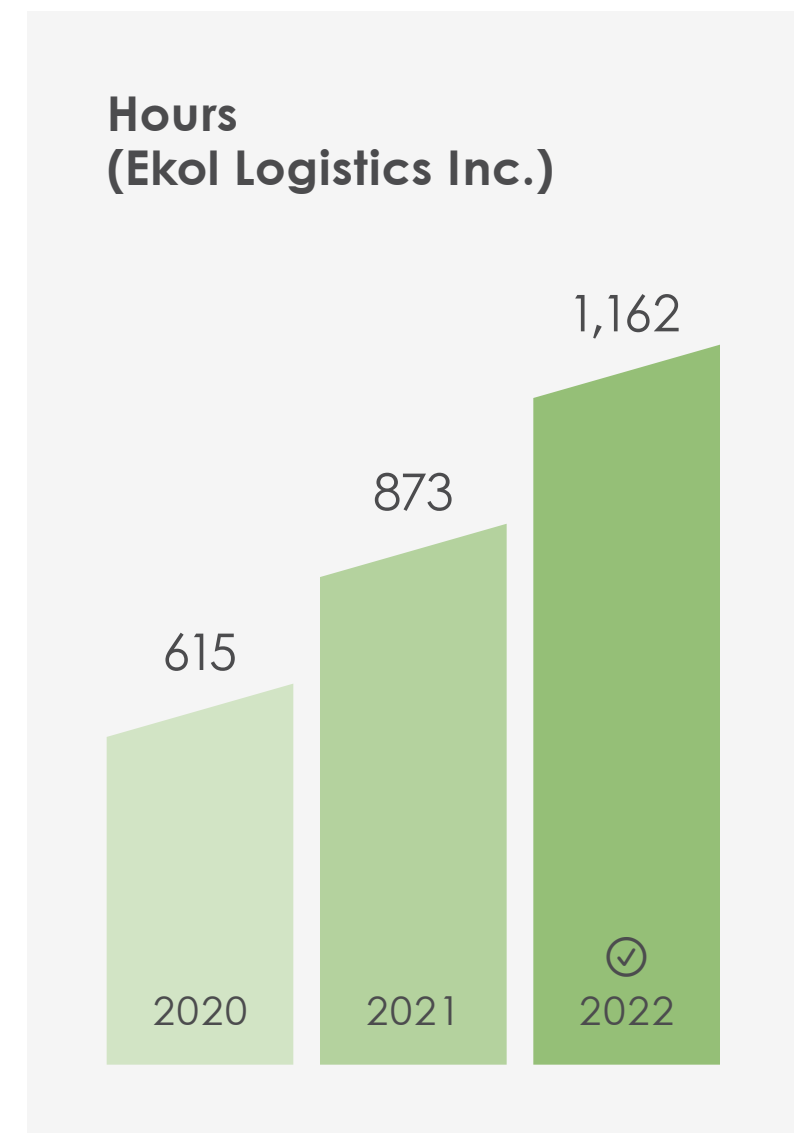
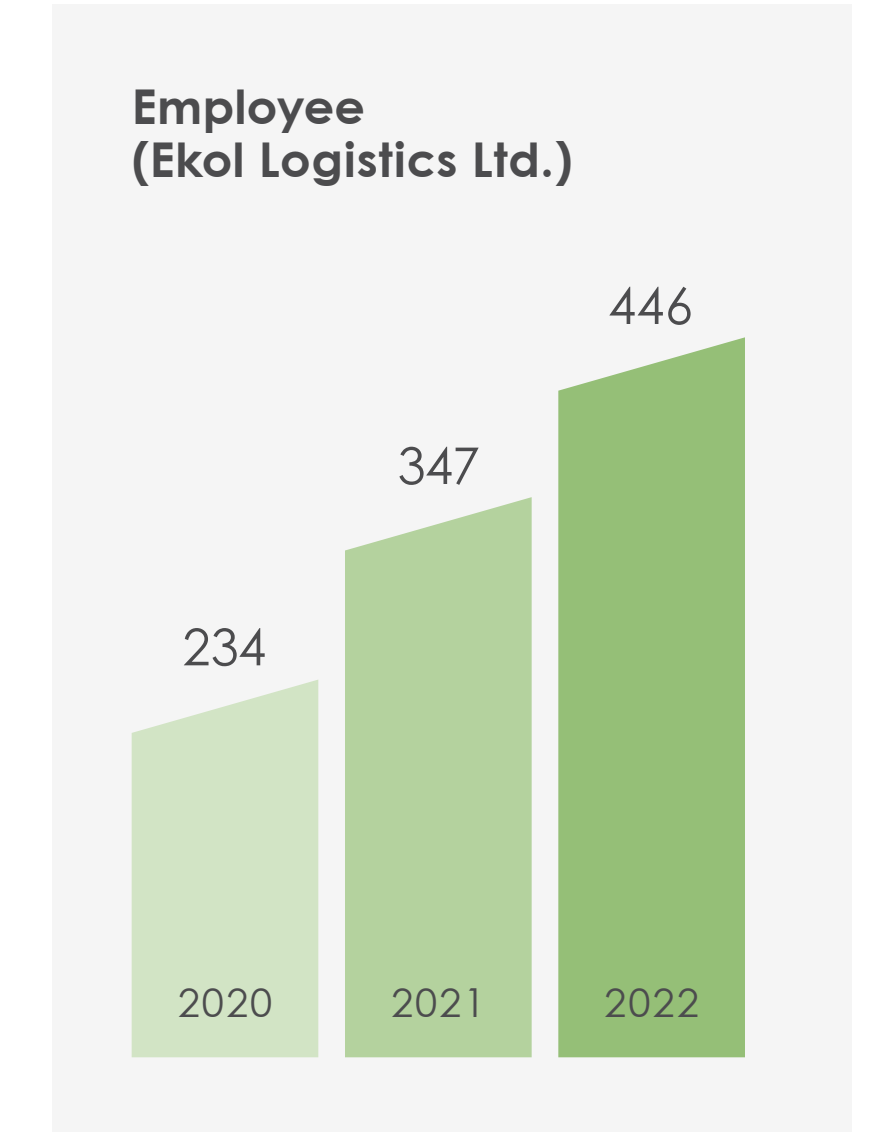
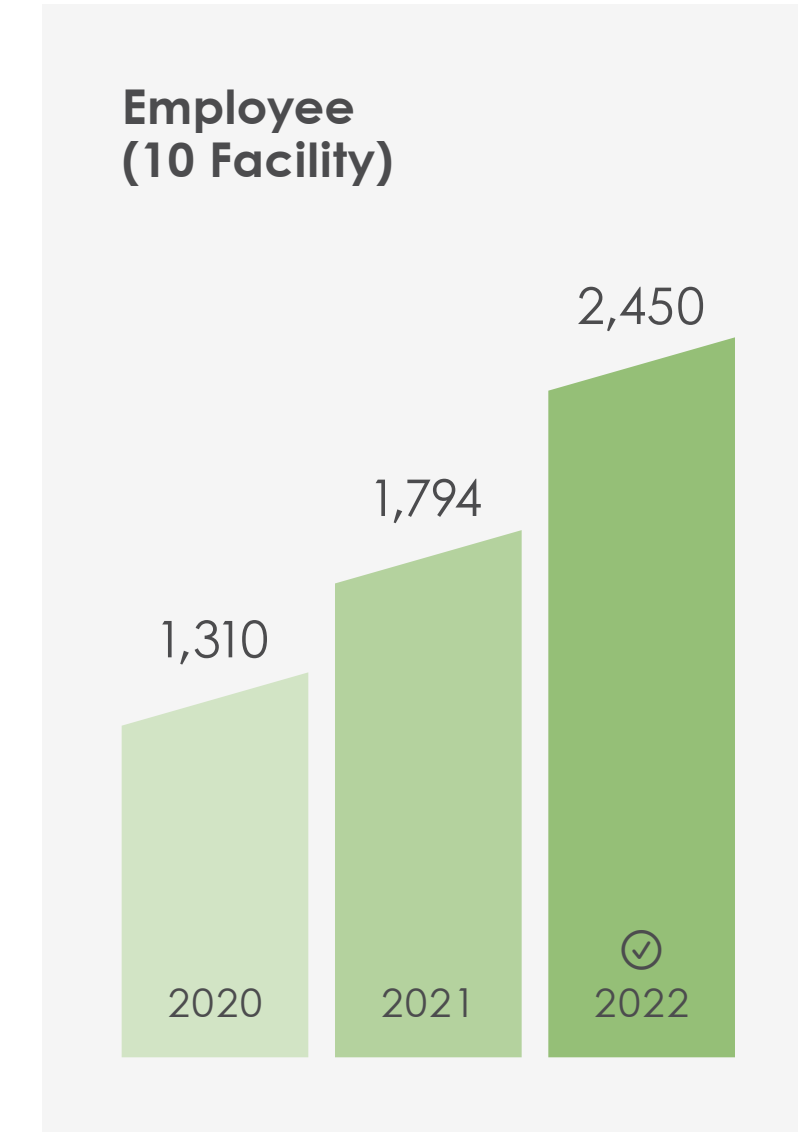
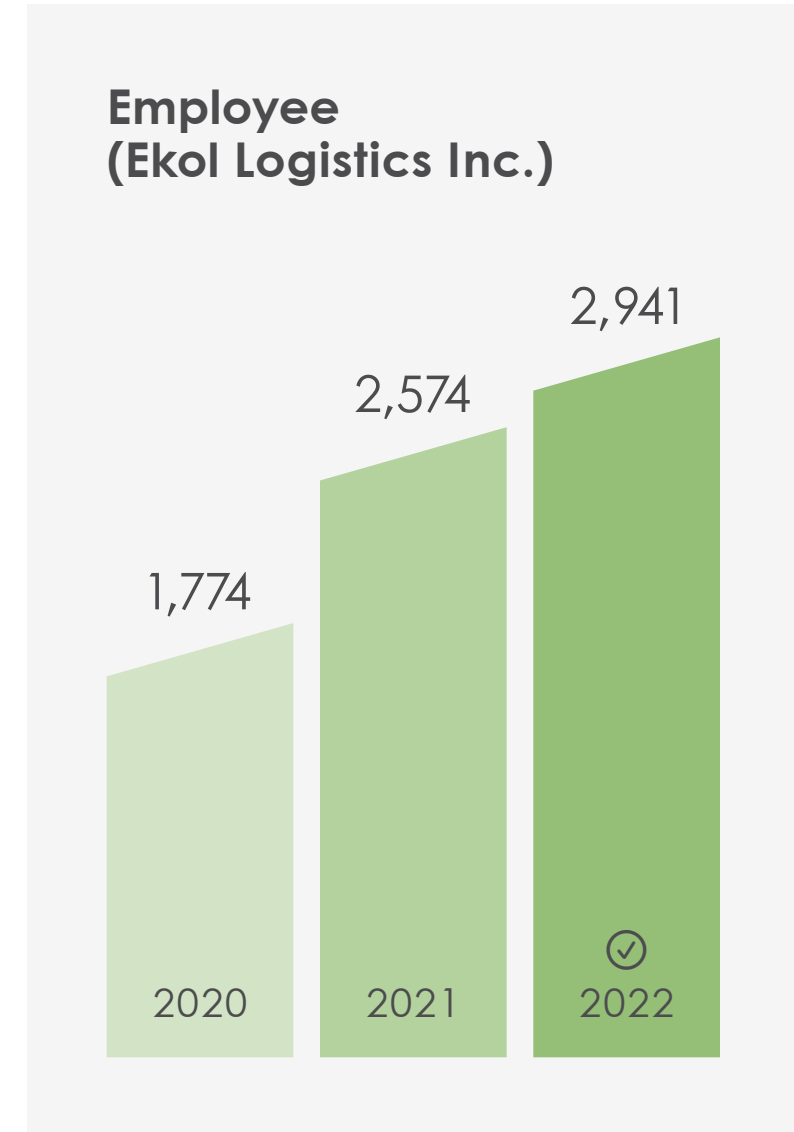
Knowing protecting nature and the environment is one of its vital and fundamental responsibilities, Ekol has been producing real solutions in the field of Green Logistics since the day it was founded and put environmentally-sound logistics practices at the centre of its activities.

### Environmental Management at Ekol

Continuing to do business with the triple axis approach (a society, economy, and environmental perspective) on its journey to be the "Best for the world", Ekol celebrated its 32nd anniversary in 2022, and the 16th anniversary of its sustainability umbrella strategy.

It continues its activities for the year 2022 with a total of 17 employees as environmental managers, leaders, experts, and trainees under the management of the Directorate. Various training activities are carried out, to make all employees fully aware of environmental issues.

## ENVIRONMENT AND SUSTAINABILITY RELATED TRAINING INFORMATION





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# Ekol Environmental Policy

Ekol Logistics strives to leave future generations a cleaner and more liveable environment by protecting the habitat, utilizing natural resources with optimal savings and efficiency, and preventing pollution. Accordingly, it undertakes to:

*Measure the corporate carbon footprint in line with recognized standards and always aim for operational excellence with high technology within the scope of emission reduction,*



*Follow the important environmental dimensions (increasing the percentage of waste going to recycling, expanding the scope of zero waste, increasing energy efficiency and the percentage share of renewable energy in electricity consumption, increasing efficiency in water consumption, etc.), including the prioritized Sustainable Development Goals, with a target-oriented focus,*



*Conducting supplier evaluations to minimize the environmental impact of its goods and services,*



*Undertakes to encourage people to play proactive roles in environmental efforts with a common sense of responsibility by providing environmental training to all employees from top to bottom,*



*Update fleet investments to reduce carbon emissions and the use of fossil fuels,*



*Meet the expectations of internal and external stakeholders towards environmental goals by continuously improving environmental performance,*



*Ensure minimum compliance with all applicable environmental regulations,*



*Identify at the source the environmental risks that may occur during its operations, and create a system that eliminates and constantly improves them in accordance with legal regulations,*



*Compared to 2020 base year carbon emissions by 2030: reduce total emissions (Scopes 1, 2, and 3) by 55% per total turnover (tCO<sub>2</sub>e/turnover EUR), become carbon neutral by 2050, and reduce total emissions from vehicles in Europe by 75% by 2030,*



*Implement a resource management program that includes natural resources and other resources in line with the life cycle perspective while ensuring a sustainable development approach,*



*Implement and maintain an environmental management system that complies with the ISO 14001 Standard in parallel with the set goals and objectives.*



# Environmental Management at a Glance



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## ENVIRONMENTAL IMPACT MANAGEMENT AND REPORTING

### Annual Tracking of Greenhouse Gas Emissions

Greenhouse gas emissions are calculated from year to year in accordance with international standards.

### CDP Statement

The CDP Climate Change question set is answered every year and the results are shared transparently.



### Greenhouse Gas Emission Reduction Target

Setting 2030 and 2050 emission reduction targets and starting the Ekol net zero journey.

### EcoVadis

By answering the EcoVadis survey every year, Ekol certifies its sustainability rating.



## OPERATIONAL STUDIES

### Intermodal Transportation

More savings for the same destination with route optimization

### Fleet Maintenance and Renewals

Less fuel consumption and less exhaust emissions with vehicles that are constantly renewed and maintained

### Renewable Energy Activities

Reducing fossil fuel-based energy with Solar Energy Systems in our facilities

### Green Building Certificates

Greener settlements for our LEED certified buildings



## WASTE MANAGEMENT

### Zero Waste Practices

Reducing, separating and documenting waste generation with a zero-waste approach

### Circular Economy Practices

Sorting wastes and sending them to recycle facilities within the scope of Circular Economy

## MEMBERSHIPS

### Global Compact

Membership of the UN Global Compact and adoption of fundamental principles



### SKD Türkiye

Membership of the Sustainable Development Association and sub-working groups



## EDUCATIONS

### In-Company Trainings

Training activities to increase awareness and internalize our priorities within the company

### Proje 21

Ensuring communication with stakeholders by sharing studies in the field of environment and sustainability and communicating inspiring projects



## COLLABORATIONS

### Memorial Forests with Tema Foundation

Supporting the support of forestation activities in cooperation with the Tema Foundation





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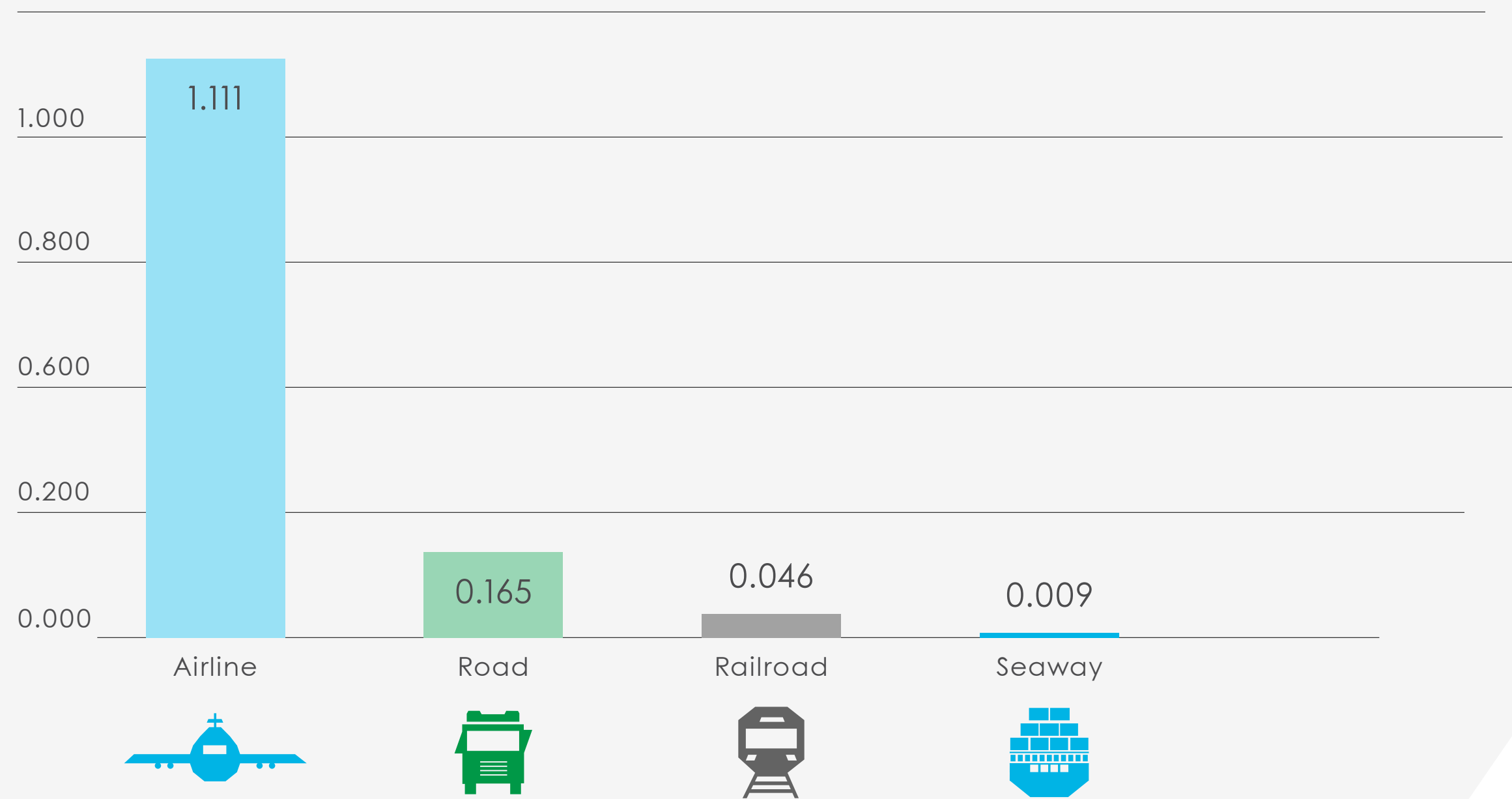
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## Intermodal Transportation

Intermodal transportation is the method of transporting the cargo to more than one point with more than one transport medium without any action on the cargo while changing the modes of transport. In intermodal transportation, special trailers are used that allow the products to pass directly from one mode of transport to another without the need to remove them from the trailer.

Comparative Footprints per 1tkm of Different Transport Types<sup>1</sup> (kg CO<sub>2</sub>eq./tkm)



<sup>1</sup> SimaPro 9.0, Metsims Sustainability Consulting  
tkm: ton kilometers

Intermodal transportation mode is very important in terms of sustainability and Ekol is a strong business partner of FCSD (Ford Customer Service Division), which uses this mode of transportation for shipments from Turkey to Germany. To stay competitive for FCSD business, it is strongly recommended to work on intermodal transportation solutions for further business opportunities. From sustainability perspective, this solution has many advantages such as less noise pollution, reduced CO<sub>2</sub> emissions or lower diesel consumption. We've made good experiences using the intermodal solution with Ekol.

**UĞUR KOL**  
Ford Transport Planning & Purchasing Specialist, N.I. Team



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## Why Intermodal Transportation?

- It offers premium and guaranteed intermodal services for time-sensitive loads.
- It offers value pricing for lower value goods, different types of equipment and service options.
- Equipment flexibility allows customers to choose the best fit for their load (such as 20', 40', 45' containers and trailers) and offers many options, including high-cube containers and 13.60 trailers.
- Timely pickup and delivery are ensured through contracts with select Dray age providers.
- Ekol's quadro™ technology automatically tracks its customers' shipments to report the current location and status via e-mail, fax or secure internet access.





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More importantly, experienced service personnel carefully manage each shipment to ensure the consistent, reliable performance customers need in their shipping schedule.

In the graph of Emission Values per 1 tkm of Different Transport Modes, the greenhouse gas emission equivalent of 1 ton of cargo traveling 1 km is given according to traditional transport modes. According to the Ecoinvent data in Simapro, while the airline has the highest impact on unit cargo transport, the seaway is seen as the transportation method with the lowest impact.

Ekol transports about 90% by electric trains. In this way, train transportation has a lower emission contrary to what is known, but it has less emissions than sea transportation. With intermodal transportation, the most efficient routes are determined and it is possible to switch between road, rail and sea routes. For example, a cargo going from Ankara to Berlin may go to the port by road instead of going all the way by land, and then switch to the seaway without any action on the cargo. In this way, good methods are brought together in terms of both distance and environmental performance.

Providing services to all edges of the world at all times, Ekol works to use resources optimal and to develop a more sustainable business model. Using the Intermodal Transportation model, which was launched in 2008, and by constantly improving it, Ekol achieves significant fuel savings and environmental impact reduction.





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## Green Fleet

At Ekol, the colour of the vehicle fleet is different. The 'green' fleet, which was developed to reduce environmental impacts, consists of electric block trains making 52 weekly trips per year. Efforts are made to minimize environmental impacts by enabling the use of Euro 6 engine vehicles in fossil fuel vehicles. In addition, the green fleet uses alternative fuels such as LNG, CNG and HVO in some vehicles, and switches to alternative fuel vehicles in scenarios where efficiency is high.

### Ekol Logistics Vehicles

		2020	2021	2022
<b>Euro 6</b>	piece	419	709	765
<b>Euro 5 + EEV3</b>	piece	683	653	566

Ekol, which also includes electric vehicles, makes use of electric vehicles especially in domestic transportation.

Continuing to develop with a continuous improvement perspective, Ekol started to look for solutions to implement the gradual change of its vehicle fleet. In this context, in order to increase the level of awareness, optimize consumption and extend the life of some parts, the company started to organize driving courses for drivers. In its global operations, 19 new vehicles were purchased for Germany, 30 for Romania and 20 for France Fleet. Euro 6 class vehicles, which are the vehicles with the lowest carbon emissions determined by Europe, were preferred in the purchasing processes. As in all ways of doing business, low fuel consumption and environmentally friendly vehicles (Low Carbon Emissions) are taken into consideration in vehicle selection.







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From our side, EKOL is a very sustainability focused partner. They are in the first line of sustainability measures in the transport sector. They are doing a good job on intermodal transportation which is one of the main tools for improving the sustainability in logistics sector. Ekol is on the top of this model. They were innovative in this aspect and their model is quite attractive because it allows to reduce emissions with a good speed. Although sometimes it is necessary to have less transit time in our business model, they are quite focused in customer satisfaction.

## Corporate Carbon Footprint Tracking and Management

The corporate carbon footprint is the measure of the total greenhouse gas emissions resulting directly or indirectly from the organization's activities, in the equivalent of tonnes of carbon dioxide (tCO<sub>2</sub>e). In addition to the emissions caused by the fuels used in logistics activities, there are many emission sources such as energy consumption in warehouses and offices, use of refrigerant gas, service vehicles and business trips, goods and services supplied. To know and manage its environmental impacts, Ekol has been calculating its Corporate Carbon Footprint according to international standards since 2012 and verified to third party organizations according to ISO 14064. Also, provides monthly emission reduction reports with transparency to its customers, where it plays an important role in their supply chain.

**VÍCTOR HERNÁNDEZ**  
**Regional Import/Export & Transport Manager**  
**(Egypt, Tunisia & Türkiye)**

	2020	2021	🕒 2022
<b>Scope 1, tCO<sub>2</sub> eq.</b>	73,562	140,678	79,880
<b>Scope 2, tCO<sub>2</sub> eq.</b>	15,146	12,694	11,675
<b>Scope 3, tCO<sub>2</sub> eq.</b>	198,019	286,576	306,963
<b>Ekol Logistics Inc. Total Emissions, tCO<sub>2</sub> eq.</b>	286,727	439,950	398,518
<b>10 Facility Total Emissions, tCO<sub>2</sub> eq.</b>	26,047	25,662	25,175

The regulations and data tracking systems of the countries differ. Excluded countries can be defined as Belgium and Slovenia for 2020, Greece and Ukraine for 2021, Czech Republic and Ukraine for 2022.



# Energy Management



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Ekol always develops projects for efficiency, in terms of both its own logistics and the energy it uses in offices and warehouses. Ekol has taken a big step towards the use of renewable energy by installing the largest solar power plant (SPP) on a single roof in the logistics sector. It is planned to produce 6,200 megawatt-hours of energy, equivalent to the annual electricity consumption of 1,400 households, in the rooftop SPP installation at Lotus, the green facility with Europe's largest storage area. When the Lotus SPP project was completed in 2022 with an area of approximately 40,000 m<sup>2</sup>, Ekol became the first company in the sector to install panels of this area on a single roof.

The energy produced by the rooftop SPP at Lotus - with an enclosed area of 215,000 m<sup>2</sup>, Europe largest storage facility -meets approximately 70% of the energy requirement of the facility.

It continues to invest in SPP projects in Yalova Ro-Ro terminal and Lavanta Facility. Efforts continue to register GES investments on The International REC Standard (I-REC) platform.

Ekol also puts great effort into energy management in its global operations, increasing the frequency and scope of energy audits. Ekol successfully completed the energy efficiency audit in Romania in 2022. In Ekol Hungary, the lighting systems of the central warehouse were replaced with energy-efficient LED systems, resulting in a 45-50% reduction in total energy consumption. At the same time, the fleet department constantly monitors the fuel consumption of the vehicles for operational efficiency and has developed action plans to take the necessary actions.

<b>Ekol Logistics Inc.</b>	<b>2020</b>	<b>2021</b>	<b>📍 2022</b>
<b>Facility electricity consumption, MWh</b>	24,206	24,844	22,293
<b>Facility natural gas consumption, MWh</b>	4,958	5,491	5,286
<b>Facility propane consumption, MWh</b>	626	499	285
<b>All facilities Diesel* consumption, MWh</b>	371	416	527
<b>Total consumption, GJ</b>	108,577	112,500	102,206

Data were declared for 10 Facilities, namely Kardelen, Orkide, Lilyum, Kozmoz, Lavanta, Lotus, Sakura, Gül, Melissa, Yonca Facilities.

\*Diesel data are declared for stationary combustion.

<b>Ekol Europe Facilities</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
<b>Electricity consumption, MWh</b>	3,003	2,494	1,913
<b>Natural gas consumption, MWh</b>	3,963	3,480	2,857
<b>Total consumption, GJ</b>	25,075	21,507	17,169

\*Regulations and data tracking systems of countries differ. Belgium and Slovenia for 2020; Greece and Ukraine for 2021; Czech Republic and Ukraine are excluded for 2022.



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As Ekol, we monitor energy efficiency in storage processes with the active participation of all our units, under our #togetherness mission. We monitor energy performance indicators at our facilities and the amount of emissions resulting from our energy consumption on a monthly basis. We carry out 360-degree energy efficiency studies aimed at not only limiting our efficiency perspective with the use of energy efficient equipment, but also increasing our operational efficiency.

**IŞIL HASDEMİR**

**Climate Change Compliance Senior Expert**

ISO 50001 Energy Management system integration and energy efficiency studies by companies authorized by the ministry started in 2022 in Lilyum, Lotus, Lavanta and Orkide warehouses, which are within the scope of the Energy Efficiency Law. Considering energy efficiency in all its facilities that are not included in the scope, Ekol aims at optimum efficiency with periodic measurements and regular maintenance. Ekol Energy Committee was established in 2022 to manage and monitor these studies in the field of energy management. Representatives elected on behalf of the General Services, Corporate Sustainability & ESG, Procurement, Automation and Engineering Departments take part in the committee in order to create a collective structure.



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## Waste Management

Efficient waste management is implemented at Ekol facilities with ISO 14001 Environmental Management System and zero-waste practices. Ekol has established its waste management system by considering the requirements of the ISO 14001 Environmental Management System and, in this context, it fulfills all legal and other requirements within its scope. The organization's scale and scope of activity are considered in the structuring of the system and the determination of resource and documentation needs.

The work of the Environmental Management System, established within Ekol in accordance with ISO 14001 Environmental Management Standards, is constantly evaluated and improved. An active environmental management system is implemented.

Hazardous, non-hazardous and packaging wastes generated at all Ekol facilities are effectively separated. The resulting wastes are evaluated within the scope of circular economy and industrial symbiosis studies.

Zero-waste practices, which are an important step in waste management, are a management approach applied in all Ekol facilities. While studies are carried out within the framework of "Reduce-Reuse-Recycle" principles within the scope of circular economy in all facilities, "Zero Waste Certificate" has been obtained in all large storage facilities and efforts are made to develop applications.

	2020	2021	📈 2022
<b>Hazardous Waste</b>			
<b>Recyclable waste, tonnes</b>	15.145	25.177	23.255
<b>Energy recovery, tonnes</b>	0	0	0
<b>Incineration, tonnes</b>	0.071	0.153	0.172
<b>Landfill, tonnes</b>	0	0	0
<b>Total Hazardous Waste</b>	15.2	25.3	23.4
<b>Non-hazardous Waste</b>			
<b>Recyclable waste, tonnes</b>	4,042	4,084	3,762
<b>Energy recovery, tonnes</b>	0	0	0
<b>Incineration, tonnes</b>	0.021	0.006	0.039
<b>Landfill, tonnes</b>	0	0	0
<b>Total Non-Hazardous Waste</b>	4,042	4,084	3,761

Data were declared for 10 Facilities, namely Kardelen, Orkide, Lilyum, Kozmoz, Lavanta, Lotus, Sakura, Gül, Melissa, Yonca Facilities.

At Ekol, environmental management system and zero waste practices are actively carried out in our storage, warehouse, logistics operations and all related processes. Our team continue their work with the "Zero Waste" philosophy. As an Ekol employee, I am very happy to take an active role in environmental processes. We are #togetherweare on this road that we launched with the motto "Best for the World".

**SAMED ERGÜRLER**  
Sustainability Strategies Business Leader



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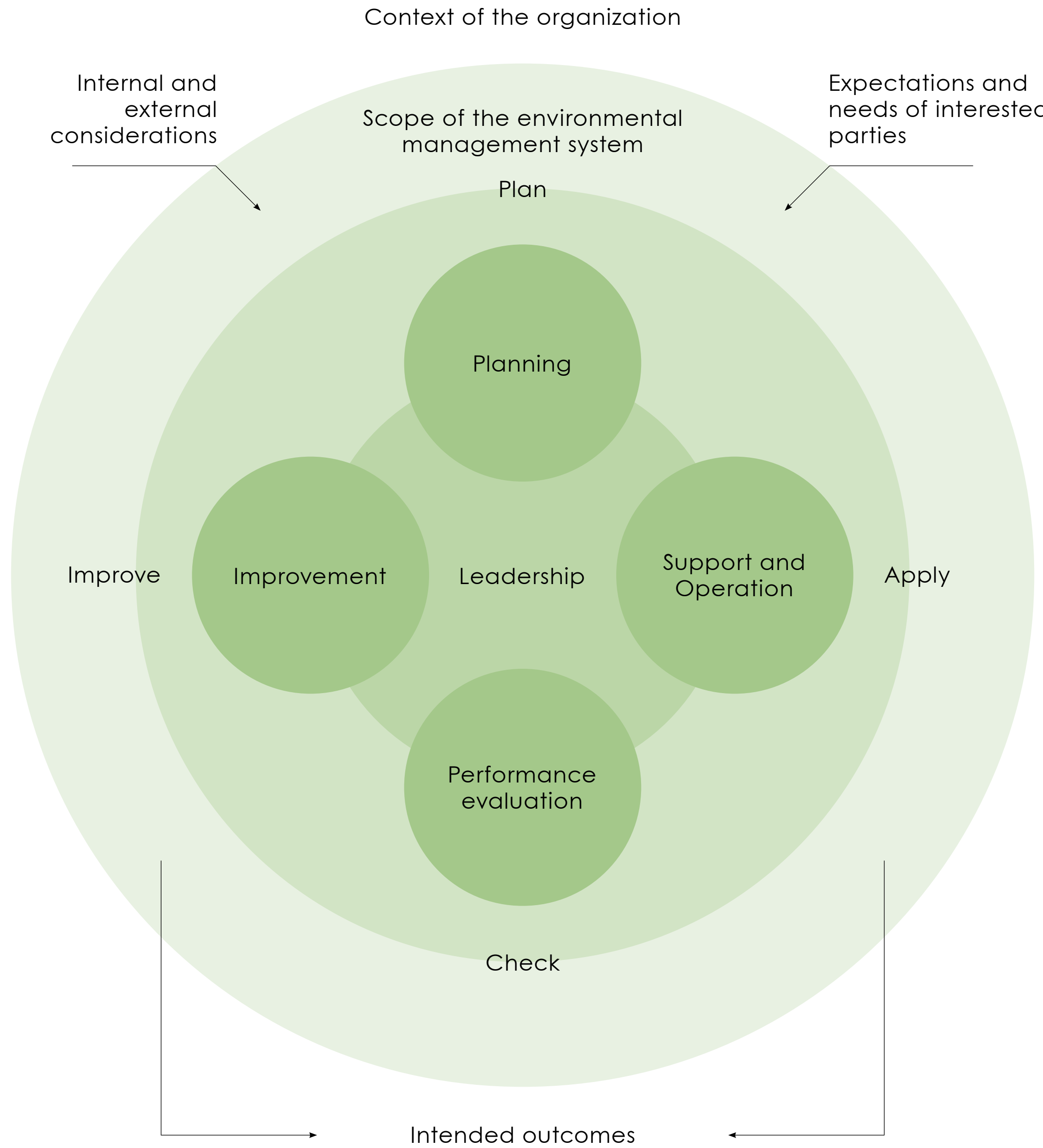
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## Water Management

Fresh water is not an item that is directly affected by the outcome of Ekol's operational processes. The primary use of water in direct and indirect operations is in employee consumption, sanitation and landscaping. Ekol Facilities use domestic water. Within the scope of water saving measures, there are applications in every facility.

	2020	2021	📈 2022
<b>Water consumption, m<sup>3</sup></b>	104,937.66	109,726.68	119,629.76
<b>Water consumption, MI</b>	104.9	109.7	119.6

Data were declared for 10 Facilities, namely Kardelen, Orkide, Lilyum, Kozmoz, Lavanta, Lotus, Sakura, Gül, Melissa, Yonca Facilities.





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## Carbon Disclosure Project

In 2022, Ekol was again rated equivalent to the European average and above the sector average in the Carbon Disclosure Project (CDP) reporting, which was carried out on a voluntary basis. Ekol has become the first and only logistics brand from Türkiye to be rated at the "B" Management level in the "Climate Change Programme" category in the CDP report, which was carried out for the second time. Maintaining its "B" score since 2021, when it started reporting, Ekol was also among the "Global Leaders" by receiving an "A" grade in the Supplier Relations category within the scope of the CDP Value Chain Programme.



[Click here to access the CDP results](#)

## Green Building Applications

In addition to its logistics activities, Ekol attaches importance to the management of environmental impacts in warehouses and offices and follows green building certification systems to increase resource efficiency and reduce environmental impacts.

Lotus, Europe's largest storage facility with an enclosed area of 215,000 m<sup>2</sup>, has Leadership in Energy and Environmental Design (LEED) Green Building certification. As a result of the evaluations of topics such as sustainability, water efficiency, energy, material use and indoor air quality, the facility was awarded a silver certificate.





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## Proje 21

With the project, which was launched on 21 September, World Zero Emissions Day in 2021, Ekol aimed to share its work in the field of environment and sustainability and to involve its employees in the steps it has taken on this path. The company transparently shared information on sustainability and environmental performance with all its stakeholders through social media platforms and its own internal communication channels. On the 21st of each month, publications on sustainability were held with professional guests.

While aiming for a holistic transformation with Ekol employees, vital issues such as the climate crisis, water conservation and food waste were included in Project 21 activities and awareness was shared. The first phase of the project was completed in June 2022, and the second phase of the project is planned to start in 2023.

Reach 4,750 viewers with 11 broadcasts.



**ENİSE ADEMOĞLU MATBAY**  
CORPORATE SUSTAINABILITY & ESG DIRECTOR  
CHAIRMAN OF SUSTAINABILITY COMMITTEE



[Click here for the  
Proje 21 videos](#)





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Generating projects that contribute positively to employees, new talents, and the

# FUTURE

of the society



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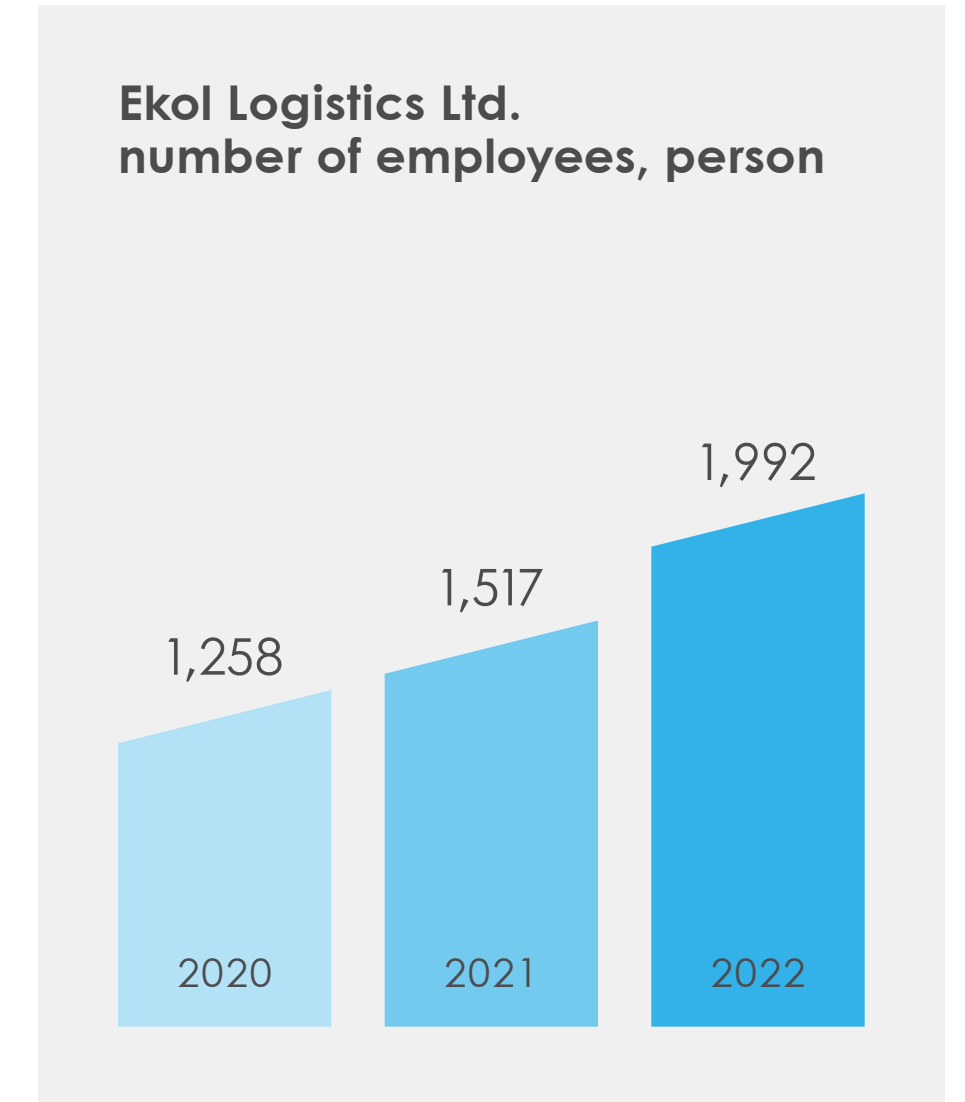
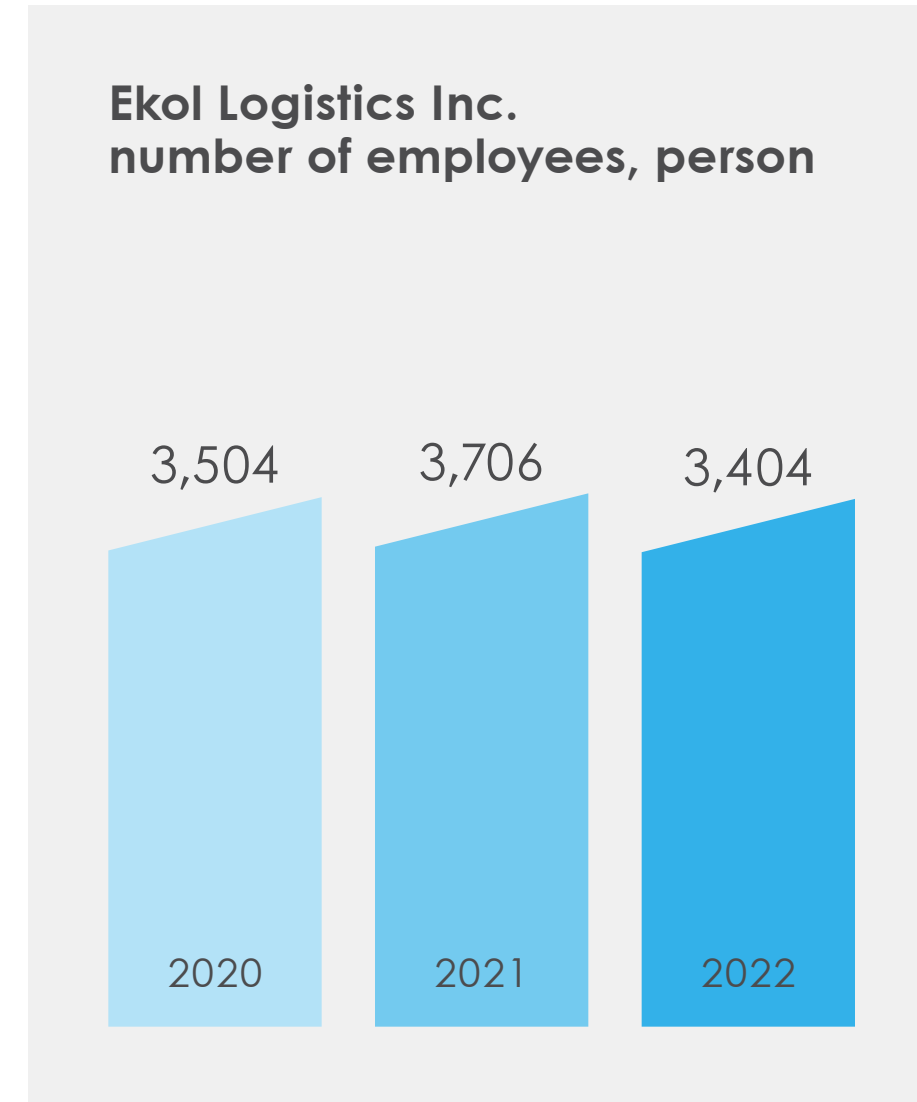




## HUMAN RESOURCES

Ekol knows its primary responsibility is to produce the most rational solutions for its stakeholders. Ekol believes that sustainable success and effective resource-use in the service sector is only possible with qualified and happy human resources. Ekol believes that the way to increase employee performance and satisfaction in this journey that it embarked on with the aim of transforming human resources into a more innovative, modern, systematic and sustainable structure, is to create work environments where employees can be productive. To this end, many human resources practices have been implemented.

One of the most important factors behind the success of Ekol Logistics, which operates with its employees in Turkey and globally, is its dynamic and young staff. Ekol employees strive to move the company forward with their high motivation, enthusiastic and solution-oriented work structure that does not hesitate to take risks.



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# Ekol Logistics Inc. Employee Demographics

## Total workforce by education level, person

	2020	2021	2022
Master's degree and above	133	137	111
Undergraduate and graduate school	1,039	1,192	972
Elementary and high school	2,331	2,377	2,321

## Average age, years

	2020	2021	2022
General	35	35	35
White collar	36	36	36
Blue Collar	34	34	34

## Marital status, person

	2020	2021	2022
Married	2,036	2,045	1,796
Single	1,468	1,661	1,608

\*Generational distributions were made in the specified arrangement.  
 BB: 1946-1964, X: 1965-1980, Y: 1981-1996, Z: 1997-2012

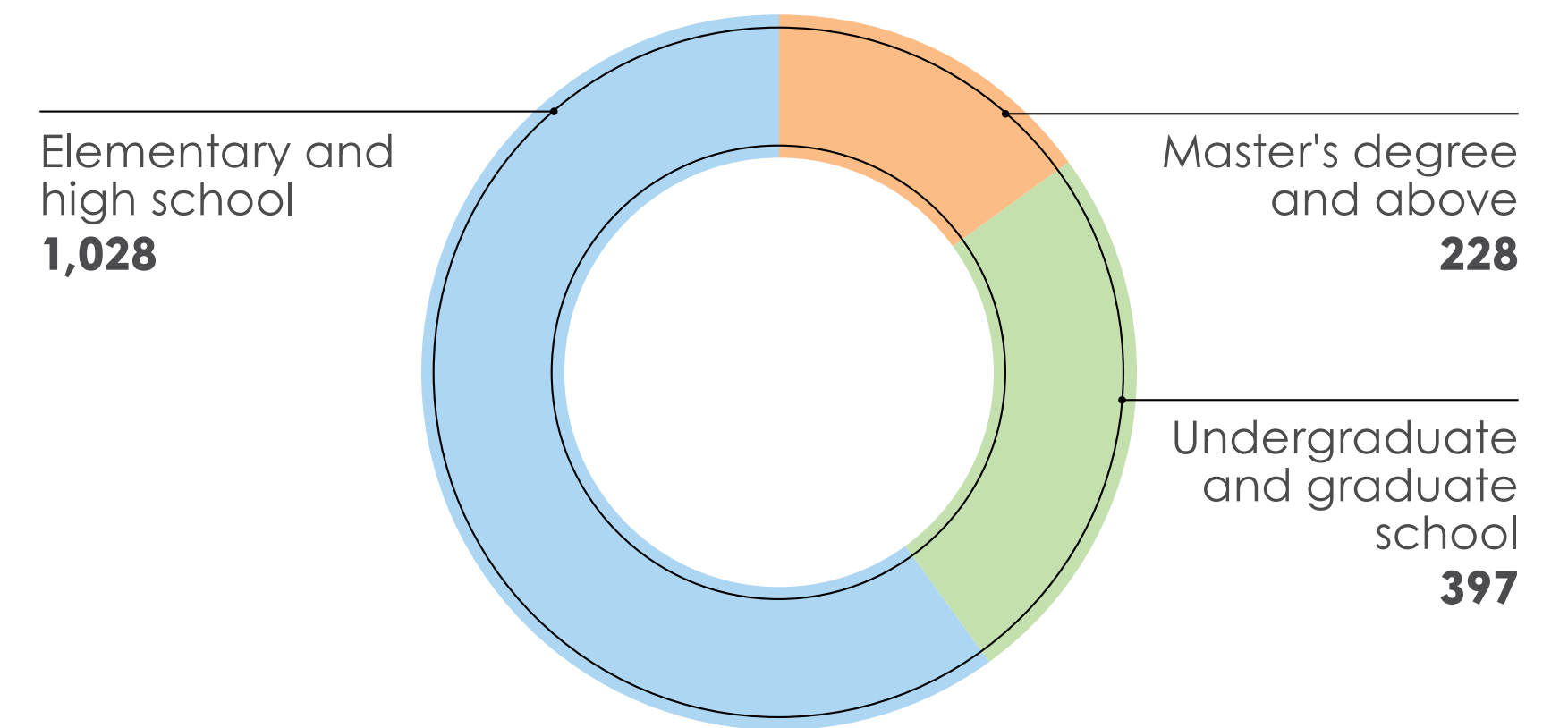
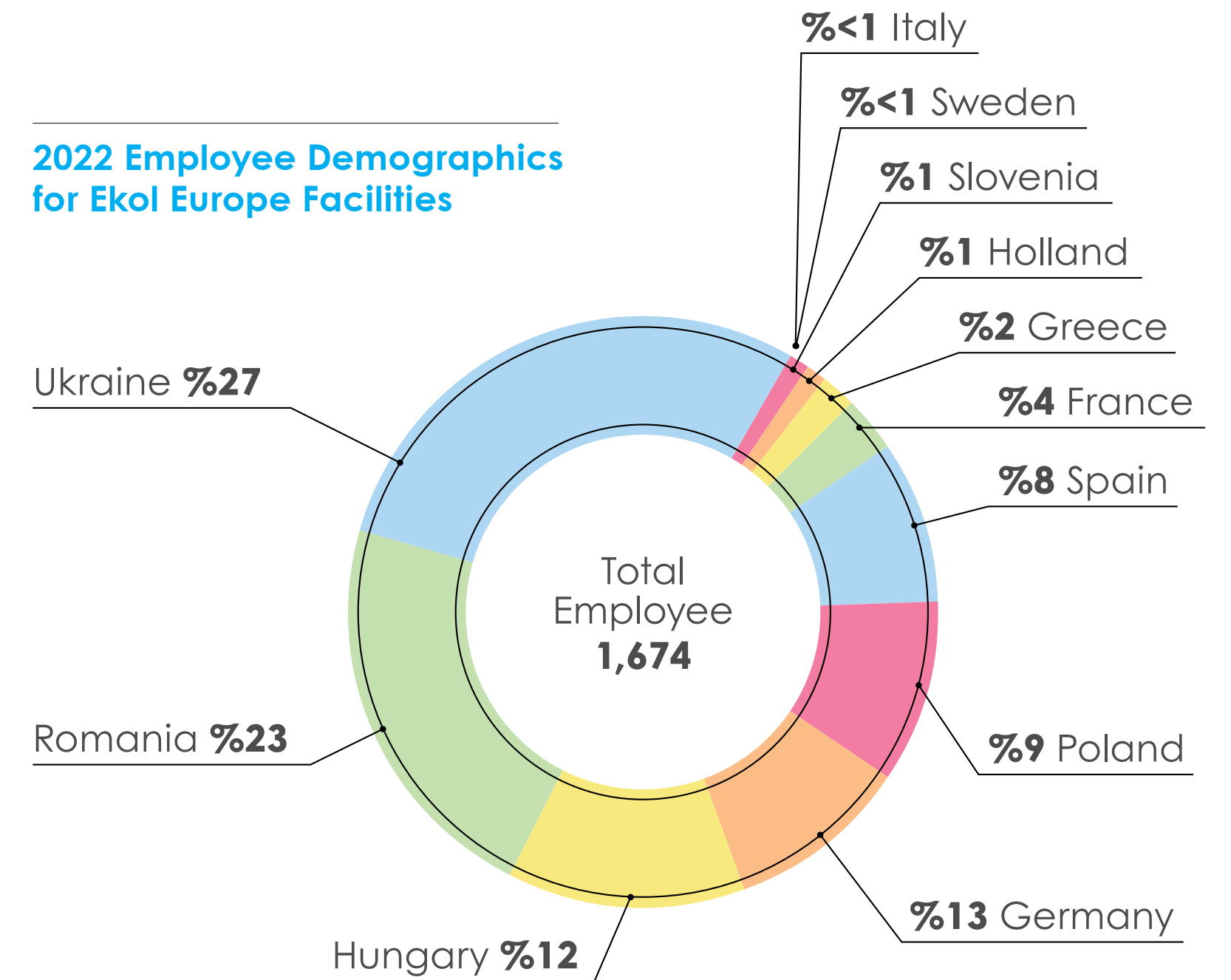
## Generational Distributions by Employee, number of people

	2022	
	Female	Male
BB – Blue	4	20
BB – White	4	9
X – Blue	64	457
X – White	76	135
Y – Blue	239	1,122
Y – White	276	347
Z – Blue	227	347
Z – White	42	35

## Generational Distributions by Employee, %

	2022	
	Female	Male
BB – Blue	16	84
BB – White	31	69
X – Blue	12	88
X – White	36	64
Y – Blue	18	82
Y – White	45	55
Z – Blue	40	60
Z – White	55	45

## 2022 Employee Demographics for Ekol Europe Facilities



\*In accordance with the French law, the education information of 21 people could not be included, as the recruited people are not obliged to communicate their education information to the company.



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## HUMAN RESOURCES PRACTICES



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### Ekol Women Drivers on the Road

Creating an equal and fair working order where definitions such as 'women's work' and 'men's work' are not accepted, Ekol has initiated the Employment of Women Drivers project, which is a first in Türkiye and a unique example in the world. Applications made to [ks.proje@ekol.com](mailto:ks.proje@ekol.com) are evaluated, and the process continues with female driver candidates whose applications are positive. After theory and practical training given by Ekol, the new driver is assigned to the company's domestic and international operations.

Captain Elif Taşer, who started to work as the first truck driver in Ekol in the project started in 2022, makes trips in Turkey, mainly in Izmir. While Captain Ayşegül Güleç, the first woman to be employed with her husband, works in different regions of the country, all woman drivers continue to sail actively.





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## Gender Equality and Diversity

Attaching importance to the support and employment of women, Ekol considers the active participation of women in business life as one of the most important support mechanisms on the way to gender equality. According to UTIKAD data, female employment in the logistics sector is around 9.1% on average. Ekol, on the other hand, has a female employment rate of 27%, three times the sector, as of 2022, together with its annual increase rates. The rate of women who are decision makers, which is another important indicator, corresponds to 5.7% in this number. Continuing to increase the contribution of women to the economy and our inclusiveness with each passing day, Ekol carries out studies to facilitate the process from the pregnancy stage in order to prevent loss of talent after pregnancy and childbirth. Working hours of the personnel are regulated due to pregnancy and / or health reasons, and our employees who may have difficulties in working in the office are offered the opportunity to work remotely if their job is suitable for remote working.

Ekol attaches importance to providing an environment where its employees' similarities and diversity in beliefs, religious practices and other fields are met with understanding and are valued. Adhering to all relevant laws and regulations, the company provides equal opportunity to all its employees and supports the employment of the disabled.



	2020	2021	2022		2020	2021	2022
<b>Ekol Logistics Inc.</b>				<b>Ekol Logistics Inc.</b>			
<b>Number of female employees, person</b>	763	920	932	<b>Disabled employee rate, %</b>	2	2	2
<b>Percentage of female employees, %</b>	21	24	27				
<b>Percentage of middle-level female employees*, %</b>	24	27	37	<b>Ekol Logistics Ltd.</b>			
<b>Percentage of senior female employees**, %</b>	27	29	36	<b>Disabled employee rate, %</b>	2	2	3
<b>Number of female employees on maternity leave, person</b>	28	35	38				

\*\* Includes senior director and higher levels.

\*Mid-level covers between two levels, including department leader (manager) and master.



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## Talent Management

The "Talent Management and Development" unit has been transformed into a separate unit within HR in order to monitor the developments in talent management and to carry out studies, and the scope of duties and responsibilities has been defined.

In the field of performance and career management, the "Assessment Center" application has been started since certain positions in the white collar. In the blue collar promotion processes, the Evaluation Center application was put into use by using internal resources for the stage Team Leader and Team Leaders.

Development mechanisms are designed to create a leadership culture within the company and to ensure that this culture is permanent. Leadership Development Program designs were made for employees who regularly enter the promotion pool every year to improve themselves, their work and, if any, their teams, regardless of promotion. The process, which started with the "Rise Up" leadership development program, came to life despite the pandemic by adding 3 new leadership development programs "Power Up", "Lead Up" and "Fly Up" that will support the employees in their current titles and move their careers forward.

Due to the changes in the current title structure, the new Leadership Development program "Shine Up" was designed and met with its participants in 2022. Finally, a brand new design was made for the Team Leader and Team Leaders who manage the Blue Collar, and the 6th Leadership Development Program was born with the "Speed Up", which received an award from TEGEP in 2022.

In 2022, the "Rocket" program was launched to recruit new graduates or young talents with a maximum of one year of work experience, and 9 young talents selected from more than 1300 applications became Ekol students.

In line with the culture of continuous improvement, it analyzes the development needs of its employees and evaluates current and future needs while supporting their learning and development processes. It is aimed to develop the knowledge, skills and competencies of its employees with different training and development opportunities.

Ekol Logistics	2020	2021	2022*
<b>Employees included in the performance management system</b>	1,050	1,105	0

\*Performance management was not conducted due to the organizational change in 2022.





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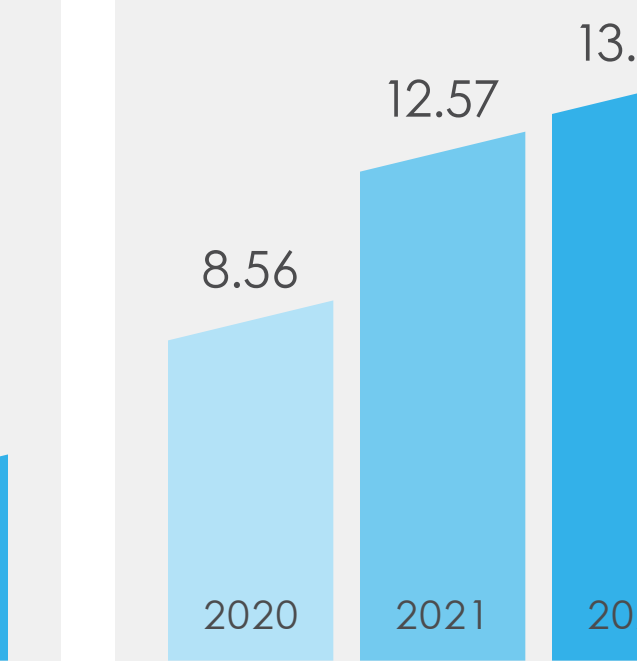
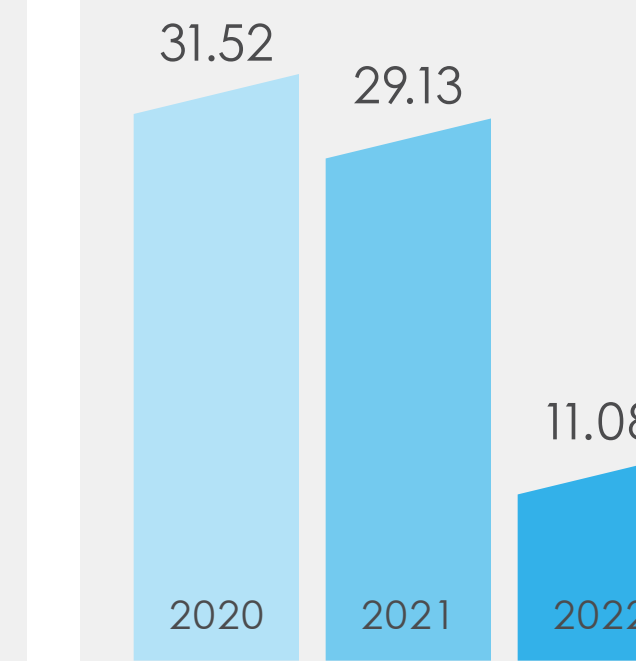
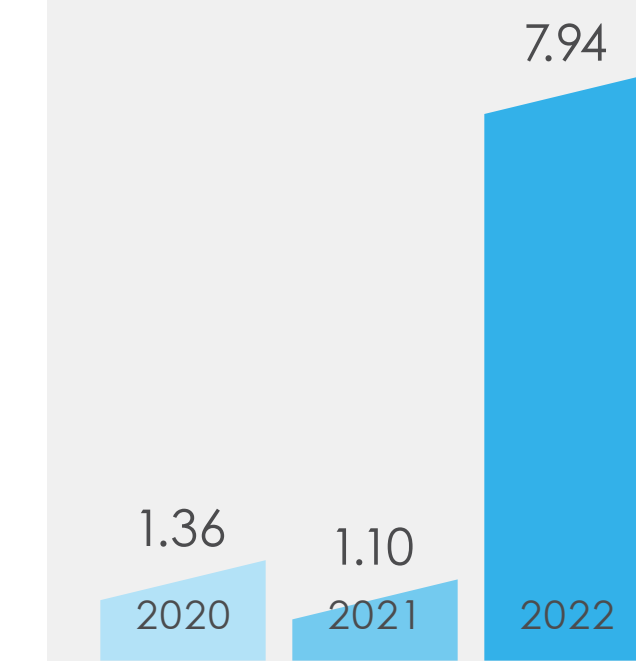
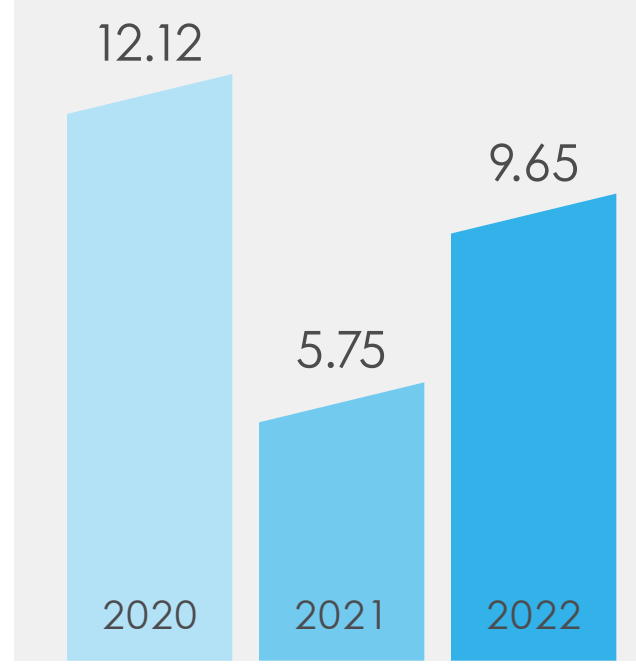
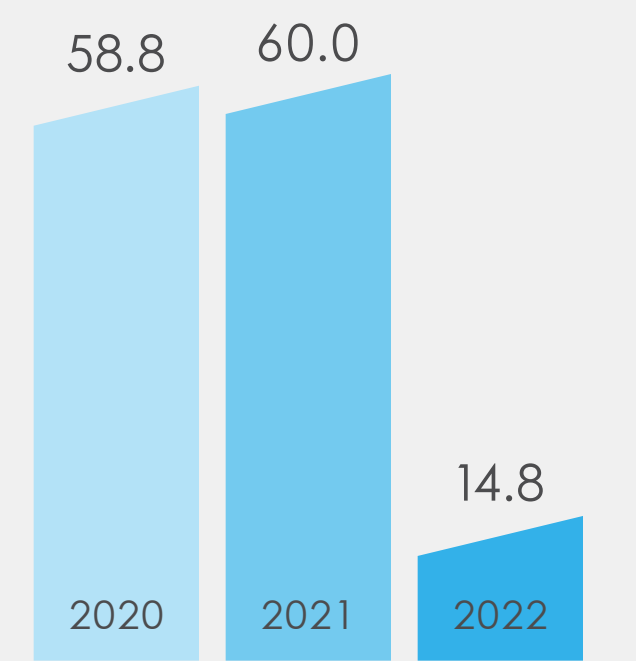
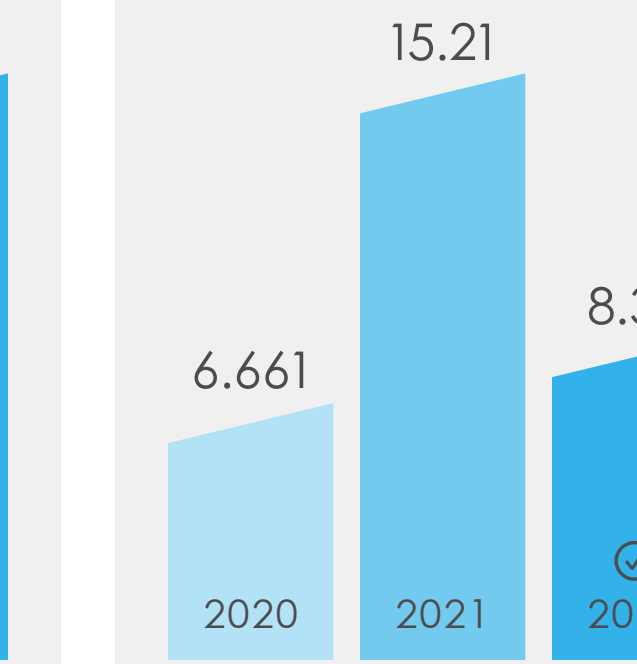
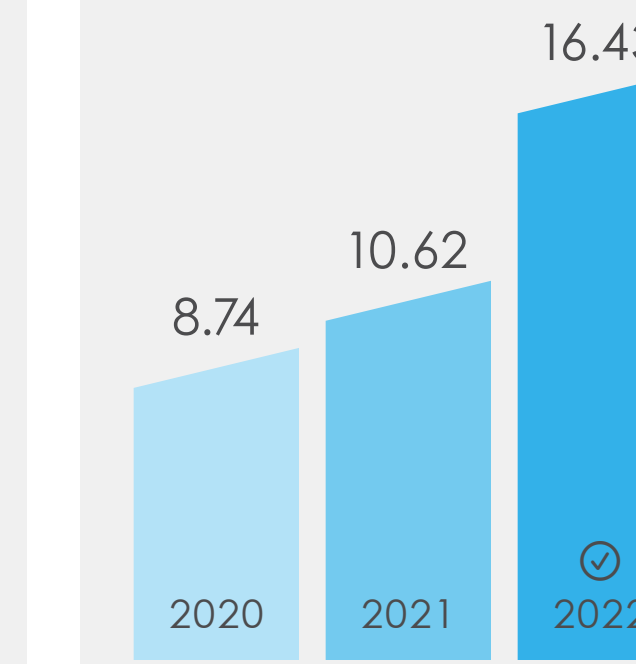
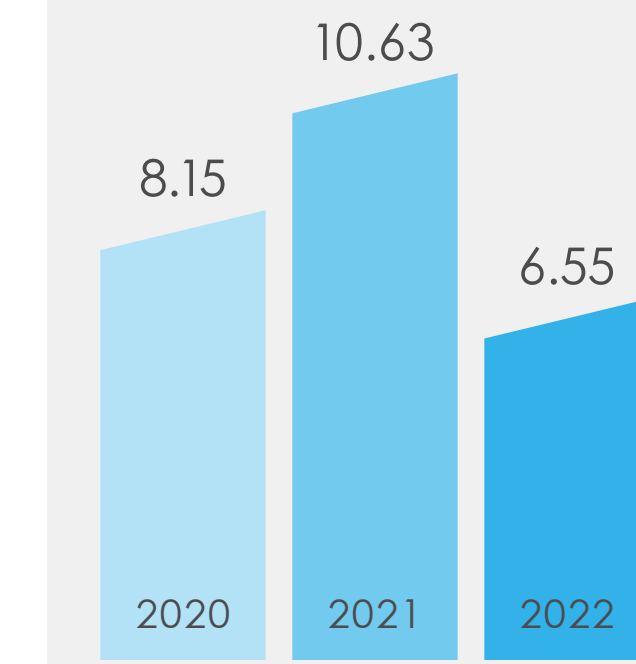
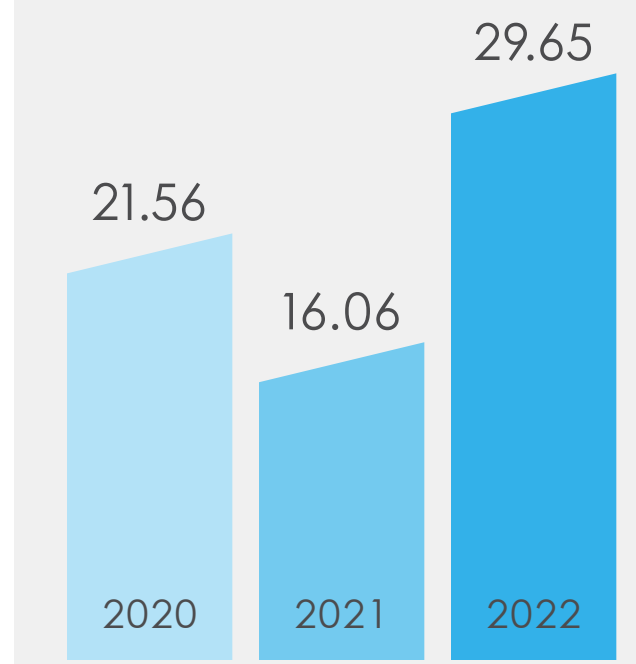
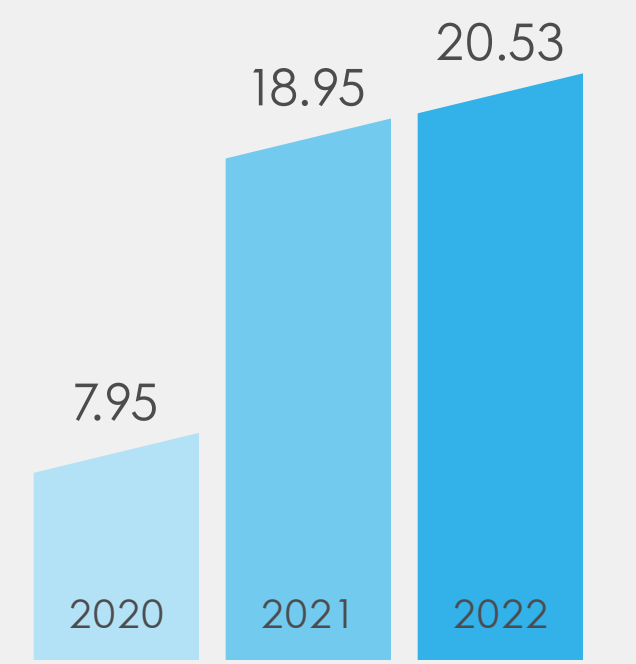
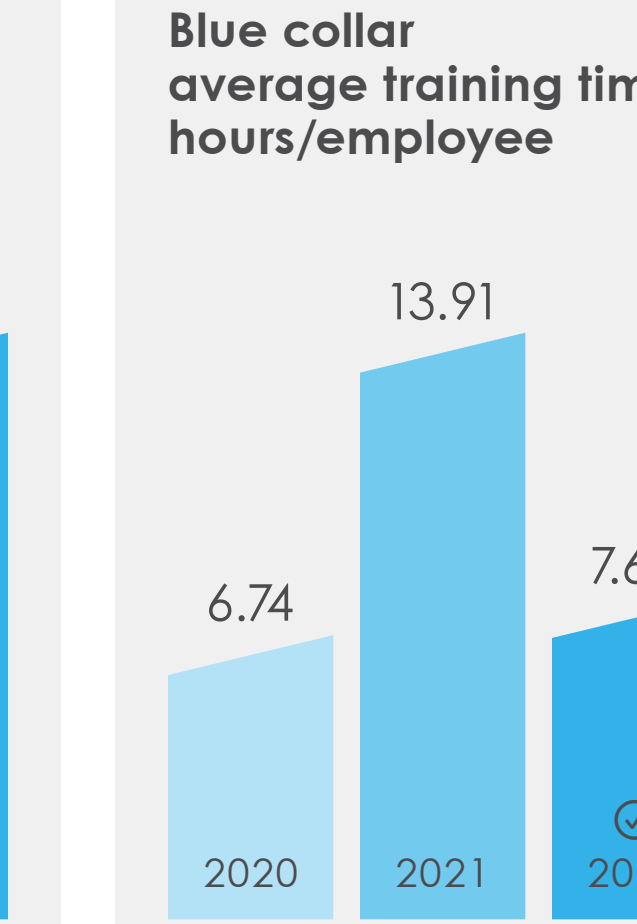
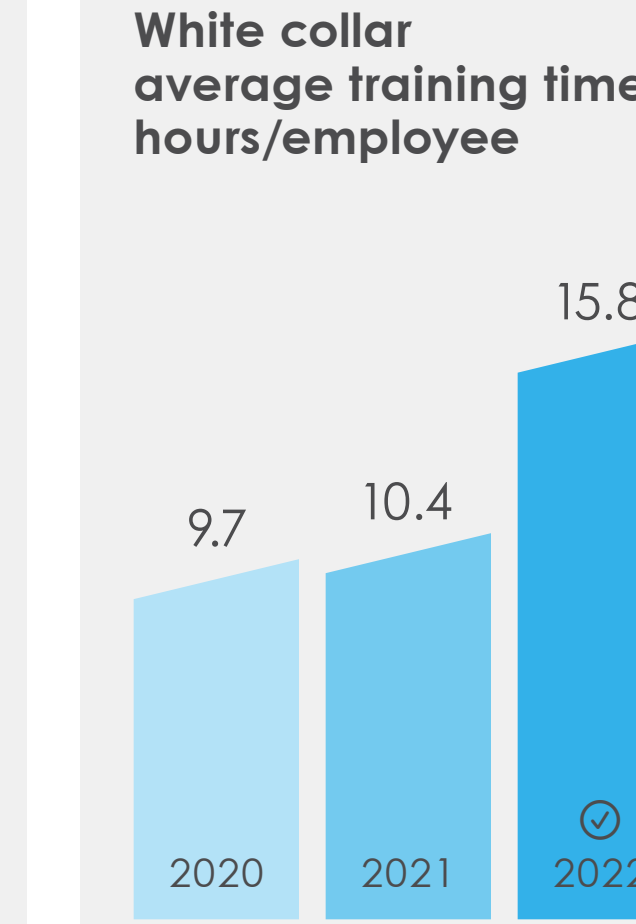
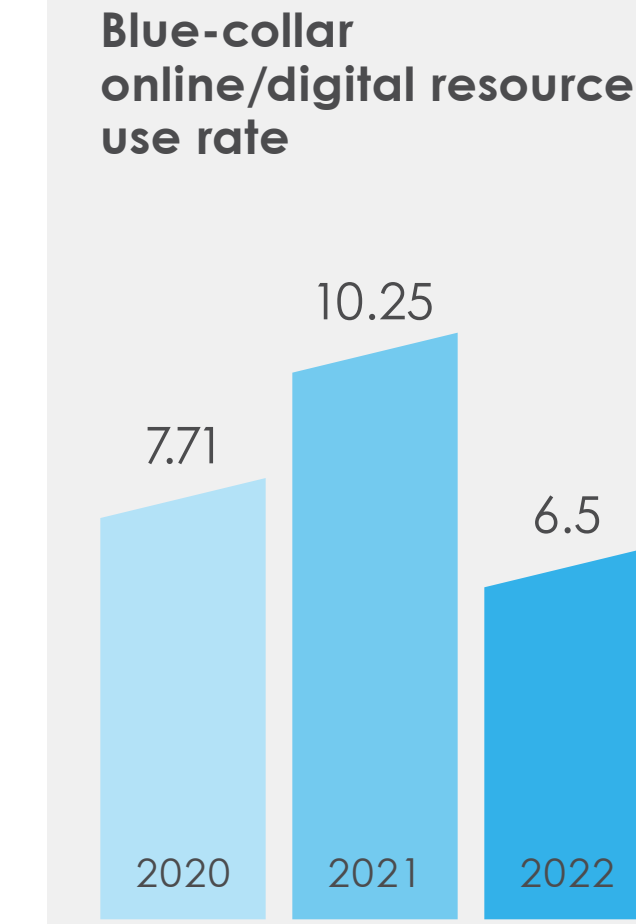
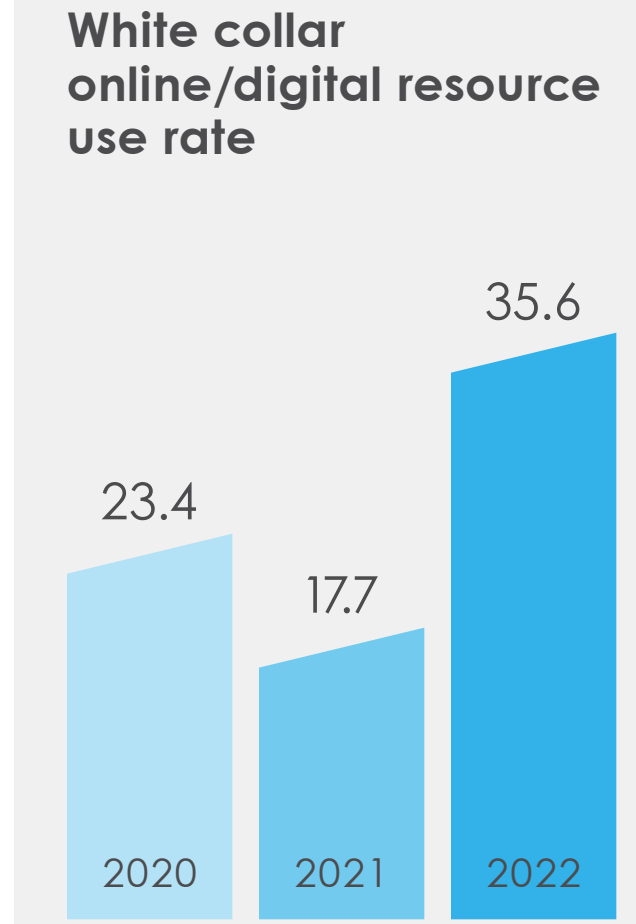
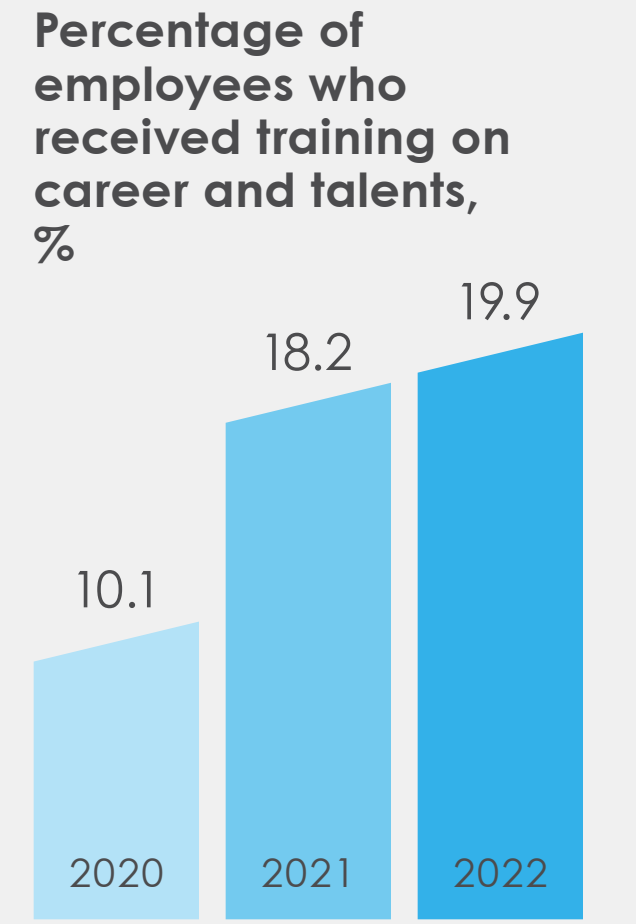
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**EKOL LOGISTICS INC.**

**10 FACILITIES**

**EKOL LOGISTICS LTD.**





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*At the end of 2017, we completed the preparations for the Driver Academy at Ekol and received accreditation, and as of that date, we continue the Driver Academy activities. The Driver Academy organizes trainings not only limited to fleet and National Distribution drivers, but also to our white-collar colleagues working at Ekol who are/will be allocated vehicles. We can say that the greatest contribution to us from working in this department is the spiritual pleasure and power of adding value to Ekol, touching people and raising awareness.*

**YİĞİT DEDEOĞLU**  
**Driver Training Management Senior Unit Leader**

## Driver Academy

In the project started in 2017, Ekol gained the authority to provide driver training and certification by TOSFED and established the Driver Academy. With the accreditation, Ekol - which has an educational institution license held only by companies operating in the field of education - has once again broken new ground.

In addition to Defensive Driving Techniques, Economic Driving Techniques, Insomnia and Fatigue Awareness trainings, Driver Orientation Training is designed and continuously developed considering operational needs, customer demands and sector requirements. Training such as Driver Information, AEO, Load Safety and Security, Trailer disassembly and assembly, Vehicle failure notification, Transport Documents, Driver Field Training and Tachograph are also given to the drivers at the beginning of the job and are repeated every two years.



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## Employee Engagement

The increase in employee turnover rate is seen as the biggest human resources risk and is monitored monthly. In order not to lose talents, the reasons for leaving are asked in detail in exit interviews. Exit reasons are analysed and actions are taken regarding areas that can be improved and followed up.

Ekol Logistics	2020	2021	2022
Employee turnover rate, %	1.80	2.35	2.50
Total average length of service, years	5	6	5
Average length of service, white collar, years	6	7	6
Average length of service, blue collar, years	25	5	4

## Equal Pay for Equal Work

Adopting the principle of equal pay for equal work, Ekol considers factors such as the competencies, duties and responsibilities, education and work experience required by the position when determining wages. In addition, sectoral competition conditions and intra-company balances are also considered in determining remuneration. In addition to wages, all employees are provided with a private health insurance, telephone cheque and a fringe benefits package that includes a vehicle depending on the title and/or job.

## Discovery Map

Friends who started the company with the aim of attracting new talents and increasing their permanence in the company are welcomed with the Discovery Map application. This TEGEP best-awarded application supports experienced employees, namely pilots, to become Ekol members with a friendship system that welcomes newcomers to the job, i.e. captains. Provides integrated training. The Discovery Map, which is strengthened with classroom applications, was designed in accordance with the white collar in the first place. The scope of the application, which guides beginners, has been expanded and commissioned before the pandemic by including blue-collar employees. Again, the same system was designed specifically for drivers and was put into use in 2020. The first phase of the system, which was specially designed for new Ekol students working in countries other than Turkey, has been commissioned, and work has been started for the second phase to be commissioned in 2023.



## Ekol Orientation Film

In order to increase the effectiveness of one-to-one meetings in the adaptation process of new managers and to enable the current leaders at Ekol to manage their time efficiently, the "Executive Orientation Film" project was carried out. The movie, which was put into operation with a new system in 2022, was completed and met with the new managers in 2023.

## Appreciation and Acknowledgment Platform

To strength the feedback culture, e-mail groups were created that allow Ekol employees to give feedback to the Human Resources department. In addition, activity-based survey studies are carried out. The Appreciation and Acknowledgment Platform, which includes 6,000 employees, has both a web and mobile application, and has become the new meeting point of Ekol. With this platform, which was opened to spread the culture of thanks and feedback, Ekol members can give feedback to each other and contribute to the consolidation of the company culture. At the same time, there are many different applications on the platform, which allows the reflection of company values to behaviour patterns. While it allows employees to celebrate various special days within the platform, it is ensured that news from Ekol reaches all employees with the announcements made. Continuous improvements are made on the platform, which is used with pleasure every day with surveys and award-winning competitions and increases employee loyalty.







# OCCUPATIONAL HEALTH AND SAFETY PRACTICES

Ekol believes that securing the health and safety of its employees, subcontractors, visitors and all stakeholders in its field of activity is one of the key elements of business success. To this end, it regards occupational health and safety (OHS) practices as an integral part of the company culture, not limited to legal requirements. Ekol carries out its activities in compliance with the Occupational Health and Safety Management System and ISO 45001 Standard, and received ISO 45001 OHS System Standard compliance certification in 2021 as a result of the independent audits carried out.

## Healthy and safe work environment with experienced team

Occupational health and safety at Ekol is managed in two separate units – the “Occupational Health” and “Occupational Safety” units - that work interactively with each other. Support is also provided with consultancy services in two units, where experienced and trained personnel are employed. The Occupational Safety Centre unit consists of a six-person management team, accompanied by a total of 44 occupational safety professionals: 19 full-time and 25 part-time consultants. The Occupational Health Centre unit consists of two employees and 56 health workers, 20 full-time and 36 part-time, who provide consultancy services at the facilities.



[For detailed information about the OHS Policy and OHS Policy, click here](#)



[Click here to access the ISO 45001:2018 OHS Management System document](#)

<b>Ekol Logistics Inc.</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>
<b>OHS training hours per employee, hour / person</b>	3.21	7.45	4.42
<b>Number of Lost Days Accidents (LTA), piece</b>	132	95	115
<b>Number of Lost Days, piece</b>	1,025	469	439
<b>Number of Lost Days Accidents (nLTA) , piece</b>	155	150	243
<b>Accident Frequency Rate*</b>	3.36	2.74	☑ 3.55
<b>Accident Severity Rate*</b>	26.06	13.55	☑ 13.53
<b>Percentage of all operational sites where employee health and safety risk assessment are carried out, %</b>	100	100	100
<b>Percentage of employees represented in OHS committees, %</b>	100	100	100

Data were declared for 10 Facilities, namely Kardelen, Orkide, Lilyum, Kozmoz, Lavanta, Lotus, Sakura, Gül, Melissa, Yonca Facilities.

\* In the calculations, it is assumed that 300 days a year and 7.5 hours of work per day are carried out.



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## Risk Assessment Procedure

Ekol regulates the procedures and principles of occupational health and safety risk assessments, determining the hazards and risks that may have an impact on the OHS management of all Ekol's activities, grouping the risks according to their importance and working to minimize them. The risk assessment process aims to mitigate risks, avert danger and determine the adequacy of planned or existing controls.

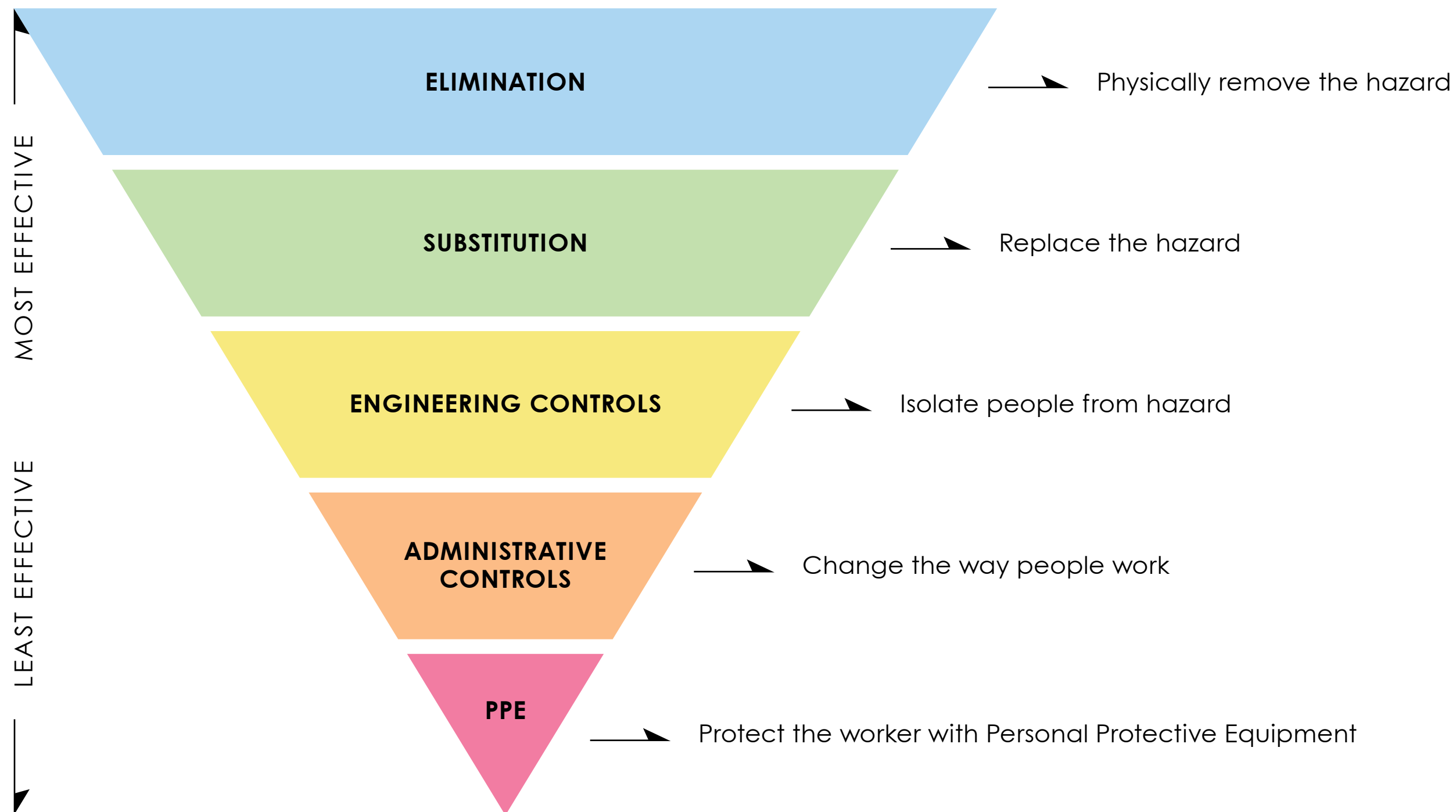
## Incident Investigation Procedure

The Incident Investigation Procedure is a guide to defining the accident mechanism, examining the incident and taking necessary future precautions. This procedure helps to identify the quality, OHS, environmental and safety deficiencies and other factors that may cause or contribute to the occurrence of incidents, and aims to identify corrective and – importantly - preventive actions and to disseminate the results of such investigations.

## Education and Awareness Activities

Ekol carries out various training and awareness activities with the belief that occupational health and safety can best be achieved not with obligations and prohibitions but with training for best practice.

- OHS Basic Training
- Induction Training
- Emergency Training
- First Aid Training
- Hygiene Training
- Risk Assessment Training
- Accident / Post-incident Information Training
- Toolbox
- Instruction Training
- "Theme of the Month TBT" given to specific groups based on relevant topics



## Zero Work Accidents with Continuous Inspection

Continuous audits are carried out by both internal and external stakeholders to assess whether the training and awareness activities carried out by employees is assimilated into a daily way of doing business. The process is carried out proactively with planned daily field audits, unplanned audits, customer audits and management systems audits by occupational safety. The "White Line" application enables feedback from employees and stakeholders; all positive and negative feedback is listened to, meticulously evaluated and developed transparently.



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## Collaboration with Employees

Ekol operates in cooperation with its employees in the field of occupational health and safety, as in every field, and aims to strengthen communication by developing various applications to consult with employees and increase their participation in the process.

### OHS communication applications

- HSE 4400 White Line (for anonymous communication) application
- Communicating with information boards and screencasts
- Involving employees in accident/incident investigation processes
- Involving employee representatives in field audits
- OHS boards
- Other meetings on OHS
- Toolbox tutorials
- Change evaluation studies
- Risk assessment studies
- Planned site inspections
- Hygiene controls
- Routine action plan meetings
- Refreshing the information on OHS boards to keep the attention of employees
- Organizing programmes, campaigns/events and survey studies that will encourage the participation of employees in processes

## Employee health practices

Various projects related to employee health are meticulously implemented by the Health unit. Ekol aims to positively touch the life of every employee through projects that are not limited to improvements in the working environment. The company not only complies with legal, international regulations and customer requirements, but also adopts continuous development and employee participation to create a safe working environment. Some of the projects Ekol has developed include:

- "If You Are Good, We Are Good" Project
  - Diabetes and Metabolic syndrome
  - PANDEV project
  - Ergonomics
  - Breast health
  - Post-COVID-19 syndromes
  - Neurological problems after COVID-19
- Study on substance abuse and internet addiction
- Conducting recruitment audits at comprehensive centres such as the Lotus Facility
- Re-evaluation of disabled employees, where necessary making improvements in their work areas and scope
- Ekol Health Board
- Part-time dietitian and psychologist service
- Healthy culinary presentations
- Encouraging organ donation
- Improvement of regions in terms of occupational health
- Health insurance
  - Outpatient and inpatient supplementary health insurance for spouses and children of Ekol employees with disabled children
  - Studies to cover some genetic diseases covered by insurance
- Automatic External Defibrillator (OED) acquisition



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## CORPORATE SOCIAL RESPONSIBILITY

Since its establishment, Ekol continues to provide benefits with the high sensitivity it has shown to society, the environment and its employees. Synthesizing its efforts under the umbrella of “Making a Positive Contribution to the Future of the Society”, it has built its Social Responsibility Policy in two main areas: education and environment.

### Anatolian Scholars

Ekol is one of the biggest supporters of the Koç University Anatolian Scholars program, which was initiated to provide opportunities and support to successful and needy students.

### Ekol Employees High School Completion Project

In the project, which has been going on since 2014 with the cooperation of Ekol – Hezarfen Vocational and Technical Anatolian High School, support is provided for blue collar employees to complete their high school education. While students attend the logistics vocational courses at Hezarfen Vocational and Technical Anatolian High School on weekends, they also take general culture courses. If the employees successfully reach sufficient credits, they are entitled to receive their diploma with the title of Vocational Open Education High School - Logistics Department graduate. Thus, employees are supported to complete their high school education and the sector's need for qualified personnel is supported.



### Bringing Young Talents to the Sector

Ekol realized the first - and exemplary - project of the sector with the Application Warehouse and Computer Laboratory, which it established in Hezarfan Vocational and Technical Anatolian High School in 2013. Following the project, a library was established in 2014 for students to gain reading habits and overcome their expression difficulties; facility visits were made, and seminars were organized by bringing together expert unit managers and students. To prepare well-equipped students for the sector, reading material has been prepared that supports the educational content on warehouse management, distribution and Customs. To bring young talents into the sector, students were given the opportunity to do internships at Ekol facilities.



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## Ekol – University Collaborations

Ekol is aware of the fact that the most important members of society are young people and collaborates with universities. With the travel opportunities it offers at its facilities for universities, internship agreements with important educational institutions, career days and panel events it attends, the company not only gives university-age youth an opportunity to start their business life better equipped, but also fulfills its duty to create a quality workforce for the sectoral responsibility. As one of the projects carried out in this context, Ekol Poland signed a cooperation study with the Ponzan Logistics School in 2016. In the ongoing project, Ekol Poland teaches students in various subjects at school.

Believing in the importance and impact of updating the theoretical knowledge in universities and practical knowledge in the sector, Ekol met with the 4th grade students of Sakarya University Faculty of Business Administration, Department of International Trade and Finance in the Fall semester of 2022-2023. The training given by Ekol employees, who are experts in their fields, was held with the theme of "Sustainability".



## 30 Goodness 30 Messengers

Ekol continues to provide material and moral support to those in need on a voluntary basis with the 30 Ambassadors 30 Kindness project, which started with the aim of creating value for society and the ecosystem. In this context, Ekol attaches importance to the balance between the welfare of society and the environment, and touches on various topics such as academic collaborations, help for children with butterfly disease and oncology, and preventive medicine for stray animals.

## LÖSEV Logistics Support

Ekol does not limit its wide service network in the logistics sector to its own operations. The company has been providing logistic support to LÖSEV, when necessary, since 2007. It stores LÖSEV's incoming aid packages in the area reserved for LÖSEV in its warehouses in Ankara and İzmir. In this way, aid can be safely stored to be delivered to people in need when they need them.

## Support to Student Clubs

Ekol supports education and young talents within its social responsibility policy. In this context, Yıldız Technical University-Formula Student Race and METU-Formula Student Race are the logistics sponsors.

## Darüşşafaka - The Parent of Kitapcan

Ekol undertakes the guardianship of Darüşşafaka Kitapcan in case of need. Ekol collaborated with Darüşşafaka for the "Book Gift Card for Books for Everyone" project, prepared by the Books for Everyone Everywhere Foundation, to be given to new 5th grade students starting Darüşşafaka in the 2014-15, 2015-16 academic year, by meeting the book requirement of the designated class for one year. Ekol became a Book Parent, and continued its support for Kitapcan Parent in 2021.



# One Food One Thousand Love Project

Saying that "everything starts with love", Ekol opened its kitchens to produce food for the stray animals that were going hungry during the pandemic. Since March 2020, more than 1,250 tonnes of food were produced, more than 500 tonnes of food were distributed and 3.5 million stray animals were fed, while more than 150 animals became homed and adopted.



[Ekol \(@ekollogistics\)](#)  
[Instagram](#)

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## Support Against Natural Disasters

After the fires in Türkiye in 2022, Ekol also supported the people of the region while organizing works to revitalize the ecosystem. By monitoring up-to-date needs, it provided necessary materials support to disaster areas. By establishing an Ekol classroom in a school in Manavgat, local education is supported by considering the needs of the school and its students.

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[Click for detailed information about the realized corporate social responsibility projects](#)





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Continuously improving the management structure through a

# PARTICIPATORY

and horizontal management approach



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## MANAGEMENT STRATEGY

With the aim of becoming one of the world's leading logistics companies, Ekol strives to set an example of "good management" with its management culture, principles and quality in addition to its activities. Knowing good management should be holistic, Ekol has integrated the triple bottom line (TBL) approach - also defined as environment, economy and society - into its systems. Five of the UN 17 Sustainable Development Goals (SDGs), which embrace this triple approach for sustainable development, are strategically positioned in the Ekol business model.

 <p><b>5 GENDER EQUALITY</b></p>	<p><b>Gender Equality:</b> Ensuring gender equality and empowering the status of women and girls.</p>
 <p><b>7 AFFORDABLE AND CLEAN ENERGY</b></p>	<p><b>Accessible and Clean Energy:</b> Ensuring access to affordable, reliable, sustainable and modern energy.</p>
 <p><b>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</b></p>	<p><b>Industry, Innovation and Infrastructure:</b> Building resilient infrastructures, supporting inclusive and sustainable industrialization and strengthening innovation.</p>
 <p><b>11 SUSTAINABLE CITIES AND COMMUNITIES</b></p>	<p><b>Sustainable Cities and Communities:</b> Making cities and human settlements inclusive, safe, resilient and sustainable.</p>
 <p><b>13 CLIMATE ACTION</b></p>	<p><b>Climate Action:</b> Take urgent action to tackle climate change and its impacts.</p>





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## Participatory and Horizontal Management Style

The participatory and horizontal management style, which has been one of the most important factors in keeping the dynamism Ekol has enjoyed since its establishment, is clearly felt at every point of the company. It aims to establish the most ideal organizational structure by making continuous improvements in the management model in parallel with the development structure of the company. Ekol's management is getting closer to its goal with each passing day, and daily includes many experienced names in its field. The corporate governance perspective is based on Ekol's core values of innovation, high technology, "yes" culture, entrepreneurship, responsibility and humanitarianism.



### INSTITUTIONAL

- Sustainable Logistics (Gold Category)
- ISO 9001:2015 Quality Management System



### ENVIRONMENT

- LEED (Leadership in Energy and Environmental Design – Silver)
- Zero Waste Certificate
- ISO 50001:2018 Energy Management System
- ISO 14001:2015 Environmental Management System
- ISO 14064 – 1:2018 Greenhouse Gas Emissions Verification



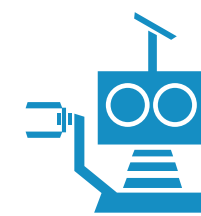
### ECONOMY

- Turquality
- AEO (Authorized Economic Operator)
- GDP & GSP (Good Distribution & Storage Practices)



### CUSTOMER SATISFACTION

- ISO 10002:2018 (Customer Satisfaction & Complaint Handling)
- NQC (Automotive Supply Chain Risk Management Technology)
- GQE (Renault Group Portal for Business)
- Archilles (Skanska Supplier Portal)



### SAFETY & SECURITY

- ISO/IES 27001:2013 Information Security Management System
- SQAS (Safety and Quality Assessment System (Mobil & Shell Pillar)
- ISO 45001:2018 Occupational Health and Safety Management System

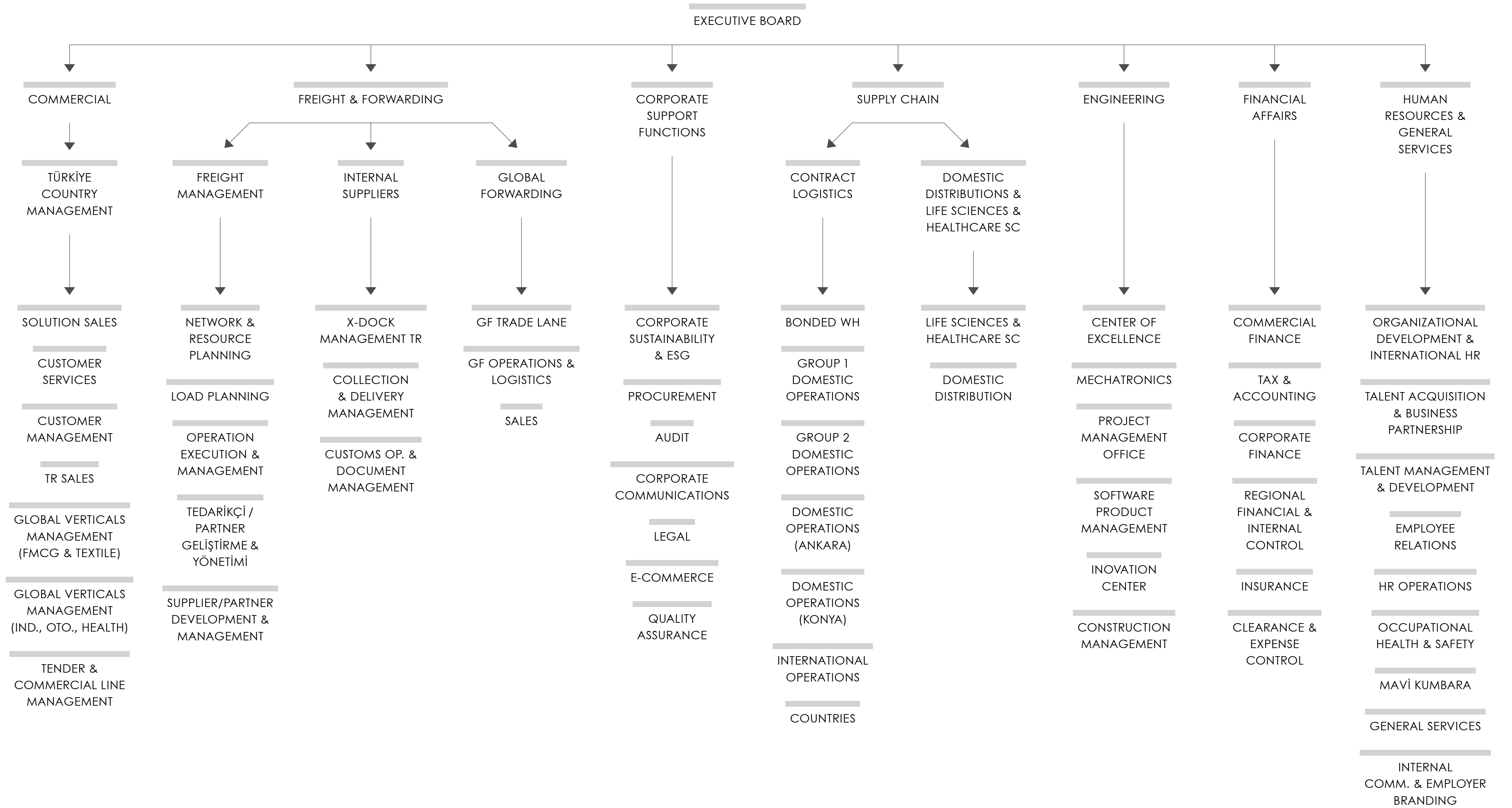


### SOCIETY

- URSA (Unilever Sustainable Supplier Audit)
- Sedex (Supplier Ethical Data Exchange)
- Ecovadis (Sustainable Supplier Evaluation System)



# Organizational Structure



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## ETHICS AND TRANSPARENCY

Ekol is always committed to being responsible, ethical and transparent in all its activities with all its social stakeholders within its sphere of influence.

Ekol attaches importance to ethical values in all its business processes, in line with the values it has represented since the day it was founded. At the same time, it aims to promote the ethical values it implements to its employees, suppliers, subcontractors and all social stakeholders. The Ethics Committee operates actively to ensure the company is managed with transparency, determination, and ethical values. Issues that need to be investigated by the Internal Audit Department or that require disciplinary action are determined by the Ethics Committee, which meets every month.

To promote ethical culture to all stakeholders, the Code of Ethics & Business Conduct has been published. The Code acts as a guide for all stakeholders of the company to adopt the same ethical values in their business processes and to take necessary precautions in case they are not implemented.

Code of Ethics & Business Conduct adopted by Ekol:

- Prioritizing social benefits
- Compliance with laws and other regulations
- Observing employee rights and working conditions
- Effectiveness of communication with business partners and social stakeholders
- Focusing on the oversight of company rights and transparency

The Ethics Line Establishment project has been implemented so that the members of the Ethics Committee can be contacted directly through the Ethics Communication line for questions or notifications of any non-compliance and unethical issues. Ethics Committee members are in direct contact with the 'whistleblower'. Although they are signed off in different lengths of time according to their subjects, all notifications are completed such that this never exceeds three months.

IN 2022;

**420 EMPLOYEES**  
RECEIVED TRAINING ON  
ETHICAL RULES

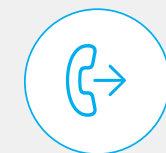
**22 REPORTS**  
RELATED TO WHISTLEBLOWER  
PROCEDURE

**8 REPORTED**  
REPORTED CONFIRMED  
INCIDENTS OR LEGAL  
ACTION TAKEN

### ETHICS LINE



**Ethics line notification address**  
[etik@ekol.com](mailto:etik@ekol.com)

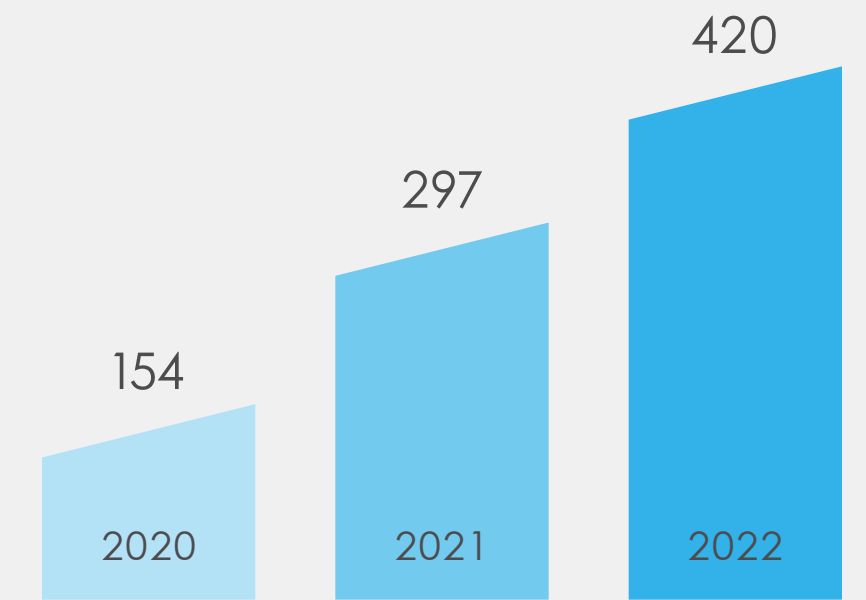


**Ethics hotline phone number**  
[0 800 211 03 00](tel:08002110300)

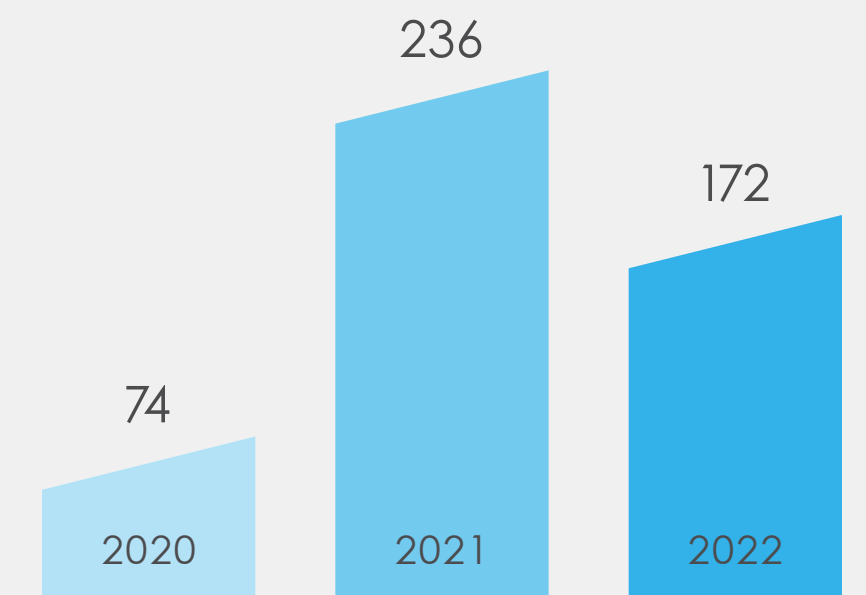


[Click here to access the Code of Ethics and Business Conduct](#)

**Ekol Logistics Inc.**  
Number of participants of the  
total training, person



**Ekol Logistics Ltd.**  
Number of participants of the  
total training, person





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## SUPPLY CHAIN MANAGEMENT

In today's global economy, the responsibility of companies is not only to provide services. The purchasing power of companies is an effective tool for creating positive impacts on society and the environment. Ekol has formed its Sustainable Purchasing Policy by integrating criteria such as sustainability, logistics, quality, environment and occupational health and safety into its supply chain management to tie this power to a final measure.

### Sustainable Purchasing Policy

Ekol Logistics commits:

- To provide equal opportunity in supplier selection without regards to religion, language, race, ethnic origins, disability, gender, marital status, or age;
- To carry out supplier relations and business in an honest, fair, impartial, transparent, and professional manner;
- To encourage fair competition and compliance with competition law in supplier business models and processes;

**1,400 ACTIVE SUPPLIERS REGISTERED IN THE SYSTEM**

- To not accept any personal gifts, excluding traditional and promotional materials, in relations with suppliers and to comply with the "Ekol Ethics Policy" on the matter;
- To use resources efficiently in procurement processes;
- To prioritize suppliers who value the environment and fulfill their responsibilities towards the environment;
- To opt for environmentally friendly products for company operations;
- To work with suppliers who comply with the Ekol Ethics Policy and observe ethical conditions;
- To coordinate local customers' sustainable projects with foreign resources and to participate in these projects;
- To invest in renewable technology;
- To use recyclable products;
- To maintain the zero-waste project launched in 2020 to prevent personal waste and highlight the importance of recycling;
- To minimize paper consumption by using technology in the most efficient manner;
- To allocate the minimum number of technological devices in common-use areas for better energy efficiency;
- To consider energy efficiency in all upcoming investments;
- To undertake 100 percent of all responsibilities expected of procurement to achieve Ekol's "2050 Zero Carbon" target;
- To complete 100 percent of all training programs within the scope of sustainable procurement.

Ekol established the Ekol Logistics Supplier Platform to inform its registered suppliers, initiate the registration process for potential suppliers and digitize management. While new suppliers can be registered through the portal, a management area has also been developed for existing suppliers. In the process that starts with the Competency Evaluation of the supplier candidates on first application, candidates who are found sufficient are registered as potential suppliers. During the process, potential suppliers are expected to meet a set of minimum requirements and standards, including the Supplier Code of Conduct. Ekol has over 70 ratings in the selection process, in which criteria from price to promising technological infrastructure, from references to communication ability are evaluated.

Supplier performances are not only evaluated at the application stage; audits are also carried out at regular intervals for continuous improvement. The main purpose of the audits, which started in 2022, is to impart the necessary procedures and policies for suppliers to provide services to Ekol's standards. The frequency of inspections, which enables prevention and management of potential problems and non-conformities that may be encountered, is determined according to the Supplier Audit Plan. While the audit process is managed by the Integrated Management Systems team, occupational health and safety, procurement, legal, human resources, environment, information security and climate change adaptation units also support the process when deemed necessary. Suppliers are provided with feedback on the aspects that need improvement by opening actions on the portal.





# EKOL LOGISTICS 6,363 VEHICLES

**1,331** TOW  
**3,539** TRAILER  
**963** CONTAINER  
**444** CHASSIS  
**86** OTHERS

	2020	2021	2022
Fleet capacity, units	5,841	6,180	6,363
Amount of transported cargo, unit position	88,747	105,331	102,084
Improvement of land logistics within the scope of the Centre of Excellence, units	72	100	82
Vehicle occupancy rate, %	103.4	103.5	103.6
Absolute mileage reduction, km	123,761,254	156,989,842	164,706,538
CMR supply rate, %	92	98	99

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## Fleet Control with Continuous Monitoring and Intelligent Maintenance

Ekol's fleets are continuously monitored using smart maintenance systems and vehicle tracking systems, In Euro 6 vehicles, 7,000 km before the periodical maintenance the vehicle tracking system is activated and sends a notification to the vehicle representatives. The road and load planning of the vehicle is arranged in the light of this information, and vehicle maintenance is carried out at the most appropriate and correct time in terms of kilometers. In addition to all these processes, periodic maintenance is carried out on Euro 5 vehicles at 60,000 km and its multiples.

**EURO 6**  
TR PLATE 481  
EUROPEAN PLATE 284

**EURO 5**  
TR PLATE 515  
EUROPEAN PLATE 51

## Technological Support in Case of Failure and Accident

In the event of breakdowns and accidents on the road, Fleet Management recording is open on the digital platform. The vehicle representatives will briefly convey the situation, recording the driver, vehicle and location information. The roadside assistance platform is in service 24/7 and the staff members follow the instant FM recordings and communicate with the drivers. While interventions are made according to the severity of the malfunction, if it is chronic the teams on the platform give the necessary guidance. Odea conferences are held with the workshop personnel on duty in cases of extraordinary malfunction. In this way, temporary intervention or service referrals are made. In the case of an accident, action is taken according to its severity. Operating with the necessary support teams, Ekol and other roadside assistance companies request fire brigade, ambulance, rescuer and/or technical teams. Updates on accidents are informed to the necessary units and managers via different channels.







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## Efficient Low Cost and Environmentally Friendly Transport Model: Intermodal

Intermodal transportation, which enables cargoes to be delivered to the targeted point by more than one transportation medium without changing the transportation container, has been included in Türkiye's international road transportation under the leadership of Ekol - as is so often the case. Intermodal transport contributes positively to the environment by reducing the number of vehicles consuming fossil fuels, the time spent, and kilometers travelled by the vehicles on the road, and the carbon footprint of transportation. With intermodal transportation, the use of 438 thousand m<sup>3</sup> of diesel fuel, which corresponds to 658 thousand tons of CO<sub>2</sub> equivalent emissions, has been prevented in the last 10 years. Every month, the consumption of fossil fuels is prevented, which will save forests the size of approximately 700 football fields and make 350 laps around the world. It contributes to social life by reducing the number of vehicles in traffic and providing relief in traffic. Intermodal transportation, which relieves management in operations by minimizing environmental and social impacts, as well as effects such as natural conditions and human factors, also allows for a more predictable and sustainable transport system.

In line with the slogan of "Logistics for a better world", the transfer of road vehicles via Italy via Ro-Ro, which was started in 1994 as an alternative to international transportation in Türkiye, was the first step of intermodal transportation. To use intermodal transportation more effectively, the ever-evolving Ekol has included semi-trailers suitable for rail transportation in its fleet and started to ship vehicles to Europe by train. Following their arrival at Trieste Port in Italy, the unmanned vehicles loaded on Ro-Ro from Türkiye with this model were loaded on trains and shipped to Germany. The 7,000 km road route between Türkiye and Germany has been reduced to 300-400 km. By pioneering this change, Ekol has been deemed worthy of various awards - such as environment, sustainability, and entrepreneurship - in both national and international platforms in the last 15 years.

*Ekol strives for customer satisfaction by trying to take quick action on customer demands. It attaches importance to operational efficiency with its Intermodal transportation, which it carries out with environmental awareness. With the monthly CO<sub>2</sub> emission reports, the improvement efforts in the field of sustainability are shared transparently. In this way, stakeholders are also informed about the improvements.*

**VOLKAN AKSAR**  
Daimler Transport Management Senior Specialist

**70%**  
INTERMODAL  
TRANSPORTATION  
WITH  
**52**  
BLOCK TRAINS  
PER WEEK



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## Operational Efficiency with Route Optimization

Performing effective route optimization requires considering many variables and creating the most appropriate logistics network. Ekol carries out customer-specific studies on route optimization in both the National Distribution side and the Land Transport units. Because of factors such as the characteristics of the vehicles to be used and of the cargo to be transported, the demands and expectations of the customers play an important role in the route creation decision. Other factors that will affect the service process such as road fees, traffic density and road works are also taken into account.

As an example of the work done, there is a model developed for a retail brand that has become a global giant in its field, which is a customer of the National Distribution unit. The model, which performs daily shipment planning from Lotus Facility to stores in Istanbul and Kocaeli, includes a route optimization module. It ensures the planning of shipments in the most economical way, considering the business rules and the vehicle-demand source in the module. Thanks to the module developed with Ekol resources, Ekol's model was named "Most admired supply chain transformation project in 2021" by the global retailer.

One of Ekol's important projects is the work in the Land Transportation unit on a proposed unmanned shipment plan. One of the cornerstones of the model (which will show the proposed shipment plans to its users every 15 minutes throughout the day) is that it can provide route optimization. In this context, a more sustainable business model will be put into use for the cargo to be delivered, considering time and cost parameters.



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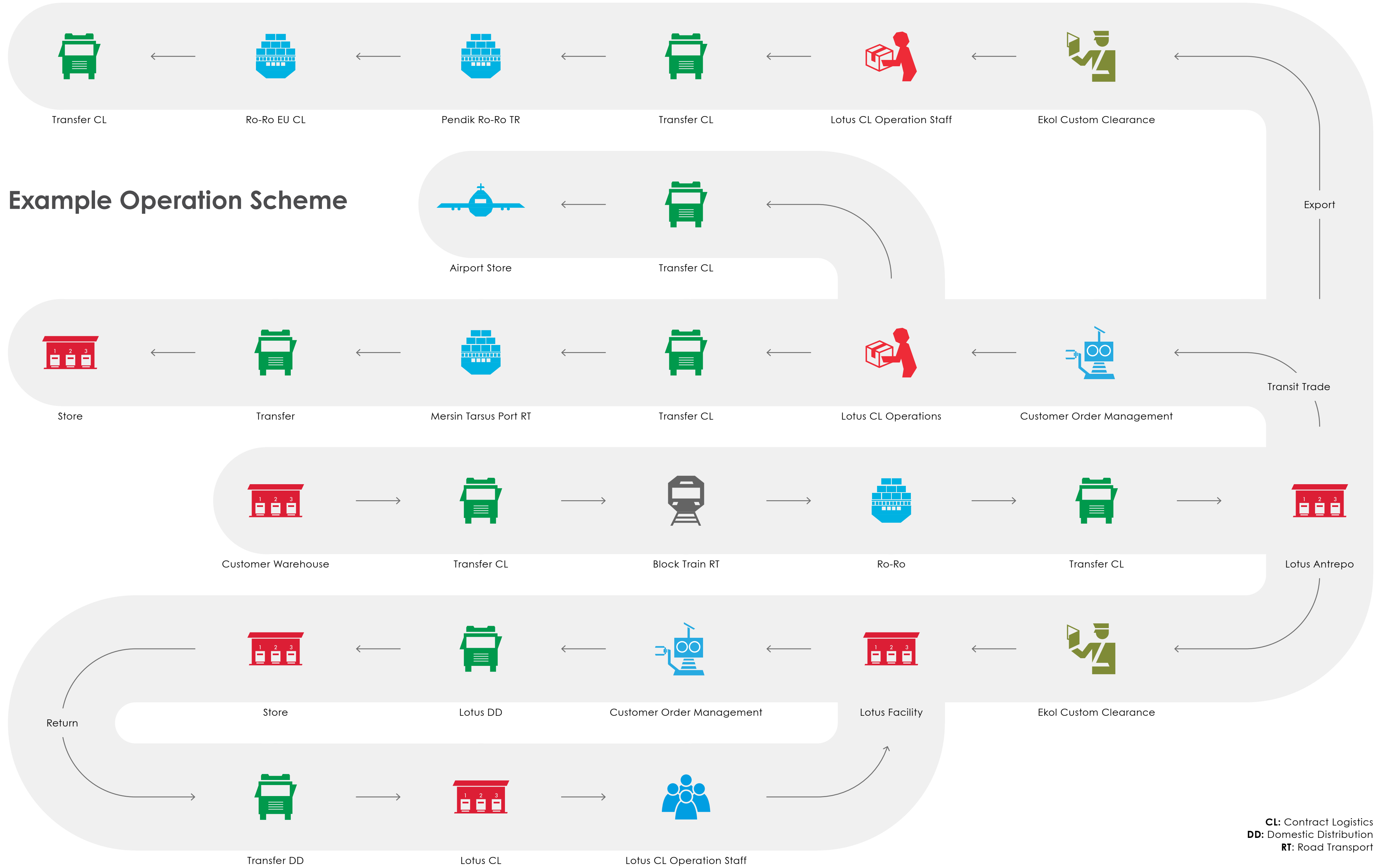
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**CL:** Contract Logistics  
**DD:** Domestic Distribution  
**RT:** Road Transport



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## R&D MANAGEMENT

# The first R&D Center of the sector with its technological infrastructure and experienced staff

With the spread of trade to wider geographies on a global scale, transportation is gaining more importance day by day. Since transportation and logistics can directly or indirectly affect many sectors and areas, every improvement made in this sector is very effective. Ekol offers many areas of development with the sectors it serves and the solutions it develops for customers. In this context, Ekol R&D Center is preparing for Industry 4.0 based on infrastructure, as well as taking concrete steps towards process and implementation. Ekol shifts its capabilities and resources to Logistics 4.0 with smart warehouses with a flexible design and reduced cost, real-time monitoring and interventionable software that will facilitate the supply chain management process, and software that is suitable for development, with an infrastructure suitable for new technologies. Putting Logistics 4.0 at the center of its activities, Ekol R&D Center focuses on vehicle routing, distribution network design, pricing, ergonomics, process analysis, quality management,

capacity planning, facility design and services to improve transportation, warehouse management and customs clearance service types. Studies are carried out in areas such as investment planning. Ekol's R&D team follows an interdisciplinary method in which various competencies such as process development, optimization, simulation, software development, quality systems management, and project management are used together and in harmony.

The R&D Center, which has the motivation to develop joint R&D projects in the fields of logistics, supply chain, intermodal logistics, green logistics, use of artificial intelligence, warehouse optimizations and applications, and has an open innovation infrastructure, has 64 personnel in a multidisciplinary structure. The R&D Center, which has brought many useful models and patents to the sector, continues to add innovation to the sector with over 20 ongoing projects and experience.

IN 2022;



**64** R&D PERSONNEL



**25** COMPLETED PROJECTS



**10** NEW PRODUCTS AND SERVICES DEVELOPED



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*Ekol R&D Center has been registering its work to protect the results of the projects and to make the projects an invention, in addition to the effort put into the projects it has been carrying out since 2012. Our team contributes to the development of themselves and Ekol's R&D culture in a motivated way by registering their inventions and ideas with the award and incentive system. As Ekol R&D Center, we continue to make a difference by breaking new ground in many R&D projects and to contribute to the competitiveness of the industry and the country. As a staff member working at the Ekol R&D Center, we are pleased to work in an environment that encourages an innovative perspective, continuous improvement, and development in our activities. It is inspiring that the R&D culture is ingrained in all our personnel, starting from the top management, and that the top management is encouraging this vision.*

**ALİ KAYHAN**  
**Ekol R&D Coordination Expert**

## R&D Mission

The mission of Ekol R&D Center is to create integrated innovative services that will play a leading role in the transformation of the industry, in cooperation with its stakeholders, by integrating technology into all value chains.

## R&D Strategy

Ekol has integrated R&D and innovation into its culture to create strong, sustainable, and beneficial projects for future generations. With the strategy of implementing the principles of the Industry 4.0 revolution, Ekol's R&D activities focused on digitalization and visualization, integration of processes with internet and mobile applications, and creation of inter-object networks, cloud computing and communication technologies, simulation and robotic systems, as Logistics 4.0.



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## The first R&D Center of the sector

Ekol R&D Center, which has the mission of implementing systematic, creative, original, scientific, experimental, and technical studies, was established in June 2012, with the approval of the Ministry of Science, Industry and Technology, as the first R&D Center of the sector with its technological infrastructure and experienced staff. Continuing to develop special R&D solutions for the logistics industry with more than 250 completed projects since its establishment, the R&D Center cooperates with universities and organizations in various fields. Fleet optimization and route planning, load and network optimization developments including 3D loading model, warehouse management, development of shipping and distribution business models and design of automation systems, development of flexible product/order preparation and packaging processes, order management software developments, demand management system design, continues its R&D activities in many different fields, especially in alternative transportation. Ekol Logistics carries out pioneering activities in the sector by producing sector-specific R&D solutions.



R&D activities	2020	2021	2022
R&D expenditures, EUR	4,085,834	3,566,442	3,555,180
Number of R&D employees, person	62	86	64
Number of R&D projects, piece	39	31	25
Number of new products and services developed, piece	5	10	10

\* As of April 2022, the human resource cost of most software development teams and the license and maintenance expenses of the tools used in development activities were transferred to Logiverse.

	2020			2021			2022		
R&D employees	Total	Female	Male	Total	Female	Male	Total	Female	Male
Number of R&D employees	62	12	50	86	16	70	64	21	43
R&D specialist and engineer	36	10	26	56	14	42	51	20	31
R&D manager	26	2	24	30	2	28	13	1	12



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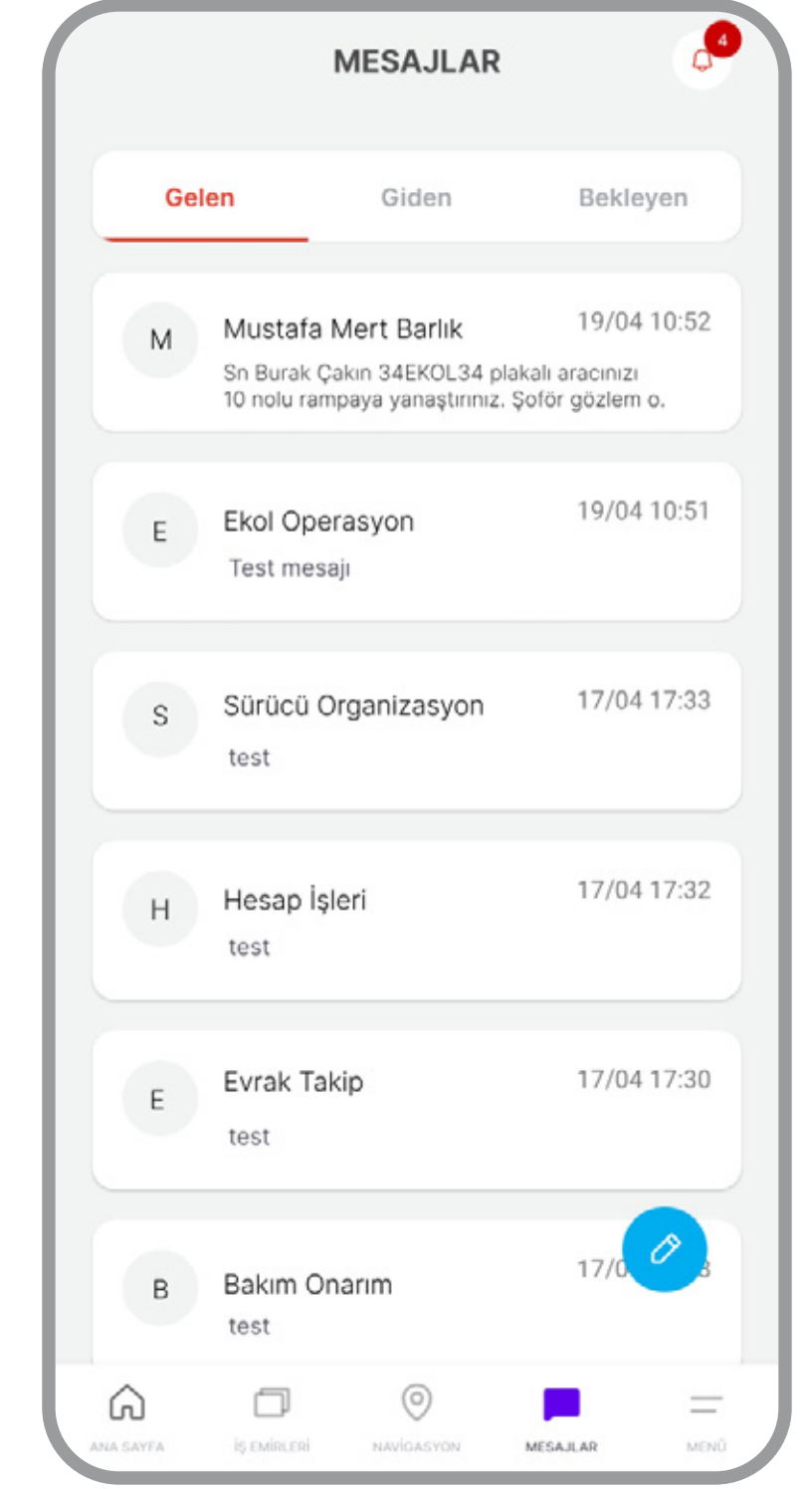
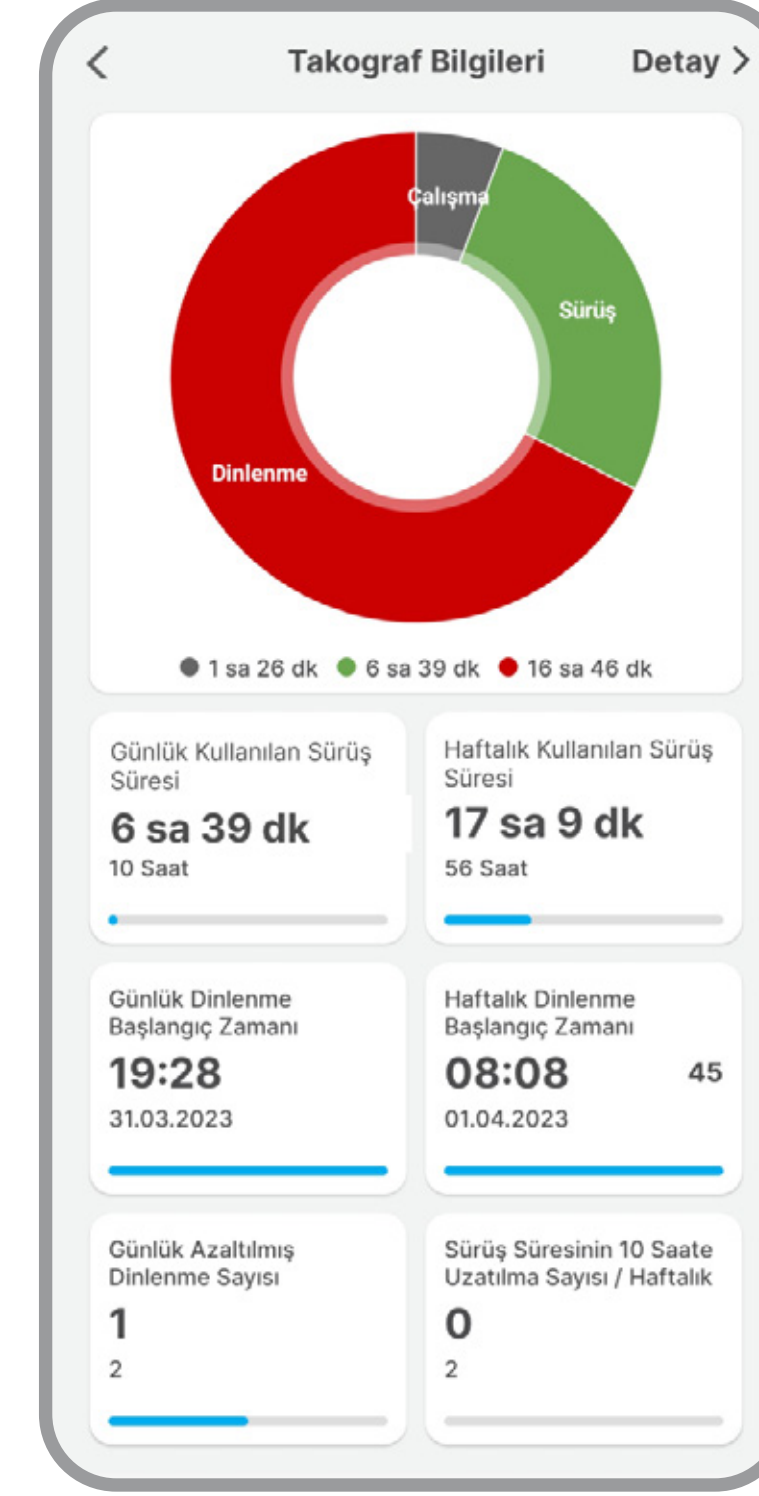
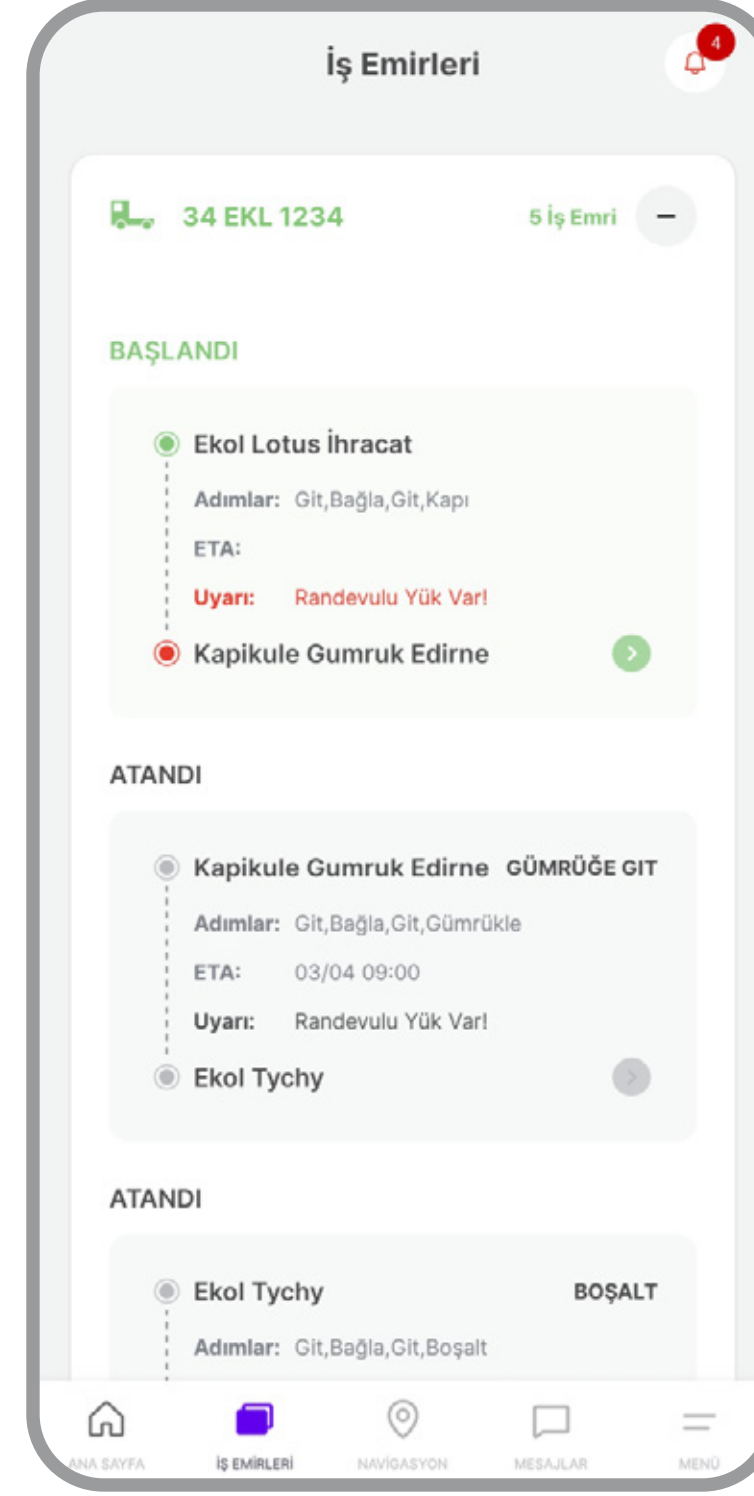
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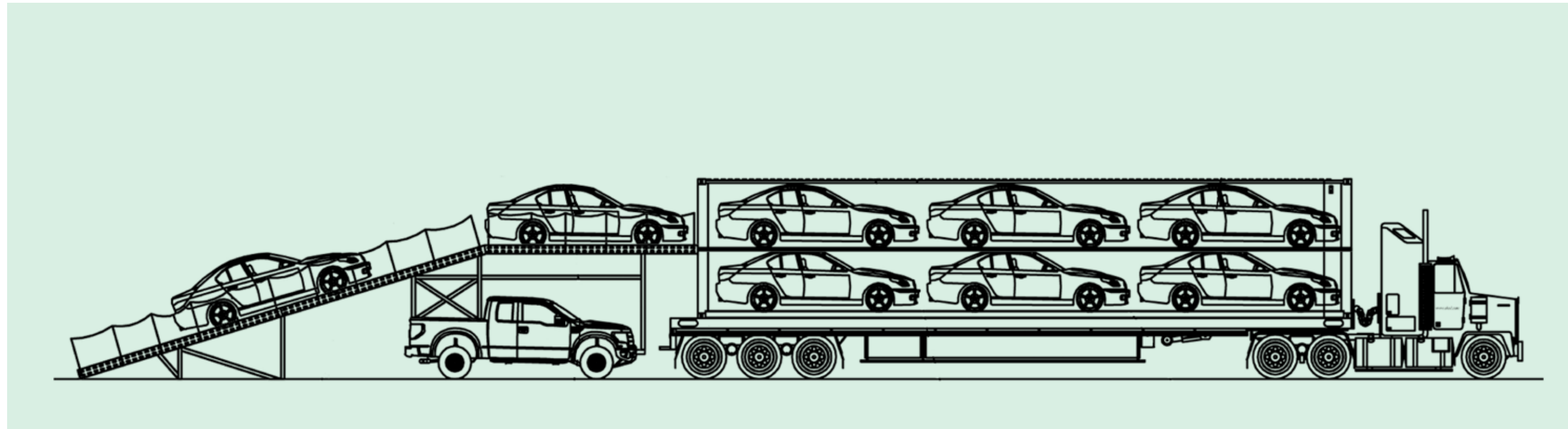
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## Logistics Operation Tracking System (Compass)

It is aimed to increase customer satisfaction with the Logistics Operation Tracking System, which enables instant monitoring of supply operation processes. Driver App, a mobile application, was developed within the scope of this project. The Logistics Operation Tracking System Project deals with the entire process from end to end in logistics field operations, from receiving the cargo to the customer and delivering it. Thanks to the conveniences brought to operational processes in line with sectoral needs, the workload of drivers and operation personnel is greatly reduced. By scanning the documents used throughout the operations and recording them in the transportation management system, processes are digitized, and corporate memory is created. At the same time, drivers manage tachographs, salary, leave, etc. will be able to track their transactions through the application.



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## Multi-Storey Vehicle Transport System

One of the systems developed by Ekol for different transportation functions, the multi-storey transportation system was implemented to enable the transportation of vehicles in containers. Loading process is carried out with the moving platform positioned on the rail systems determined according to the vehicle height. Efficiency is provided by the multi-storey vehicle transport system.



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## CUSTOMER RELATIONS MANAGEMENT

Ekol's competent customer service team, which is behind all the services Ekol offers to the market, aims to reach the highest standards within the framework of responsible marketing, and shares the values of environmental, social, and legal responsibility in Ekol's service activities, and reports on them regularly to its customers and business partners.

FEEDBACK  
RESOLUTION RATE  
IN 2022 WAS  
**94.4%**

### To strengthen customer satisfaction and loyalty by understanding expectations in service processes

Ekol communicates through many channels with its various customers in different sectors to understand and effectively respond to their expectations. Applications are developed with the feedback obtained, thereby strengthening customer satisfaction and loyalty. In this context, the Corporate Feedback Management Policy has been established.

Follow-up of negative feedback is a performance criterion, and all urgent, medium and low priority feedbacks must be completed within 5, 10 and 15 working days respectively. The time-to-resolution is monitored by the sustainability team, to be transparent and objective.

Through channels such as 444EKOL, We Are Listening to You, info@ekol.com, Customer Representative and Sales Representative (quadro™ Customer Feedback Screen), notifications received by Ekol are recorded on the Management Systems Online System. Root cause and action studies are requested by the relevant units to analyze the notifications and view process improvements. The consequent actions are shared with the customers and their representatives.



[Click here to access the Corporate Feedback Management Policy](#)

*In general, we are very satisfied with the performance of Ekol. Ekol has shown to be a reliable partner throughout our collaboration, and we would like to thank each and every Ekol employee who has contributed to this. Also, Ekol is a partner we appreciate a lot in terms of the approach on sustainability. They are innovative and very much willing to Move To Zero together with us. It is a partner that has an own sustainability strategy in place and is not afraid to make sustainability investments, which are elements we really look for in a partner.*

**HANNES KEMPENEERS**  
Nike ELC Transportation Analyst





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## STAKEHOLDER RELATIONSHIP MANAGEMENT

# Transparent, constructive, and fair communication in stakeholder relations

Ekol has developed a successful business model that not only focuses on its operations but also manages the sustainability impacts throughout the entire value chain, and the company takes stakeholder expectations and demands into consideration in its decision-making processes. For this purpose, it uses various communication channels to create transparent, constructive and fair communication with stakeholders. Although the frequency and methods of communication change according to the needs and expectations of the stakeholder group, the views of each stakeholder are carefully examined.

In addition to methods such as e-mail, SMS and digital signage as internal communication channels, driver's screens are used as a sector-specific communication channel. In addition, Ekol launched its internal Appreciation and Acknowledgment Platform to strengthen internal communication.

IN 2022,  
**323 E-MAILS, 132 SMS AND 81 DIGITAL SIGNAGE CONTENTS**  
WERE SHARED IN INTERNAL COMMUNICATION CHANNELS

### Ekol Logistics Stakeholder Map

Stakeholders	Communication Methods
Employees	Email, SMS, facility screens, Appreciation and Acknowledgement platform, social clubs, employee satisfaction surveys, orientation programme, development programmes, social responsibility projects, social media career accounts
Customers	Company announcements, congratulatory messages, special day messages, invitations, monthly job bulletins, satisfaction surveys, setrow e-marketing mail service and social media communication channels
Suppliers	Company announcements, congratulatory messages, special day messages, invitations, satisfaction surveys, setrow e-marketing mail service and social media communication channels
Government, government agencies and relevant public authorities, local governments	E-mail, face-to-face meetings, greeting messages, invitations, setrow e-marketing mail service and social media communication channels
NGOs and press groups	E-mail, face-to-face meetings, greeting messages, invitations, setrow e-marketing mail service and social media communication channels
Media	Press releases, written and oral interviews, press invitations, events, e-mail
Society	News in the press, social media communication channels



# CORPORATE MEMBERSHIPS AND SUPPORTED INITIATIVES



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<p>UND – INTERNATIONAL TRANSPORTERS ASSOCIATION</p> 	<p>UTIKAD</p> 	<p>ITALIAN CHAMBER OF COMMERCE AND INDUSTRY ASSOCIATION</p> 	<p>TAYSAD – AUTOMOTIVE SUPPLIERS' ASSOCIATION OF TÜRKİYE</p> 	<p>DTD – RAILWAY TRANSPORTATION ASSOCIATION</p> 
<p>YASED – INTERNATIONAL INVESTORS ASSOCIATION</p> 	<p>TOBB (THE UNION OF CHAMBERS AND COMMODITY EXCHANGES OF TÜRKİYE)</p> 	<p>UNITED NATIONS GLOBAL COMPACT</p> 	<p>LODER (LOGISTICS ASSOCIATION)</p> 	<p>ISTANBUL CHAMBER OF COMMERCE</p> 
<p>HTFN (HI-TECH FORWARDER NETWORK)</p> 	<p>CONQUEROR NETWORK</p> 	<p>TEDAR (SUPPLY CHAIN MANAGEMENT ASSOCIATION)</p> 	<p>ECG – THE ASSOCIATION OF EUROPEAN VEHICLE LOGISTICS</p> 	<p>DEİK – FOREIGN ECONOMIC RELATIONS BOARD</p> 
<p>BCSD – BUSINESS COUNCIL FOR SUSTAINABLE DEVELOPMENT</p> 	<p>ETİD – ELECTRONIC COMMERCE OPERATORS ASSOCIATION</p> 	<p>GAİD – BONDED WAREHOUSE OPERATORS ASSOCIATION</p> 	<p>SURDER – HEALTH PRODUCTS ASSOCIATION</p> 	<p>DTO – CHAMBER OF SHIPPING</p> 



# ANNEXES

## ANNEX 1 – REPORTING GUIDANCE

This reporting guidance (“Guidance”) provides information on the data collection and calculation methodologies of the environmental and social indicators within the scope of the independent audit in the 2022 Sustainability Report of Ekol Logistics Inc. (“Ekol”, “Company”). It is the responsibility of the Company's management to ensure that appropriate procedures are in place to prepare the above-mentioned indicator, in all material respects, in line with the Guidelines. The information in this guidance covers the 2022 fiscal year ending on 31 December

2022 (01 January - 31 December 2022) and the training and human resources data declared in the report, as detailed in the "About the Report" section, covers Ekol Logistics environmental and energy management data has been declared for 10 facilities\*, and occupational health and safety data has been declared for 14 facilities\*\*.

\*10 Facilities include Kardelen, Orkide, Lilyum, Kozmoz, Lavanta, Lotus, Sakura, Gül, Melissa, Yonca.

\*\* In addition to the 10 facilities mentioned, it includes İzmir Konak Ekol, Pınarbaşı, Sancaktepe and Zambak facilities.

### General Reporting Principles

The following principles have been considered in the preparation of this guidance document:

- Emphasizing the basic principles of the relevance and reliability of the information to the users of the information in the preparation of the information,
- Emphasizing the principles of comparability / consistency of information with other data, including the previous year, and intelligibility / transparency principles that provide clarity to users in reporting information.

### Scope of the Report

#### BASIC DEFINITIONS AND PREPARATION OF DATA

For the purpose of this report, the Company makes the following definitions:

Indicator Category	Indicator	Scope	Formula
Social	Education	This indicator represents the training carried out and recorded during the reporting period.	Hours of training and the number of people participating in the training
	Employee demographic	This indicator represents the registered workforce, education level, average age, marital status and generational distribution during the reporting period.	The generation distribution is as follows Z: 1997-2012, Y: 1981-1996 X: 1965-1980, BB: before 1964
	Female employment rate	This indicator expresses the ratio of the female workforce working in the reporting period to the total workforce and their distribution by level.	Number of female employees / number of employees
	Disabled employment rate	This indicator expresses the ratio of the disabled workforce registered in the reporting period to the entire workforce.	Number of disabled employees / number of employees
	Employees involved in the performance management system	This indicator represents employees involved in the performance management system	Number of employees included in the performance management system/ number of employees/
	Employee turnover rate	This indicator represents the rate of employees who left during the reporting period.	Number of employees leaving during the period/average number of employees

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Indicator Category	Indicator	Scope	Formula
Social	Average seniority	This indicator represents the period that the employees in the reporting period spent in the company.	Years of the employment
	Number of lost days accidents (LTA)	This indicator represents the number of lost-day accidents that occurred due to occupational accidents that were recorded and experienced during the reporting period.	Number of lost days accidents
	Number of lost days	This indicator expresses the number of lost days due to work accidents experienced and recorded during the reporting period.	Number of lost days
	Number of non-lost days accidents (nLTA)	This indicator expresses the number of lost days due to work accidents experienced and recorded during the reporting period.	Number of non-lost days
	Lost working day accident frequency rate	This indicator refers to the ratio of the number of lost days due to the recorded and recorded work accidents during the reporting period to the total working time.	$\text{Lost day accident number} / \text{total working hours} * 200.000$
Social	Accident Severity Rate	This indicator expresses the ratio of the total number of lost hours calculated with the lost days recorded during the reporting period to the total working hours.	$\text{Lost day number} / \text{total working hours} * 200.000$
	Percentage of all operational sites where employee health and safety risk assessment are carried out	This indicator represents the percentage of all operational areas where the employee health and safety risk assessment was carried out during the reporting period.	Areas where OHS risk assessment is carried out / all operational areas
SOCIAL	Percentage of employees represented in OHS committees	This indicator represents the percentage of representation by the OHS officials of the employees in the reporting period.	Number of employees represented / average number of employees
	Education	This indicator represents the training carried out and recorded during the reporting period.	Hours of training and the number of people participating in the training
Environmental	Direct (Scope 1) GHG Emissions	This indicator represents the greenhouse gas emissions caused by the Company's transportation, storage and office activities and customs activities during the reporting period.	For detailed information, the corporate carbon footprint report should be examined.
	Indirect (Scope 2) GHG Emissions	This indicator represents the greenhouse gas emissions from electricity consumed by the Company during the reporting period.	For detailed information, the corporate carbon footprint report should be examined.
	Other indirect (Scope 3) GHG Emissions	This indicator indicates the transportation of the employee commuting, business trips of customers and employees, emissions from the purchased energy, emissions from the production of purchased products/raw materials, emissions from subcontracted activities related to transportation, transportation and disposal of wastes arising from the operation. greenhouse gas emissions are expressed.	For detailed information, the corporate carbon footprint report should be examined.
Environmental	Energy consumptions	This indicator represents the fuels consumed at the facilities during the reporting period.	Total energy consumed in facilities
	Waste generations	This indicator expresses the amount of waste generated at the facilities during the reporting period.	Total waste generated in facilities
	Water consumptions	This indicator expresses the amount of water consumed at the facilities during the reporting period.	Total water consumed in facilities



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## Corporate Carbon Footprint Details

“Greenhouse gas emissions of EKOL have been determined with a calculation-based methodology. While creating the greenhouse gas inventory, the methods in the “2006 IPCC Guidelines for National GHG Inventories”, “GHG Protocol Transportation Tool”, “ISO 14064-1 Enterprise level greenhouse gas emissions” and “DEFRA Greenhouse gas reporting conversion factors 2022” documents were followed. In accordance with these documents, the basic formula “Emissions = Activity data x Emission Factor” is taken as basis in the emission calculations while using the required unit conversion tables.

Under ISO 14064-1:2018, six greenhouse gases covered by the Kyoto Protocol were evaluated: carbon dioxide (CO<sub>2</sub>); methane (CH<sub>4</sub>); nitrous oxide (N<sub>2</sub>O); hydrofluorochlorocarbons (HFCs); perfluorocarbons (PFCs); and sulfur hexafluoride (SF<sub>6</sub>).

## Review Statement

Measuring and reporting verified data inevitably involves some degree of guesswork. In case of a change of more than 5% to the data at the company level, a reconsideration may be considered.





# ANNEX 2 – INDEPENDENT ASSURANCE STATEMENT



## INDEPENDENT ASSURANCE STATEMENT

To: Ekol Lojistik A.Ş.

### Introduction and objectives of the work:

Bureau Veritas Turkiye has been engaged by Ekol Lojistik A.Ş. to provide independent assurance over the "Selected Information" listed below included Sustainability Report 2022.

This limited assurance report applies to "Selected Information" within the scope of the work described below.

### Scope of Work:

The scope of the work was limited to assurance over information included in the Sustainability Report 2022 for the reporting period January 1, 2022 to December 31, 2022 (the 'Selected Information').

The scope of the indicators marked with \* on the following pages of the 2022 Sustainability Report, which is the subject of our limited assurance work, is as follows as of the year ended December 31, 2022;

Selected Information	Pages of selected information in the Sustainability Report
Percentage of senior female employees (Ekol Lojistik A.Ş.)	52
Average training duration (hours/employee) (Ekol Lojistik A.Ş. and selected 10 site)	54
Accident frequency rate (working day lost) (selected 14 site)	57
Accident severity rate (selected 14 site)	57
Energy Consumption (selected 10 site)	42
Water Consumption (selected 10 site)	45
Waste (selected 10 site)	44
Direct Green House Gases Emissions (Scope 1) (Ekol Lojistik A.Ş. and selected 10 site)	41
Energy Indirect Green House Gases Emissions (Scope 2) (Ekol Lojistik A.Ş. and selected 10 site)	41
Other Indirect Green House Gases Emissions (Scope 3) (Ekol Lojistik A.Ş. and selected 10 site)	41
Total GHG Emission tCO <sub>2</sub> e (10 Site)	41

### Criterion:

While preparing the "Selected Information", the company used the principles in the 2022 Sustainability Report-Reporting Guide section on pages 83-84-85 of the 2022 Sustainability Report.

### Assessment standard

The assurance process was conducted in line with the requirements of the International Standard On Assurance Engagements-ISA 3000 Revised, Assurance Engagements Other Than Audits Or Reviews Of Historical Financial Information and International Standard On Assurance Engagements- ISA 3410, Assurance Engagements on Greenhouse Gas Statements.

### Reporting principles

The following principles have been taken as basis in the preparation of this report:

- Appropriateness and robustness of key reporting systems and processes used to collect, analyse and review reported information;
- Evaluation of the report according to the main principles of ISA 3000 International Standard for Assurance Engagements (Revised)
  - Professional Scepticism
  - Professional Judgment
  - Assurance Skills and Techniques
- Evaluation of the report according to the principles of conformity, completeness, reliability, objectivity and intelligibility defined in ISA 3000 International Standard for Assurance Engagements

### Limitations and Exclusions:

The work is limited to for training and human resources data cover in the work limited to Ekol Logistics A.Ş., environmental and energy management data limited to Ekol Lojistik's 10 facilities (Kardelen, Orchid, Lily, Kozmoz, Lavender, Lotus, Sakura, Gül, Melissa, Yonca), occupational health and safety data limited to Ekol Lojistik's 14 facilities (Aksaray, İzmir Konak Ekol, Kardelen, Kozmoz, Lavanta, Lilyum, Lotus, Melissa, Orkide, Pınarbaşı, Sakura, Sancaktepe, Yonca, Zambak).

The data shared in this scope is limited to "selected information".

The reliability of the reported data depends on the accuracy of the location-level data collection and monitoring arrangements that are considered as part of this assurance.

Excluded from the scope of our work is the following.

- Information related to activities outside the defined reporting period or scope;
- Company position statements (including any expression of opinion, belief, aspiration, expectation, aim or future intent);
- Historic text which was unchanged from previous years and did not relate to ongoing activities;
- Financial data;
- Appropriateness of commitments and objectives chosen by Ekol Lojistik A.Ş.;
- Information and emission factors provided by independent third parties and/or information obtained within the Company, as indicated in the calculation tables, regarding calculations related to carbon emissions



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This moderate level assurance engagement relies on a risk based selected sample of the Selected Information and the associated limitations that this entails.

This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist.

#### Responsibilities:

The preparation and presentation of the Selected Information in the Sustainability Report 2022 are the sole responsibility of the management of Ekol Lojistik A.Ş.

Bureau Veritas Turkiye was not involved in the drafting of the related the Report. Responsibilities were to:

- Provide moderate level assurance as per ISAE 3000 and ISAE 3410' over the accuracy, reliability and objectivity of the information contained within the Sustainability Report 2022;
- Form an independent conclusion based on the assurance procedures performed and evidence obtained;
- Report our detailed conclusions and recommendations in an internal report to Ekol Lojistik A.Ş.' s management.

#### Methodology:

As part of our independent assurance, our work included:

1. Conducting employee interviews regarding the scope of work involved;
2. Process analysis of collecting and reporting the information included;
3. Review of documentary evidence produced Ekol Lojistik A.Ş.
4. Recalculation of examples in accordance with the evidence documents used to prepare the information included
5. Remote Audit
6. Implementation of analytical procedures on the final reported data

The work is based on current best practices in independent assurance; It was conducted in accordance with Bureau Veritas Turkiye's standard procedures and ISAE 3000 International Assurance Audits Standard requirements.

The work was planned and conducted to provide independent limited assurance.

#### Limited Assurance Conclusion

As a result of the evidence obtained, no contradiction has been detected that the Selected Information in the Company's 2022 Annual Report for the year ended 31 December 2022 has not been prepared in all material respects in accordance with the Reporting Principles and Tables section.

This report has been prepared for the Company's Board of Directors to assist in the reporting of the Company's activities, including its outcome. We allow this report to be included in the 2022 Annual Report for the year ended December 31, 2022, in order to enable the Board of Directors to demonstrate that it has fulfilled its responsibilities on the subject by having a limited independent assurance report on Selected Information prepared

#### Statement of Independence, Impartiality and Competence

Bureau Veritas is an independent professional services company that specializes in quality, environmental, health, safety and social accountability with over 190 years history.

Bureau Veritas has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day to day business activities. We are particularly vigilant in the prevention of conflicts of interest.

No member of the assurance team has a business relationship with Ekol Lojistik A.Ş., its Directors or Managers beyond that required of this assignment. We have conducted this verification independently, and there has been no conflict of interest.

The assurance team has extensive experience in conducting assurance over carbon and water information, systems and processes, has many experience in this field and an excellent understanding of Bureau Veritas standard methodology for the Limited Assurance.

#### BUREAU VERITAS GÖZETİM HİZMETLERİ LTD. ŞTİ.

**S.Özge GÖKMEN ŞAHİNKAYA**  
Responsible Verifier

**Ibrahim Tagay,**  
Certification Manager

**İstanbul, 07.06.2023**





# ANNEX 3 – GRI INDEX



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GRI Standards		Disclosure	Page, resource and/or explanation	
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		<b>2-1</b>	Organizational details	p. 7-25
		<b>2-2</b>	Entities included in the organization's sustainability reporting	p. 3
		<b>2-3</b>	Reporting period, frequency and contact point	p. 3
		<b>2-4</b>	Restatements of information	Ekol Logistic 2022 Sustainability Report is published first time.
		<b>2-5</b>	External assurance	p. 86-87
		<b>2-6</b>	Activities, value chain and other business relationships	p. 16-25, p. 69-79
		<b>2-7</b>	Employees	p. 49-50
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		<b>2-12</b>	Role of the highest governance body in overseeing the management of impacts	p. 65-67
		<b>2-13</b>	Delegation of responsibility for managing impacts	p. 65-67
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<b>2-23</b>	Policy commitments	p. 11		
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		2-28	Membership associations	p. 82
		2-29	Approach to stakeholder engagement	p. 81
		2-30	Collective bargaining agreements	p. 50
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GRI 3	Material Topics 2021	3-1	Process to determine material topics	p. 31-32
		3-2	List of material topics	p. 31-32
		3-3	Management of material topics	p. 31-32
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		201-2	Financial implications and other risks and opportunities due to climate change	p. 46
		201-3	Defined benefit plan obligations and other retirement plans	p. 59
		201-4	Financial assistance received from government	p. 14
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		205-2	Communication and training about anti-corruption policies and procedures	p. 30
		205-3	Confirmed incidents of corruption and actions taken	p. 30
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