



mey | DIAGEO

**2022
SUSTAINABILITY REPORT**

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About Report

We started to systematically monitor and report our sustainability efforts with the United Nations Global Compact (UNGC) that we concluded in 2019. For a life to be celebrated every day, everywhere, we closely monitor the sustainability risks of the world, our country, the business world and our sector. As a responsible social organization with the ambition **'to create the most reliable and respected consumer products company with the best performance in the world'** we take our sustainability efforts one step further every day.

The content of our third report, "Mey|Diageo 2022 Sustainability Report", has been generated in light of the prioritisation studies conducted at global level by taking current trends and changing local and global agendas into account. Furthermore, the content has been updated in accordance with the inputs provided by the Mey|Diageo Sustainability Committee (MDSC) and "Reporting Team" members assigned by the Leadership Team.



In order to be in line with the financial calendar applied by Diageo, our report has been prepared to cover operations in Turkey between July 01, 2021 - June 30, 2022 (2022 financial year - F22). This includes all plants, facilities, sales and head offices of the two companies operating in Turkey. However, in our report, some selected data regarding our international operations are shared for information purposes only. In order to make our performance stated in the Mey|Diageo 2022 Sustainability Report, which is an indicator of the value we give to all our stakeholders, measurable and comparable with previous periods, F20 and F21 data are also included in some sections.

This report has been prepared in accordance with the "GRI Standards" revised by the Global Reporting Initiative (GRI). In addition, this report includes all our practices related to compliance with UNGC principles. You can find these principles and the GRI indicators utilized in detail in the content index in the annexes of our report. Our report, which is prepared bilingually in Turkish and English, also includes Sustainability Accounting Standards Board (SASB) and World Economic Forum - Stakeholder Capitalism (WEF) index information as in the previous year.

The collection and evaluation of the relevant data during the preparation of our report was carried out under the leadership of MDSC with the contributions of the relevant units of the companies, and EWA Corporate Consultancy supported the entire preparation process and the creation of the report.

We are aware of how important it is to ensure stakeholder engagement in a collaborative and fully inclusive manner to realize the UN Sustainable Development Goals (SDGs). That is why it is very important for us to hear the opinions and suggestions of all our stakeholders in order to improve our sustainability performance. We will be happy to receive any comments, recommendations and questions regarding the sustainability performance of Mey|Diageo 2022 Sustainability Report at surdurulebilirlik@diageo.com

**To access
Mey|Diageo
Sustainability
Reports**



Message from the General Manager



Dear Stakeholders and Dear Readers,

Although sustainability is a concept that has been around for a long time, its importance has only begun to be recognized in recent years. Factors such as the COVID-19 pandemic and the food and energy crisis caused by political tensions have once again reminded the business world of the importance of long-term sustainability factors. As stakeholder demand for consistent and comparable data has increased, companies have started to focus more on environmental, social and other non-financial factors that are critical for long-term sustainability.

By signing the UN Global Compact in October 2019, we started the process of further integrating sustainability into our company's strategies and operational performance. Since 2020, we have been transparently disclosing our sustainability performance to our stakeholders through our reports.

We recognize that the biggest risk to the agriculture, food and beverage system is climate change and the extraordinary weather conditions that are already being felt. For this reason, carbon emission has an important place among our "Society 2030 Spirit of Progress" targets set by Diageo on a global scale. We have important targets such as achieving net zero emissions in our direct operations, reducing our value chain emissions by 50%, and switching to 100% renewable energy in direct operations. In this context, in 2022, we contributed to the UN Sustainable Development Goals with 101 different projects focusing on sustainability. With our waste reduction projects, we prevented 99 tons of glass, 2 tons of paper and 3 tons of plastic waste, preventing a total of 81 tons of CO₂e emissions.

Another consequence of climate change, which unfortunately is not talked about as much as carbon, is the risk of water security. Water is a resource that is a common component of food, energy, economic growth and security issues. Water conservation at source and water efficiency are also emphasized in our country's policy documents. We continue to develop projects in line with Mey|Diageo's goal of "Preserving Water for Life" in its "Pioneering grain to glass sustainability"

strategy. Our goal is to replace all or more of the water we use in our operations by 2026.

One of our important projects is to end open channel irrigation and switch to drip irrigation in Sahyar district, located in Manisa-Alasehir region, where open channel irrigation is currently used. In addition to increasing irrigation efficiency, drip irrigation method increases productivity in irrigated agricultural areas. In addition, since it reduces the humidity in the air, it significantly prevents diseases and bacteria that spread in humid environments such as fungi and reduces the use of agricultural pesticides. The results of the project so far are really promising. Since the start of the implementation, irrigation was carried out for 30 days due to seasonal conditions. The water saving in 30 days was 15,191 m³. In order to verify the realized water savings, a third party audit was conducted and our figure was verified by PwC. Another project we are carrying out to replace the water we use is our project to switch to aerators to save water in Denizli-Acipayam, Nevsehir-Avanos and Mersin... It is known that up to 75% water savings can be achieved with aerators that make the water flowing from the taps less but more dense and oxygenate the water.

The 17th UN Sustainable Development Goal is "Partnerships for the Goals". What increases the impact of the work carried out for 16 purposes and makes it widespread is the partnerships and cooperation to be established... This is actually the factor that makes our projects even more valuable. Thanks to the fact that we work in partnership with local administrations, irrigation unions and co-operatives and implement our projects in full cooperation, the value we create is shared and grows, and we are proud of this.

In addition to the projects we carry out with our stakeholders to replace used water, we saved a total of 36,915 m³ of water and reduced the amount of water used to produce one liter of product by 14.5% compared to the previous year through water efficiency projects carried out throughout our facilities. These figures are just a few of the successful results we achieved in 2022... In our report, you will find detailed information about our efforts in areas such as inclusion and diversity, conscious consumption, waste reduction and packaging.

We are aware that sustainability is a multidimensional issue and that the struggle for a sustainable future is a long-term journey. In the light of our Society 2030 Targets, we resolutely continue our projects that we develop, implement and monitor together with our employees, suppliers and customers.

As always, I would like to extend our sincere thanks to all our valuable ecosystem who have traveled with us on this journey and are part of our common struggle.

We continue to work without hesitation and tirelessly for a more sustainable future...

Levent Komur
General Manager



Highlights in the reporting period



We replaced 15,191 m³ of water with Sahyar drip irrigation project.



We were honored with 24 awards.



We contributed to the SDGs (Sustainable Development Goals) with a total of 101 projects focusing on sustainability.



We completed the 'Climate Change Risk Assessment' study covering our main activities.



We increased our organic sales volume by 18% and organic net sales by 49% compared to the previous period.



We started to implement the Old Vine Semillon project in a total of 3 vineyards.



We saved a total of 36,915 m³ of water through water efficiency projects carried out in our facilities.



We launched 7 new products.



We did not send any waste to the soil.



As a responsible social institution, we took part in 44 different corporate projects.



With our waste reduction projects, we prevented 99 tons of glass, two tons of paper and three tons of plastic waste, preventing a total of 81 tons of CO₂e emission.



Three of our directors were appointed to their new positions at Diageo.



We reduced the amount of water used to produce 1 liter of product by 14.5% compared to the previous year.

Mey|Diageo at a glance

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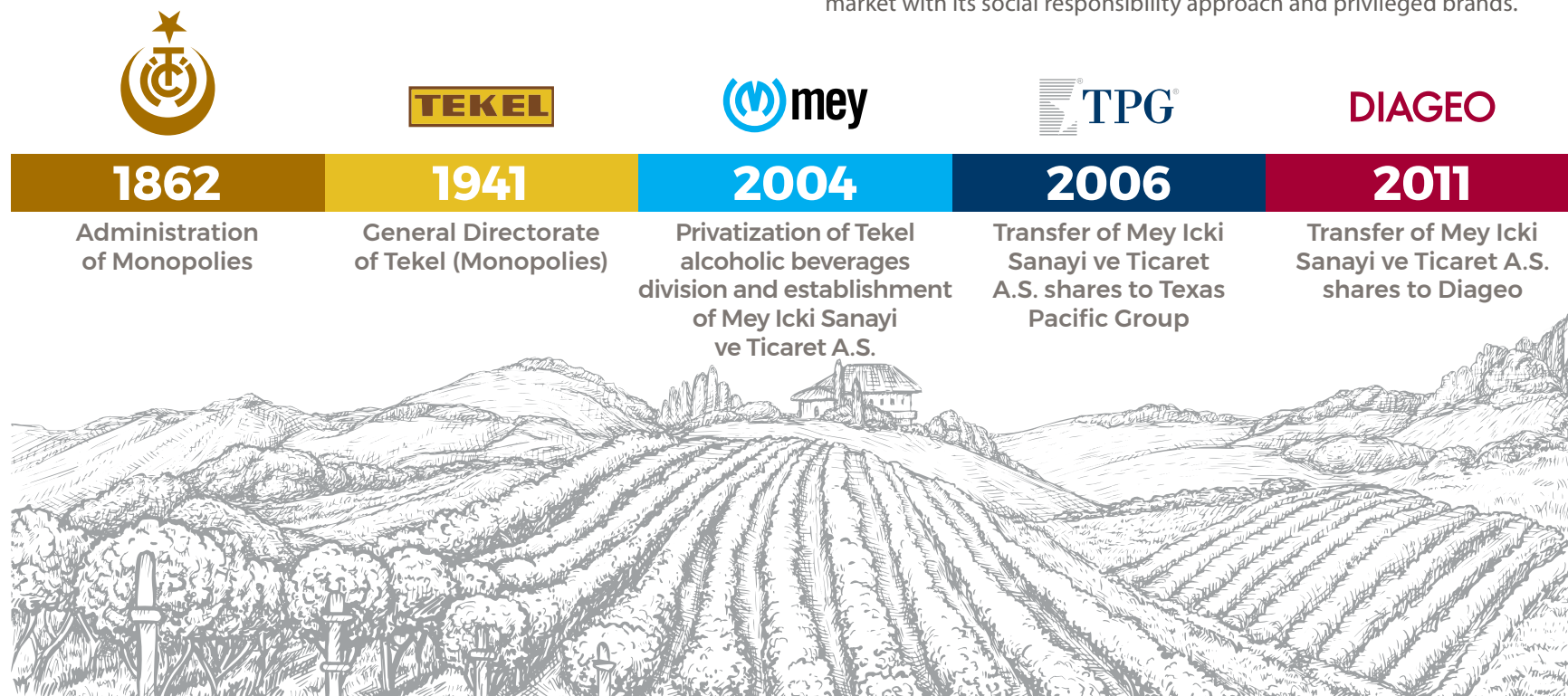


Mey|Diageo in brief

Mey|Diageo is one of Turkey's largest companies in the alcoholic beverage sector. The company's roots date back to the 19th century. Starting in 1862 with Administration of Monopolies, the story continued with the state monopoly of alcoholic beverages in 1932. In 2004, with the privatization of Tekel's alcoholic beverages division and the change in the ownership structure of the company in 2006, the company's activities continued. 90% of the company was acquired by TPG Texas Pacific Group in 2006. And in 2011, the company came under the umbrella of Diageo, an alcoholic beverage producer with commercial operations in approximately 180 countries and regional offices in 80 countries. Mey|Diageo, the current representative of a heritage that traces its roots back to the Administration of Monopolies

established in 1862, is a company with a farmer's license that grows wine on its own land. The company operates in Turkey as two separate companies, one for production and the other for sales and marketing.

Mey|Diageo offers more than 2,000 employees, including distributors and sales teams, an environment where the interaction between its brands and talented employees can be observed in the most remarkable way. Its performance draws attention with the employment opportunities it creates, its integrated structure with agriculture, its positive impact on the national economy due to its contribution to national budget resources, and its application of global best practices in sustainability to our country's businesses. It has assumed the leadership of the market with its social responsibility approach and privileged brands.



Company imprint

Trade Name of the Company
Mey Icki Sanayi ve Ticaret A.S.
(MEYI)

Core Activity Area
**Wholesale Trade of Alcoholic
Beverages**

Number of Personnel
477

Trade Name of the Company
**Mey Alkollu Ickiler Sanayi ve
Ticaret A.S. (MEYA)**

Core Activity Area
**Manufacture of Distilled Alcoholic
Beverages**

Number of Personnel
444

UNGC Signing Date
October 10, 2019

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Corporate senior management



Levent Komur
General Manager



Ahmet Yazicioglu
Corporate Affairs Director



Bahar Ucanlar
Marketing Director



Kursat Apan
Supply Chain Director



Meltem Azbazdar
Law and Regulation Director



Ozlem Yesildere
Finance and Digital
Transformation Director



Serkan Solmazer
Sales and Marketing Director



Ulfet Baykent Uysal
Human Resources Director

Who we are?



We are the present representative of the legacy, dating back to the General Directorate of Monopolies that was established in 1862.



We are a company that is engaged in viticulture on its own land and holds a farming license.

We are Mey|Diageo, which combine the talents of its employees and the power of its brands, and which take firm steps forward with more than 2,000 employees, distributors and sales teams!



We have been the export champion in our field for years.



However, our identity is not limited to these. Because our activities are not limited to our products that are produced, sold and consumed. We are aware of the retrospective and prospective effects of our production activities. As an industrial organization based on agriculture, we support good agricultural practices with our projects for our producers, while trying to increase our efficiency in resource use and thus reduce the amount of resource use. We monitor our waste from our processes, sales and marketing activities and endeavor to develop solutions to reuse our materials while reducing the amount of waste in our value chain.

We consider ourselves an important part of gastronomy, agriculture and tourism in Turkey and across the world. We stand in solidarity with such ecosystems and believe that as they move forward and grow, we will grow too. The whole, which we define as the "ecosystem of Mey|Diageo", is made up of hundreds of thousands of people, including our employees, grape and aniseed farmers, and those who serve directly or indirectly in the gastronomy and tourism sector. We want to build an ecosystem in solidarity with this valuable ecosystem, where women play important roles and gender balance is ensured.



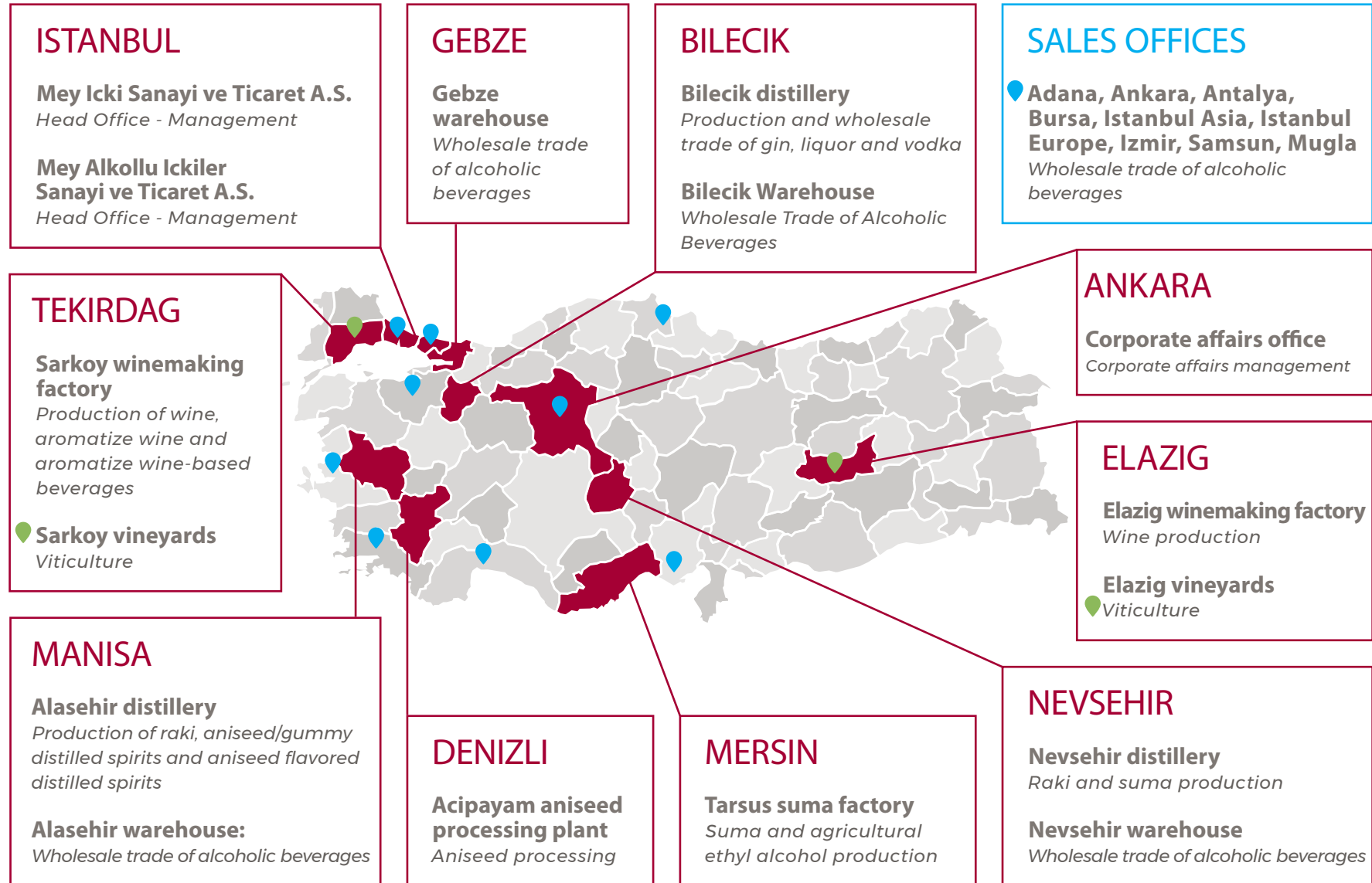
We are manufacturing the products we offer to consumers in our 8 factories. We have raki factories in Alasehir and Nevsehir, a suma factory in Alasehir, a suma and agricultural ethyl alcohol factory in Tarsus, a vodka, gin and liquor factory in Bilecik, an aniseed processing plant in Acipayam, and wine production facilities in Elazig and Sarkoy. Our Experience Center in Alasehir is the first raki innovation center in Turkey.

We are the first in exports in our sector.

We support agriculture with our investments by viticulture in our own lands and export to 37 countries.

Corporate Profile

Factories, plants, offices and vineyards



GRI 2 2-1, 2-6

We, as Mey|Diageo, have a wide product portfolio. Our portfolio consists of more than 100 types of products including raki, vodka, whiskey, gin, liquor, rum, tequila, wine brands and sub-brands thereof. In addition to the brands that we produce and sell, we supply global brands, for which we are the authorized distributor of Diageo in Turkey, onto the market*.

Our brands and products

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

*You can find the detailed list of all our products on the market [in the annexes section.](#)

Awards and achievements received during the reporting period



16. Felis Awards

- Women and Gender Equality (Achievement Award)
- Corporate Image (Achievement Award)
- Long Format Content (Merit Award)

Yuzlesme / Meyhanedeyiz.biz
Date: November 2021

16. Felis Awards

- Timeless Works (Achievement Award)
- Yeniden Gidersin / Meyhanedeyiz.biz
Date: November 2021



Kristal Elma 2021

- Gender Equality in Branded Content and Advertising (Two Silver)
 - Viral Film and Content Created on Special Days (2 Bronze)
- Yuzlesme / Meyhanedeyiz.biz
Date: December 2021

16. Felis Awards

- Felis Global - Film (Grand Prize)
- Felis Global - Out of Home (Felis)
- Felis Global - Brand Experience and Activation (Achievement Award)
- Felis Global - Data Usage (Achievement Award)

Yeni Raki Global Burasi Istanbul Kadeh / Yeni Raki Global
Date: November 2021

16. Felis Awards

Felis Global - Brand Experience and Activation (Felis)

- Felis Global - Data Usage (Achievement Award)
- Felis Global - Branded Content and Entertainment (Achievement Award)
- Felis Global - Radio and Audio (Achievement Award)

Yeni Raki Global Istanbul Sesleri / Yeni Raki Global
Date: November 2021

16. Felis Awards

- Felis Global - PR (Felis)
- Film Text, Voice Over (2 Felis)
- Global Thinkers (Silver)
- Felis Global – Digital and Mobile (Achievement Award)
- Felis Global – Media (Achievement Award)

Yeni Raki Global Burasi Istanbul / Yeni Raki Global
Date: November 2021

Kristal Elma 2021

4 Crystal, 3 Silver, 2 Bronze
Yeni Raki Global Burasi Istanbul / Yeni Raki Global
Date: December 2021

Kristal Elma 2021

1 Silver, 1 Bronze
Yeni Raki Global Burasi Istanbul Kadeh / Yeni Raki Global
Date: December 2021



World Spirits Awards

- Yeni Raki 1937 (Gold Medal)
- Yeni Raki Giz (Gold Medal)
- Yeni Raki Uzun Demleme (Silver Medal)

Aniseed Distilled Spirits Category
Date: March 2022



San Francisco World

Spirits Competition

- Yeni Raki 1937 (Gold Medal)
- Yeni Raki Giz Silver Medal

Liqueurs and Others Category
Date: April 2022

London Spirits Competition



- Yeni Raki Giz (Silver Medal)

Other Spirits Category
April 2022



SIP Awards

- Yeni Raki Uzun Demleme (Gold Medal)

Yeni Raki 1937 (Silver Medal)
Ouzo and Raki Category
May 2022

International Spirits Challenge



- Yeni Raki Uzun Demleme (Bronze Medal)
 - Yeni Raki Ala (Bronze Medal)
- Tekirdag Raki Altin Seri (Bronze Medal)
Liqueurs and Specialties Category
Date: May 2022



European Spirits Challenge

- Tekirdag Raki Altin Seri (Gold Medal)
 - Yeni Raki Uzun Demleme (Bronze Medal)
- Liqueurs and Specialties Category
Date: June 2022



Our company ranked 4th among fast moving consumer goods companies in Fast Company Magazine's **"Corporate Culture 100"** survey.



At the **Diageo European Supplier Awards**, three of our suppliers were awarded first prizes in two different categories.



Our Corporate Relations team was honored with an award at the **Diageo CR Awards & CR Celebrates**



According to Capital Magazine's **"Women Friendly Companies"** survey, we ranked among the 29 companies where women are the strongest in the board of directors.



Our General Manager Levent Komur was listed among **"Turkey's 50 Most Admired CEOs"** at the Golden Leader Awards.



We were selected as Turkey's most admired company in our sector in Capital Magazine's **"Most Admired Companies"** survey.



Our General Manager Levent Komur ranked 11th in Fast Company Magazine's **"Sustainability Leaders 50"** list.



Our Finance and Digital Transformation Director Ozlem Yesildere was included in the list of **"Turkey's 50 Most Effective CFOs"** organized by Data Expert and Milliyet Executive.



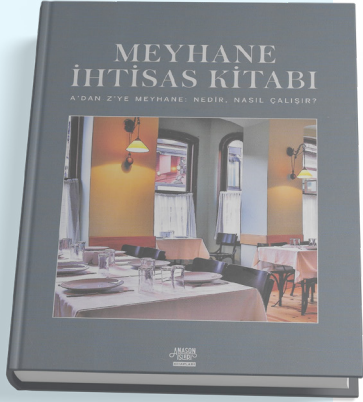
We received 2 awards at the **Women Friendly Brands Awards** with our "Policy and Handbook on Combating Violence against Women" and "Solen Sofrası" projects.

Meltem Azbazdar, our Legal and Regulatory Director, was selected for the 4th time to the **GC Powerlist**, where Legal 500 awards successful corporate lawyers.

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ALPAGUT BAĞLARI

Information Corner

Meyhane İhtisas Kitabı (Tavern Specialization Book)



We would like to emphasize once again that we are an important component of gastronomy, agriculture and tourism in Turkey and the world. We want to build an ecosystem that offers international service, quality and experience, in solidarity with the advancing and rising gastronomy ecosystem, where women play important roles and gender balance is ensured. In line with this goal, we published the **Meyhane İhtisas Kitabı** prepared by Overtteam Publications with the contributions of Mey|Diageo and under the guidance of IWSA (International Wine & Spirits Academy). Our book, which has a very wide scope; academicians, historians, gastronomy writers, architects, beverage production professionals and master operators have worked for more than two years.

Meyhane İhtisas Kitabı was awarded the "Gastronomy Book of the Year" prize in the 4th Golden Spoon Awards Competition organized by the Kitchen Friends Association, one of Turkey's oldest non-governmental organizations and a respected representative of the field of gastronomy.

The Meyhane İhtisas Kitabı, which has attracted great interest since the day it was published, has added another global success to its success. The book received two awards at the Gourmand Awards, one of the world's most prestigious gastronomy awards, and was deemed worthy of the "Country Winner" awards in the "Food and Drink" and "History of Drink" categories. With these awards, it also qualified for the "Best in the World" qualifiers to be held in Sweden in May 2023.

The Meyhane İhtisas Kitabı, which is a guiding work for professionals who want to open a tavern or serve the sector, also draws attention as a fun popular culture book for regulars and tavern friends. The book covers every subject related to the tavern, from its history to its architecture, from its drinks to its cuisine, from its management to its music, with 53 authors, 54 topics, 250 photographs and 160 drawings.

Among the authors of the book are Sumeyye Hosgor Buke, Umay Ceviker, Onur Daylan, Melih Demirel, Pelin Dumanli, Hulya Eksigil, Serdar Erbas, Ebru Erke, Osman Guldemir, Gozdem Gurbuzatik, Dilara Kara, Erdal Kara, Hakan Kaynar, Levent Komur, Ebru Cengel Kultur, Tan Morgul, Mehmet Okutan, Altay Ozankan, Pinar Ogunc, Koray Ozcan, Ozge Ozel, Nazli Piskin, Burak Zafer

Sirmacekici, Tuba Satana, Ayse Sensilay, Bulent Sik, Aylin Oney Tan, Ahmet Tiryaki, Ahmet Uhri, Ozlem Yalim, Ece Yalim, Oguz Yalim and Erdir Zat.

Anason Kolektif team consisting of Engin Oncuoglu, Onur Kutluoglu and Umur Sumnu, all of whom are architects, writers, illustrators and academicians, discussed the architectural features of taverns with real measurements and drawings in the Tavern and Architecture section of the book, covering every aspect from lighting to ventilation and even acoustics.

In another remarkable section of the book, Tavern Management, Sezin Ozavci interviewed the managers of important venues and explained the background of the manager's management of the venue like a "technical director". In addition, customer relations, personnel management and problem solving methods are among the topics covered in this section. The Tavern Management section attracts attention with its meticulous and delicious articles on a wide range of topics from social media management to purchasing and food safety.

In the Tavern Cuisine section, which was handed over to the editor Nilhan Aras, every subject, including the types of taverns according to their cuisine, from chickpeas to cheese, from offal to tzatziki, from fish to pickles, from fruit to dessert, is covered in separate articles.

The chapter on Drinks in the Tavern was edited by IWSA, who is well versed in both the science and culture of the subject. IWSA has covered the subject in detail by answering frequently asked questions about production techniques, the types of raki on the market, water, ice and sugar. The information provided also included professional raki tasting information. The answer to the question "Why grapes?", the importance of the quality of aniseed, the other spirits served in taverns, as well as the sensory circle of raki are all discussed in this section. The section on the music that makes a tavern a tavern includes details such as what can be played in a tavern, how it can be played and what it can be played with.

Erdir Zat, who also edited our book Meyhane İhtisas and contributed to the theoretical and practical editing process, has undertaken the editing of the tavern section from history to the present.

Don't let it flow away...

As Mey|Diageo, we continue our efforts and develop various projects with the aim of replacing more than the water used in regions where there is water shortage. One of the noteworthy and successfully implemented examples of our efforts is the Sahyar Don't Let It Flow Away Drip Irrigation Project (Sahyar Akip Gitmesine Izin Verme Damla Sulama Projesi), which we developed in order to support the construction of a future with water security and contribute to a better world.

In this project, action was taken with a vision that prioritizes water and water security in the face of loss of natural resources, climate change and global pandemic conditions.

According to the CDP (Water Transparency Project) Water Impact Index, plant and fruit agriculture has a critical impact on water. It was planned to achieve the project objective by ending the irrigation of vineyards with

wild irrigation method, protecting the soil and increasing product yield. With the exemplary work to be carried out, our main goal is to provide 60 hectares of land with drip irrigation infrastructure by the end of F26.

Our global commitment, which can be summarized as "using 30% less water in every beverage made by 2030 and replacing more water than is used in all water-stressed areas where we operate by 2026", played a driving role in our project, which was designed to cover the years F22 - F26.

As a result of the implementation of the Sahyar Don't Let It Flow Away Drip Irrigation Project;

- **Less use of groundwater by preventing the drilling of new wells and ensuring efficient use of water,**



- Preventing the damage to soil, crops and water resources caused by wild irrigation where water is given to the soil uncontrolled and unmeasured
- Increasing crop yield by drip irrigation according to the plant, conditions and water source and preserving the necessary micro-macro nutrients in the soil,
- 176,729 m³ of water to be saved by the end of the F26 period for 60 hectares.

Implementation steps were carefully designed and implemented for the success of the project. Perhaps the most important implementation step is the finalizing of the project design in consultation with local stakeholders. Establishing and maintaining relations with our local stakeholders during the project is one of the project implementation steps that we handle with great sensitivity. Detailed information on our carefully followed implementation steps is given below.

- **Project design and interviews with local stakeholders Manisa Metropolitan Municipality, Alasehir District Municipality, S.S.Sahyar Irrigation Cooperative and farmers who are members of the cooperative are our local stakeholders. During the**



- **design of the project, the requirement was accurately defined through interviews and the project was designed accordingly. The interviews with local stakeholders, particularly the farmers who are members of the co-operative, have created an opportunity for us to inform them about water.**
- **Our project was presented to local stakeholders; with the tripartite protocol signed between Manisa Metropolitan Municipality, S.S.Sahyar Irrigation Cooperative and Mey|Diageo, the project investment needs, responsibilities of the project parties and measures for the sustainability of the project were determined. Moreover, bids for the purchases to be made within the scope of the investment were also collected in this process.**
- **Material procurement**
- **Field work and main line laying**
- **Commissioning of the line**
- **Project follow-up and calculation of water saving amount**

The success of our project is best demonstrated by the pre-project situation. Before the project, it was determined that the streams used as surface water source within the borders of Manisa Sahyar neighborhood, which is the settlement to which the project site belongs, could not reach sufficient water during the critical development period for the plant, i.e. June - September. For this reason, during the period when water is scarce, the only alternative for the solution of the problem is the deep well, i.e. groundwater, which is located in the north-west of the neighborhood settlement and is permitted by DSI (General Directorate of State Hydraulic Works). However, water cannot be used efficiently in irrigation with the open system and the demand for groundwater increases. In the 4-month period between June and September, 680,000 m³ of water is used in this way, resulting in the drilling of new wells. It is expected that the amount of water utilization will increase in the coming periods due to climate change.

In F22, the infrastructure of the project was finalized and put into practice. From the date the project was put into practice, irrigation was carried out for 30 days due to seasonal conditions. Water savings in 30 days amounted to 15,191 m³. A third party audit was conducted to verify the realized water savings and our figure was verified by PwC. The target of our project is to save a total of 176,729 m³ of water by the end of the F26 period for 60 hectares of land. Our 30-day performance was an important indicator that this target could be achieved.

Sustainability at Mey|Diageo

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Our sustainability approach

“Pioneering Grain to Glass Sustainability” is the foundation of our sustainability approach, with the goal of “becoming the world’s best performing, most trusted and most respected consumer products company”.

Based on this foundation, we address two main material groups in our sustainability approach for materials: Agricultural raw materials and packaging. The issues we address within the scope of packaging are the use of lightweight packaging, reduction of carbon footprint from packaging waste, use of packaging with recycled content, and recycling in all forms, mainly glass and plastic. The Sustainable Solutions Program, developed by Diageo, is a call for new solutions from experts in advanced sustainability technologies and practices across the lifecycle of our brands, from grain to glass. It is desirable that the agricultural supply chain is economically, socially and environmentally sustainable and resilient, and we are working towards the widespread adoption of regenerative agriculture practices. We contribute to the development of a guidance framework for regenerative agriculture through the Sustainable Agriculture Initiative Platform, of which we are a global member. We monitor the origin of the raw materials we use, whether they are produced within the framework of sustainability principles and whether they have certificates in this sense. We act in accordance with the principle of sourcing raw materials locally. Within the scope of the principle of sourcing raw materials locally, we provide the necessary support to our suppliers, enabling them to digitalize and monitor our supply chain more effectively.

Marketing and labeling issues are also handled within the framework of sustainability principles. However, some country practices, including Turkey, handle marketing and labeling issues more sensitively than global trends, and country practices are meticulously followed.

As part of the Cooperation and Collective Action Program, human rights and labor standards are among the focus areas in the global supply chain.

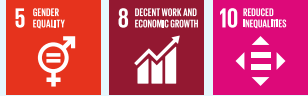
We summarize below the topics that we disclose through our reports and therefore monitor with key success indicators.

- **Positive drinking**
- **Inclusion and diversity**
- **Pioneer grain to glass sustainability**
- **Preserve water for life**
- **Accelerating to a low carbon world**
- **Being sustainable from the design stage**
- **Doing business the right way from grain to glass**
- **Our people**
- **Sustainable supply chain**
- **Environmental impact**
- **Governance and ethics**
- **Food safety and quality**

As Mey|Diageo, we do not give up the principle of protecting our future and the planet at the basis of our projects, communication activities, initiatives we are a party to, and our relations with public authorities and our customers.



GRI 3 3-1, 3-2



Champion inclusion and diversity



Promote positive drinking



Pioneering grain to glass sustainability

¹ Net Zero
² European Green Deal
³ USA Inflation Reduction Act

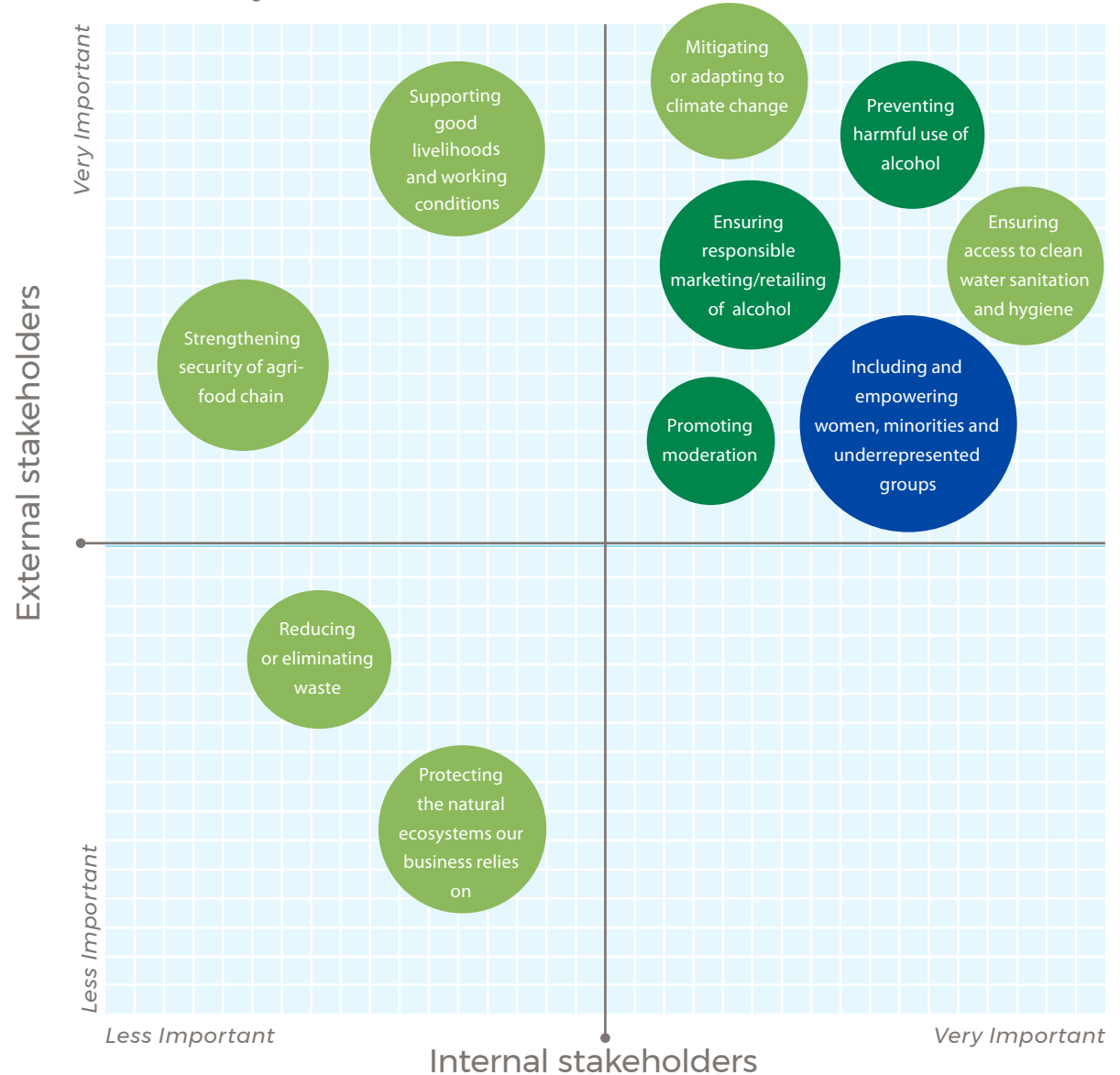
Our sustainability priorities

In 2019, Diageo held meetings and interviews covering many different countries and regions in order to prioritize in line with the SDGs and meet the expectations of internal and external stakeholders. The findings obtained from internal and external stakeholders were analyzed in depth and strategies to support sustainable growth were determined by taking global trends into consideration. Our stakeholder priorities that are in compliance with the "Society 2030 Goals", which clearly sets out the roadmap until 2030, are listed below.

We continuously monitor our sustainability priorities in accordance with the comments of our stakeholders. Within this scope, we carefully monitor our corporate relations activities, financial analyses and external developments. The Paris Climate Agreement, the 1.5°C Business Target, the Net Zero Target¹, the EU Green Deal² and the USA Inflation Reduction Target³ are organizations that have an impact on the UN SDGs.

On the other hand, we closely follow the developments in our country. In particular, the Green Deal studies coordinated by the Ministry of Trade, the Climate Change Action Plan and National Contribution Declaration, Turkey's National Energy Plan for 2022, the Water Efficiency Strategy Document and Action Plan (2023-2033) within the Framework of Adaptation to a Changing Climate, and the preparations for the Climate Law are national policy areas and legislative arrangements that are closely related to our sustainability priorities.

Materaility matrix



Some of the committees of our company:

- Mey|Diageo Sustainability Committee
- I Have An Idea Committee
- Mey|Diageo Diversity and Inclusion Committee
- Work Life Balance Committee
- Agile Walkers
- Women in Sales
- End of Year Meeting Organization Committee
- Evreka
- Occupational Safety Committee
- Union Disciplinary Committee within the Scope of the Process
- KVKK (Personal Data Protection Law) Committee
- Risk Management Committee

Our sustainability management

Organized in 2020, Mey|Diageo Sustainability Committee (MDSC) continued its activities in F22. MDSC consists of a project leader and a core team sponsored by the Supply Chain and Regulatory and Legal Directors selected from the Leadership Team. There is also an extended committee consisting of L.E.G.O. (Leadership, Empathy, Growth, Opportunity) team members and representatives of other departments as required.

Our sustainability priorities are owned by the Leadership Team, our highest management body, and our performance is regularly measured. The monitoring and evaluation of the activities are

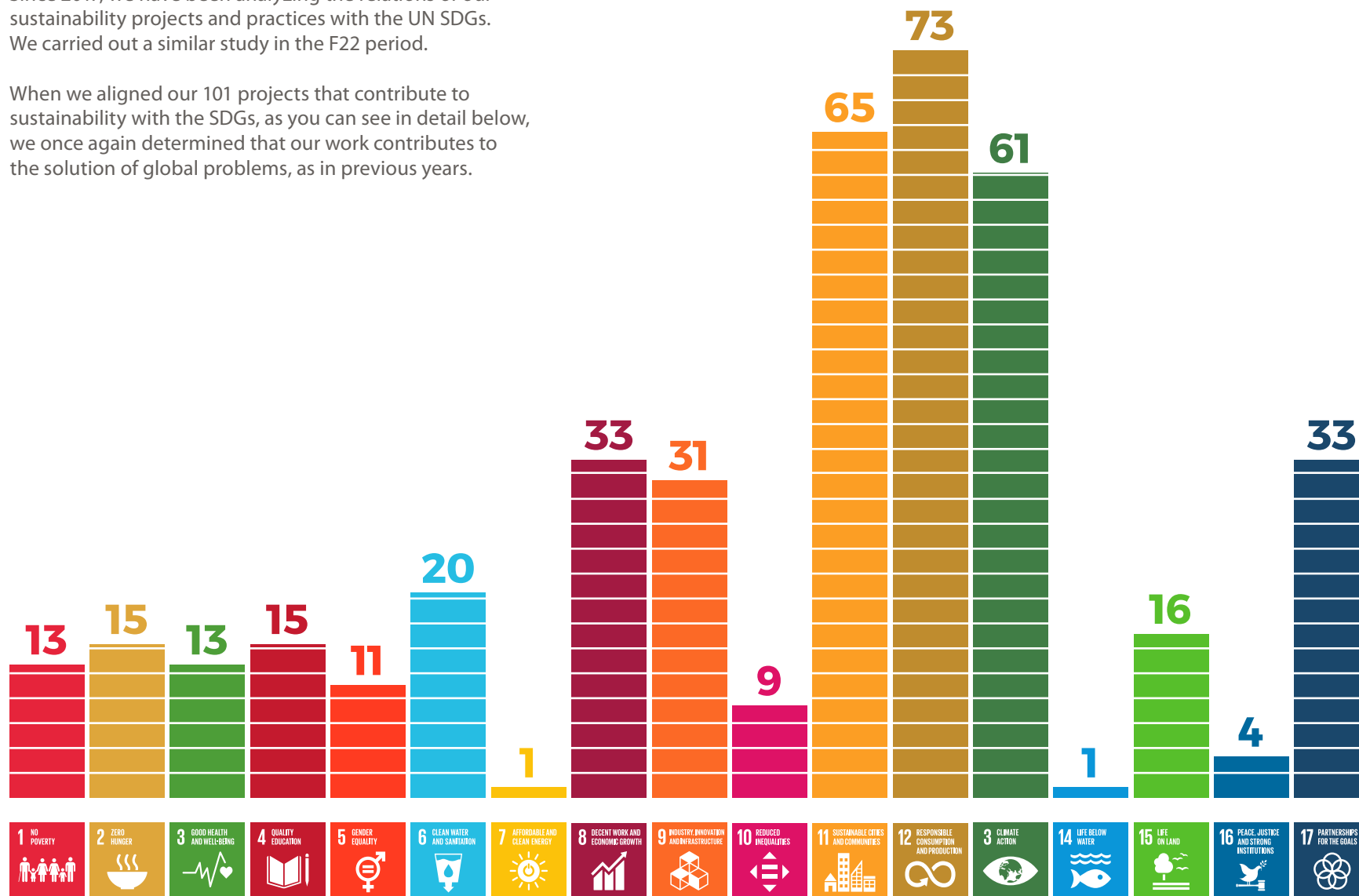
also carried out within this structure, and the connection with the Leadership Team is ensured through the managers sponsoring MDSC. In this way, corporate sustainability activities are coordinated and teams responsible for production, brand, communication, human resources, infrastructure, procurement and quality come together. In addition, adopting the sustainability agenda established within the framework of globally determined sustainability priorities, strategies and targets, making it a part of business processes, monitoring international developments and following public regulations and trends are among the activities carried out by MDSC.



Our contribution to Sustainable Development Goals

Since 2017, we have been analyzing the relations of our sustainability projects and practices with the UN SDGs. We carried out a similar study in the F22 period.

When we aligned our 101 projects that contribute to sustainability with the SDGs, as you can see in detail below, we once again determined that our work contributes to the solution of global problems, as in previous years.





Society 2030: Spirit of Progress

We are excited about the possible contributions of our brands to a more inclusive and sustainable world. While the works carried out and to be carried out create significant impacts on our company, they also bring about visible, measurable and data-based traceable impacts on the local geography in which we operate and on the society in general. One of the areas where this impact is most evident is the acquisitions gained within the scope of the "Sahyar Don't Let the Water Flow Away Project", which was developed based on the principle of "Water is the basis of life and our most precious resource". Working in partnership with local governments and co-operatives to create a sustainable world while tackling climate change and water stress.



We want to change the way the world drinks for the better.

We will do this by celebrating moderation and continuing to address the harmful use of alcohol, expanding our programmes that tackle underage drinking, drink driving and binge drinking.



We believe the most inclusive and diverse culture makes for a better business and a better world.

We will champion inclusion and diversity across our business, with our partners and communities, to celebrate diversity and help shape a tolerant society.



We are committed to preserving the natural resources on which we all depend.

We will work in partnership to tackle climate change, water stress and biodiversity loss, and help create a more sustainable world.



Water is the basis of life and our most precious resource.

By 2030, every drink we make will use 30% less water than today and by 2026 we will replenish more water than we use in all our water-stressed areas.



We all have a responsibility to restore the natural world on which life depends.

We will do our bit by eliminating waste from our value chain, collaborating with farmers to regenerate landscapes and creating innovative solutions to grow sustainably.



The planet needs significant sciencebased action to create a sustainable low-carbon future.

By 2030, we will decarbonise our own operations and work with our suppliers to reduce their carbon emissions by 50%.



We believe doing business the right way contributes to a fair and just society.

We will create an environment in which all our stakeholders feel that they are treated fairly and with respect. We will act with integrity to conduct our business in the right way, to meet external expectations and to live up to our own standards.

Reporting period performance

Doing business the right way from seed to glass is the first and most important step on the way to creating the foundation necessary to ensure fairness and justice in the society we live in. In order to do our business right, we act in accordance with our ethical principles guide and legislation, and we comply with human rights, occupational health and safety requirements, especially the rights of our employees.

In accordance with our aim of celebrating life every day, everywhere, we continue our efforts with a holistic perspective to do the best at home, at work and in society. As Mey|Diageo, we recognize that our responsibility is not only limited to our direct activities, but goes far beyond our direct activities. Our human resources, our suppliers, the local population living in the geography where we conduct our operations, our customers, consumers and society at large are directly affected by our activities, what we do and what we do not do. The impact is almost ring-wide and goes far beyond our operations.

To this end, we continue to work tirelessly to realize our ambition to be "the world's best performing, most trusted and most respected consumer products company" by continuously following our commitments to "Society 2030: The Spirit of Progress", an overarching action plan.

Our way of doing business is based on our values and corporate culture.

We are passionately committed to our customers and consumers

The key factors that guide and help us develop are curiosity and understanding of our customers and consumers. We pay attention to our brands everywhere. We believe that the relationships we build with our customers play a crucial role in our growth. In this context, we also take into consideration the changes in market conditions while developing business plans.

We allow ourselves and each other the freedom to achieve

We trust each other and keep an open attitude; we do not walk away from challenges, and we rapidly seize the opportunities brought by challenges. We believe that our company can develop by talent development of our team-mates.



We are proud of what we do and how we do it

We act with high standards and a sense of social responsibility, and believe that diversity is our richness. While responding to the changing expectations of the society, we act in compliance with legal regulations. Our responsibility to our business and consumers makes us strong.

We strive to getting to the best point

We do not stand still, but always learn and improve ourselves. Our goal is to always move forward for the better; at this point, we set high standards for ourselves and we work with all our strength to achieve these standards. We deserve success.



We value each other

We create a work environment where cultural diversity and individual differences of the employees are respected. Our goal is to create new opportunities by taking advantage of the diversity of brands, markets and perspectives. We listen to, respect and analyze every thought and try to gain understanding of the perspective of others.

In this framework, we measure our performance within the scope of our six strategic priorities and evaluate the outputs under four main headings.

- EG** Efficient growth
- CVC** Consistent value creation
- GG** Reliability and trust
- KB** Participating individuals

Some of the key success indicators that we closely monitor are as follows:

- **Organic net sales growth**
- **Organic operating profit growth**
- **Occupational health and safety data**
- **Water efficiency**
- **Carbon emissions**
- **Employee engagement**
- **Impact of the programs implemented and number of participants**
- **Rate of women employees**

Our management systems policy

The reflection of the UNGC 10 principles on our strategies and operations is effectively designed and monitored through our various management systems. Human resources, environment, stakeholder management policies and procedures as well as corporate sustainability governance and leadership policies and procedures systematically take our contribution to the UNGC 10 principles further.

As Mey|Diageo, we consider occupational health and safety, environment, quality and food safety as a measure of the value we place on people and an integral part of Mey|Diageo's passion for performance and our values.

As Mey|Diageo, one of our foremost objectives is to ensure that our employees produce reliable products that meet the requirements and expectations of customers in a healthy and safe environment, that are of a quality that can compete in world markets, and that are based on the principle of sustainable environment.

In this direction, our basic principles can be summarized as follows:

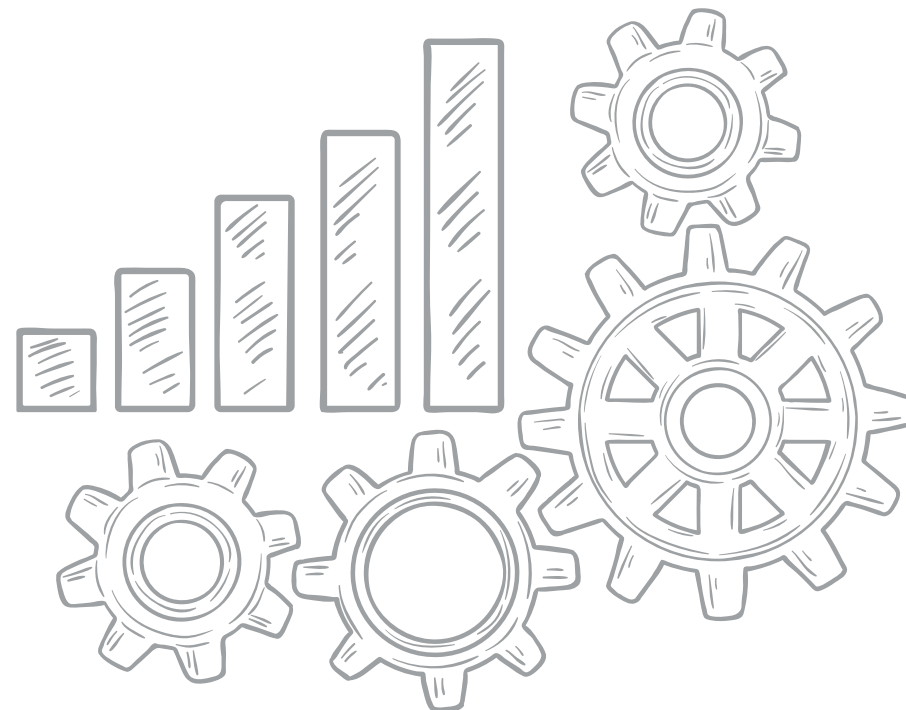
Our goal for a sustainable future is to fulfill the responsibilities of being a responsible social institution beyond fulfilling all our obligations determined by legal regulations. As a company that is aware of its social responsibilities, we take an active role in the development and protection of the society and the environment.

Within this framework, we continuously improve our policies, processes and products by following all innovations and developments in order to provide a healthier and safer working environment for our employees, to have a positive impact on the environment and to offer quality and reliable products to our customers.

In accordance with the requirements of management systems, we continuously improve our processes with a risk-based thinking approach, and strive to ensure that our products and services meet the needs and expectations of consumers and customers. By

providing the necessary communication with all our employees about the importance of the effectiveness of management systems, we carry out all necessary activities, including trainings, to improve their competencies and ensure their loyalty.

Effective communication with all internal and external stakeholders forms the basis of Mey|Diageo quality, food safety, environment and occupational health and safety, energy and management systems. We set targets for the continuity and continuous improvement of quality, food safety, environment, energy and occupational health and safety management systems and review the system as a whole. The business processes of Mey|Diageo and their interactions with each other have been determined and we are based on the application of risk-based methodology while implementing these processes.



For a sustainable environment;

During all of our processes, we comply with the statutory regulations under the environmental requirements, Diageo Global Environmental Management Standards and Diageo guidelines.

- **Resource utilization efficiency**
 - As the prominent company in the alcoholic beverage sector, we use all natural resources, particularly energy, efficiently for a sustainable environment.
 - In accordance with the global environmental objectives of Diageo, our priorities are to use water efficiently, reduce greenhouse gas emissions, reduce pollution in our wastewater and reduce the amount of waste disposed of in the ground.
 - While designing existing processes and new projects within the scope of improving energy consumption performance, we pay attention to the use of energy-saving equipment and systems.
 - With the energy management system, we continuously improve our energy consumption performance in order to reach our targets.
 - We aim to increase the rate of renewable energy use and to create facilities that produce their own energy and are not dependent on foreign energy.
 - We continue our efforts to reduce our carbon footprint by calculating greenhouse

gas emissions throughout the life cycle of the product.

- We observe sustainable high quality standards for all raw materials, materials and services that are used and ensure control through supplier audits
- We implement continuous improvement projects to ensure sustainable access to raw materials and to avoid any possible risks arising from third parties.
- We support the realization of similar projects by sharing examples of good practices within and outside the organization, and we strive to develop and spread environmentally friendly technologies outside the organization through joint work and cooperation. We expect all employees and suppliers to comply with the environmental management system requirements and policy.
- **Biodiversity**
 - We ensure environmental sustainability in all our activities without harming species, natural habitats and biodiversity.
- **Waste**
 - To ensure that products are presented in more sustainable packaging and have less environmental impact, we are working to reduce the weight of packaging materials, increase the recycling rate and eliminate materials that are objectionable for the environment within the

scope of Diageo sustainable packaging targets.

- In order to minimize the amount of waste generated, we follow an action hierarchy of separation, reduction, reuse, recycling and finally disposal.

For occupational health and safety;

- In order to eliminate occupational accidents, occupational diseases and unsafe environments, we carry out risk analyses and take necessary measures in every field within the scope of production and process impact, public impact, employee impact and financial impact. We eliminate these risks in accordance with the Diageo occupational safety standard, the Severe Injury and Fatality Incident Prevention Program (SFIP) and make the necessary improvements.
- In order to ensure that our employees can work in a healthy and safe environment, we aim to minimize the existing risk by making improvements in accordance with SFIP within the scope of occupational health and safety and taking proactive measures.
- We establish minimum safety standards in our production facilities and all our units, and we carry out activities to reduce safety risks by complying with these standards and taking more effective measures when deemed necessary.

Risk and crisis management

- In order to be prepared for emergencies that may occur within the scope of

occupational safety, environment and quality food safety, we raise awareness of our employees by determining the requirements for risk analysis and create work areas that will be ready to intervene in emergencies through exercises

- It is essential that the people in the crisis management team in our production facilities receive FACTS training. We use FACTS methodology to ensure business continuity and manage the crisis in case of a possible crisis.
- Within the framework of the Business Continuity Plan, we conduct business continuity risk assessments and business impact analyses annually at all our facilities.

Product safety and responsibility

- In order for our products to be consumed safely by consumers, our product safety team meticulously implements measures to prevent counterfeiting and adulteration.
- We perform hazard analyses to ensure product safety in accordance with the legislation and take the necessary measures to eliminate potential hazards.
- We act within the framework of ethical rules in all communication activities and raise awareness of consumers to consume our products responsibly.
- We handle the customer and consumer complaints process effectively and report it by continuously improving it.

Passion for our business

<i>Economic performance</i>	30
<i>Ethics and compliance</i>	31
<i>Corporate governance</i>	32
<i>Anti-corruption</i>	33
<i>Effective risk management</i>	34
<i>Sustainable supply chain</i>	35

Economic performance

Our relationships with our suppliers, investors, creditors, public institutions, employees and society constitute our economic impact as well as our social impact. As in every market where Diageo operates, our economic performance in our country is monitored and reported within the framework of annual programs and targets. In this way, access to strategic targets can be monitored.

As Mey|Diageo, we closely monitor many performance indicators while measuring our economic performance. Among the

performance indicators we monitor, organic growth in net sales, organic growth in operating profit and cash flow are the prioritized headings. In F22, we increased our organic sales volume by 18% and organic net sales by 49% compared to the previous period.

More detailed data on Mey|Diageo's economic performance can be found in the "Diageo 2022 Annual Report" and "Diageo 2022 ESG Report". The aforementioned report and other detailed information can be accessed at www.diageo.com



Ethics and compliance

In our compliance and business conduct, ethical behavior is indispensable and serves as a compass to manage our risks correctly. Because as Mey|Diageo, we address ethics and compliance in a wide range of areas, including environment, socio-economics, procurement, anti-bribery and anti-corruption, anti-money laundering, prevention of facilitation of tax evasion, competition, employment, occupational health and safety (OHS), collective bargaining, child labor, forced labor, drudgery, human rights, marketing, data privacy and personal information and product safety.

The "Code of Business Conduct" has been prepared as a document that covers all the issues addressed and includes codes of conduct, policies and standards that provide the guidance our employees may need in the events they encounter and in decision-making processes. At the end of the document in question, there is a table of 'Documents to read' and links for easy access to the documents in question. In addition, a road map is provided to employees by clearly indicating which documents should be read and by whom.

Our Code of Business Conduct is updated annually by Diageo and translated into 20 languages, including Turkish, for easy access by employees. It is published both in English and Turkish on our portal named "Meyhane". The Code of Business Conduct aims to enlighten all employees about our ethical principles, values, ethical violations and the processes followed in case of violations.

Following the publication of the "Code of Business Conduct" by Diageo, it is reviewed by the Legal and Internal Audit and Compliance Departments of our Company, and annual trainings to be provided on this subject are made mandatory for all employees via the web-based platform. At the same time, all employees are expected to complete the annual compliance certificate.

The procedure for reporting ethical concerns or violations of ethical rules is also included in the "Code of Business Conduct" document. The SpeakUp hotline plays an important role in monitoring ethics and compliance issues. It is requested to report to the SpeakUp hotline any

information or reasonable suspicion of a violation or any questionable action or behavior in relation to any subject in the "Code of Business Conduct". The SpeakUp hotline is managed by an independent company and is available in different languages. Campaigns are being run through anime gifs to encourage more effective use of the hotline.

To encourage the use of the SpeakUp line, it is strongly emphasized that no retaliation will be tolerated against anyone who reports a problem or assists in an investigation.

Contact details are available on mosaic, the portal and www.diageospeakup.com to ensure that all employees have easy access to the SpeakUp line.



Corporate governance

The main purpose of corporate governance is to ensure that business processes from seed to glass are carried out in the right way. We are aware that only in this way can we contribute to society in a sustainable manner and achieve our 2030 targets. We consider our social and environmental impact in every decision and action we take. Especially in decisions regarding our investments and brands, the impact we create becomes even more important.

The basis of our corporate governance activities is to link the principles of fairness, transparency, accountability and responsibility with each

other in order to measure and improve our company performance. A "Leadership Team" consisting of marketing, sales and distribution, finance and digital transformation, human resources, supply chain, regulation and law, corporate relations and communication directors, headed by our General Manager, continues its duty in order to successfully implement the strategies determined at the global level and to achieve sustainable success in the long term. Our corporate performance is reviewed, activities and results are evaluated and reported to Diageo through routine and non-routine meetings where strategy, operations and sustainability issues are evaluated.



Anti-corruption

Our Code of Business Conduct and policies guide us in the accurate execution of our business processes from grain to glass within the scope of issues such as anti-corruption, global competition, money laundering, human rights and data security. We regularly organize trainings on business ethics to ensure that all our employees work in accordance with the policies. Our "Code of Business Conduct" guideline provides detailed information on business ethics, and the documents are listed according to duties, departments and areas of responsibility. In case our employees are in doubt, our guideline also contains guiding tips. It is fully accessible to our employees.

In case of non-compliance with business ethics issues, a team consisting of representatives from Internal Audit and Compliance, Human Resources and Legal Departments conducts an investigation. Depending on the situation of non-compliance, various actions ranging from warning to termination of labor agreement can be taken. In the reporting period, 11 out of 24 cases that were the subject of investigation were confirmed and accordingly, various disciplinary actions, including the

Possible non-compliance with ethical principles can be reported:

1. . By phone, e-mail or website via our whistle blowing line
2. To the direct supervisor or Human Resources Department
3. To the Legal Directorate or Internal Audit and Compliance Departments either anonymously or by giving names.

Notifications received through the above-mentioned channels are first reviewed by the Internal Audit and Compliance Department and it is decided whether or not to conduct an investigation. Subsequently, the reports are transferred to the relevant department (Internal Audit and Compliance, Legal, Human Resources) according to the subject matter. In accordance with Diageo procedures, internal investigations must be completed within 60 days and followed up in the web-based Diageo ethical disclosure management system.

termination of labor agreements, were taken against 12 employees.

"Global Anti-Bribery and Anti-Corruption Policy", "Anti-Money Laundering and Prevention of Facilitation of Tax Evasion Policy", "Code of Business Conduct" and "Gift and Hospitality Rules" guide us in the struggle against corruption. As Mey|Diageo, we regularly carry out training activities to ensure that all our employees adopt the procedures and rules that we implement.

While establishing transparent relations with all our stakeholders, we conduct our business in a fair and accountable manner, being aware of our responsibility towards them. We do not offer, present, solicit or accept bribes or other types of improper benefits for commercial benefit. This rule is not limited to cash bribes and covers all forms of bribery, regardless of value. In particular, we are extremely careful to ensure that our actions such as gifts, hospitality, banquets, expenses, client travel, trade incentives, donations to political organizations, donations to charities and lobbying activities are not interpreted as bribes. In case of any suspicious situation, we immediately report the matter to the Mey|Diageo legal department or to the relevant authorities via SpeakUp.

As a reliable and reputable company, we do not tolerate any direct or indirect involvement of our employees, as well as our business partners acting on behalf of our company, in acts of corruption. We continue our efforts to minimize potential risks within the framework of our "Know Your Customer" and "Know Your Business Partner" processes.

The "Anti-Bribery and Anti-Corruption" procedure is reviewed by the Legal and Internal Audit & Compliance Departments after it is published, and annual trainings to be provided on this subject are mandatory for all employees via the web-based platform.

Risk assessment of third parties is carried out through a system used by Legal and Purchase departments.

Effective risk management



We carefully monitor the factors that affect the future performance, financial position, cash flow and liquidity position of our company, particularly the recession in global economic activities, pandemic-induced demand change, changes in regulation and consumer preferences, and risks arising from climate change. We continuously use the above-mentioned risk management cycle to identify risks that may affect our operational performance and mitigate their potential impacts.

Our risk management approach is accountable, holistic and integrated. By conducting an annual risk assessment for the activities we carry out, we develop action plans to eliminate risks or minimize their impact. In the routine meetings held by the Risk Management Committee (RMC) established by the Mey|Diageo Leadership Team, the main risks are identified and action plans for their elimination are discussed. Moreover, we evaluate past and ongoing risks as well as risks that appear on the horizon. Depending on the assessed risk issue, we invite experts to the meetings, if deemed necessary.

Some of the risks assessed in the F22 period are listed below.

1	Climate change and sustainability	2	Regulatory, indirect tax and trade barriers
3	Pandemic and interruption of work flow	4	Geopolitical and macroeconomic volatility
5	International direct tax	6	Disruption in the supply chain
7	Cyber and IT resilience	8	Business ethics and integrity
9	Disruptive market conditions	10	Product quality and counterfeiting

Besides having various policies, procedures and instructions to eliminate risks or minimize their effects, planned and ad-hoc audits are conducted annually by both internal and external auditors.

In order to be prepared for climate-related risks, a "Climate Change Risk Assessment" study covering the main activities in F22 was carried out. The assessment of how the increase in air temperatures, especially at the global level, will affect our operations, especially water shortages, was carried out on a facility basis.

Sustainable supply chain

Some of our supplier selection and evaluation criteria

- Compliance with quality and food safety legal requirements
- Compliance with the quality parameters of the material to be supplied
- Quality and food safety management systems certificates of the supplier

As part of the Society 2030 - Spirit of Progress, we pay special attention to building a sustainable supply chain to create a more inclusive and diverse business world and society. The success of our projects on protecting our environment and the natural resources on which we depend, talent development, women's empowerment, diversity and inclusion depends on the dissemination and implementation of our work in this area throughout the supply chain. Within the framework of localization and the construction of short supply chains for sustainability, we produce raki, which is covered by the geographical indication, entirely from locally sourced grapes and aniseed. Although there is no legal obligation for the other products we produce, we prioritize purchasing from local suppliers, provided that Mey|Diageo standards are met. We supply our agricultural inputs such as wine grapes and wheat locally.

As a company that supplies 97% of its total supply from local sources, we have worked with more than 57,000 suppliers to date. The

number of suppliers we actively worked with in F22 is 2,368. Direct category purchases were made from 670 suppliers, and the number of overseas suppliers is 8. 1,698 indirect categories were purchased from 1,698 suppliers, and the number of foreign suppliers is 53.

Our supplier selection criteria vary according to the category and risk group of the products purchased. Category-based selection criteria are detailed in the procedures. The performance of our suppliers is monitored through evaluation forms. Strategic and key suppliers are subject to "Supplier Performance Evaluation" for four times a year, while other approved suppliers are subject to "Supplier Performance Evaluation" twice a year. The central quality team also manages the independent supplier audit process.

A total of 9 audits were conducted in the F22 period. We did not have any supplier removed from the supplier list following the F22 period audits.



Our planet our future

<i>Resource efficiency</i>	38
<i>Biodiversity</i>	44
<i>Digitalization</i>	45

We are the first generation to experience the increasingly evident impacts of the climate crisis, and the last generation that can stop this deterioration. If we do not act today, we will face much more severe impacts of the climate crisis in the not too distant future. Climate change and global warming is not only an environmental problem, but also a multidimensional global challenge due to its economic and social consequences.

The environmental risks included in the WEF Global Risks Report are listed below:

- Extreme weather events
- Biodiversity loss
- Disrupting the struggle against climate change
- Human-caused environmental damage
- Natural resource crisis

It should not be ignored that a large part of the social disorders, contagious diseases and livelihood problems under the heading of social risks may also be caused by climate and environment.

As Mey|Diageo, we perform all our activities within the framework of the Diageo "Global Environmental Policy". Our policy sets out our commitments to minimize our impact on the environment. With the environmental management system certificates we have and the environmental policies we implement without compromise, you can find information about the activities we carried out in the F22 period in the fields of biodiversity, raw material use, water efficiency, water quality, water use, energy consumption, carbon emissions, waste and sustainable packaging use, and our future environmental targets in this section, and the tables containing detailed information can be found in the tables section in the annexes.

Detailed information on our "Pioneer grain to glass sustainability" strategy and "Society 2030", which sets out our ten-year targets, can be found on our website.

Our risk and compliance programs also apply to the "Global Environmental Policy" and many systems have been established to monitor our environmental management systems. The "Environmental Executive Working Group" that meets regularly on a monthly basis at Diageo and the "Climate Risk Steering Group" that meets quarterly closely monitor performance.



Some of our efforts to reduce the use of raw materials in production areas and to work more efficiently:

Fresh Grapes;

Fresh grape processing units were revised and the loss of sugar was minimized. The production speed was tripled; thus, the waiting time of agricultural products was minimized and the demand of our farmers was met faster.

Fermentation and distillation processes were simplified, cooling systems were revised and efficiency was increased.

Efficiency was increased through yeast improvement projects.

Raisin;

Raisin processing units were revised, the loss of sugar was minimized. Production speeds were increased. Fermentation processes were revised, efficiency increased.

Aniseed;

Efficiency-enhancing projects were carried out in the aniseed processing unit. Multiple projects were carried out to prevent retort losses in raki production. Losses were minimized through waste reduction projects. Pilot plant was established and innovative and efficiency-enhancing projects were produced in the process through trials.

Wheat;

Wheat pre-sieving system was established. Starch yield increasing projects were produced and losses were minimized.

Resource efficiency

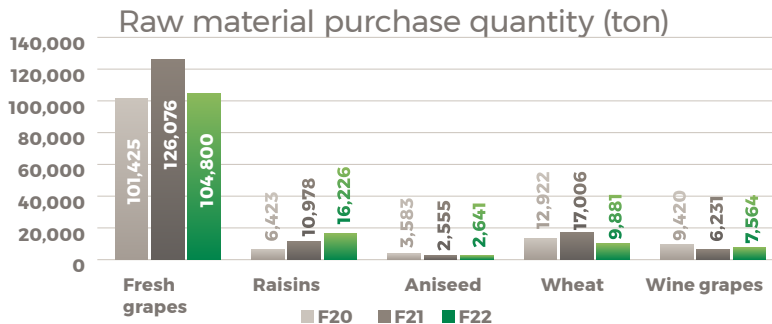
In many global and national policy and strategy documents, the utilization of resources is one of the most important topics, if not the most important. Resource efficiency is defined by the United Nations Environment Program (UNEP) as the sustainable production, processing and consumption of natural resources, as well as the reduction of negative environmental impacts during the production and consumption of products throughout their entire life cycle. Unlike traditional pollution control methods, it also aims to minimize the environmental impacts of production by preventing or reducing waste generation at its source.

The EU Green Deal Circular Economy Action Plan, which has left its mark on the sustainability literature and whose effects will be felt more as of 2026, was developed within this framework.

Raw material

The annual consumption amounts of fresh grapes, raisins, aniseed, wheat and wine grapes, which are the main inputs, vary according to the annual harvest status and production plans of the products in question. We are carrying out input-based projects to reduce the use of agricultural raw materials and to work more efficiently.

Efforts to prevent the loss of sugar, reduce the waiting time of products, increase productivity through process improvement, and minimize loss and waste have made our raw material use more efficient.



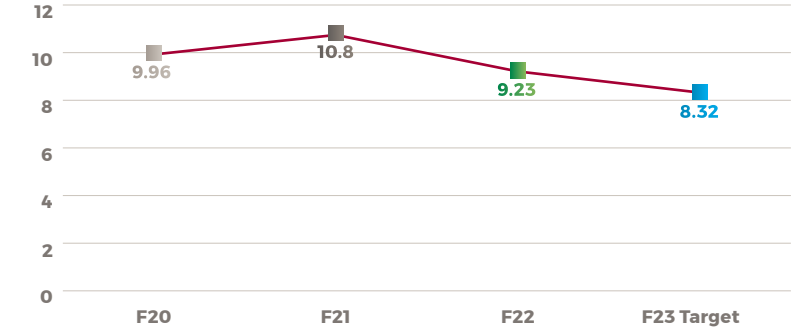
[Please click here](#) for raw material consumption quantities.

Water

2022 was a year of drought that had an impact on society and the economy. The UN Water Conference, which had not met since 1977, convened in 2022. It was warned that 6 billion people will face water scarcity by 2050. The reasons behind water scarcity are climate change, pollution, increasing unsustainable consumption and production frenzy.

When we analyze the situation in Turkey, the number of companies facing water-related sustainability risks is higher than the world average. In Turkey, companies should develop and monitor targets based on the region in which they operate and the water basin they use. However, in general, broad water-related targets are set, and detailed targets on a watershed basis are not encountered.

Water efficiency (l/l) (water used for 1 liter production)



Our water consumption rate decreased by 49% compared to 2007 thanks to the projects we have implemented and water efficiency studies.

Within the scope of the studies that we carried out in the F22 period, we used less water than our target of 10.36 l/l. In F22, a total of 9.23 liters of water was used to produce one liter of product. In other words, water consumption was reduced by 14.5% compared to the previous period.

Our target for F23 was set at 8.32 l/l.

Compliance with the obligations specified in the legislation and the environmental permit document for wastewater discharge is our first priority. The necessary permits have been obtained in all our factories, facilities and offices, and discharges are made in accordance with the limits set by the regulations.

The procedure called Global Risk Management Standards (GRMS) is followed at Diageo for wastewater discharge to the environment and "Biochemical Oxygen Demand (BOD)", which is the most important criterion determining the quality of treatment, is meticulously monitored.

Detailed tables on water use and wastewater quantities [can be found here](#).

With Alasehir water efficiency studies,



With Tarsus water efficiency studies



With Bilecik water efficiency studies



With the Nevsehir water efficiency studies,



water savings were achieved.



“Society 2030” global goals, **“Preserve Water for Life”** is among the priorities. Our goals:

- To replace more water than we use in every product we produce in all our water-stressed regions,
- To create a positive water effect in water-stressed areas,
- To use 30% less water for every drink we make than we do today,
- To carry out social projects in five continents on improving water quality, sanitation, hygiene and access to water.

Energy

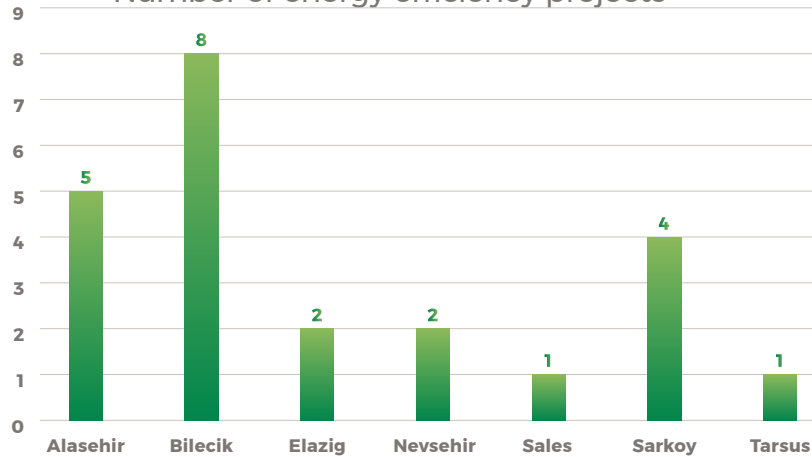
The Fit for 55 and Net Zero targets by 2050 announced by the EU have brought the energy issue to another dimension. Following the ratification of the Paris Agreement, Turkey announced that it will be Net Zero by 2053. The first Climate Council held in Turkey in 2022 constituted the basis for the preparation of the Climate Law. In 2022, the National Energy Plan published by the Ministry of Energy and Natural Resources and the Carbon Market Regulation expected to be implemented make energy efficiency investments in our facilities even more meaningful.

During the reporting period, we implemented many energy efficiency projects at our facilities. Our projects include gains in cooling towers, efficiency and optimization studies, and improvements in electricity and natural gas use. You can find the number of projects implemented during F22 below on a facility basis.

Bilecik Distillery:

The works of the project to provide the need for ambient heating and hot water with an electric boiler have been initiated. The project, which is planned to be commissioned in the F23 period, aims to convert the existing scotch type steam boiler into an electric boiler, resulting in "0" natural gas consumption in the distillery.

Number of energy efficiency projects



You can access detailed data on our energy use in the [tables section](#).

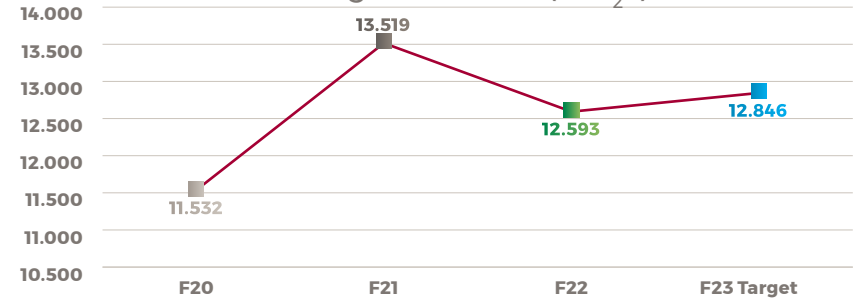
We provide the energy we need from green energy sources. We purchase green electricity for all our factories and locations and in this context, all our locations are certified with I-REC certificate.

Climate change and adaptation

Reducing greenhouse gas emissions resulting from our operations is at the center of our efforts to struggle with and adapt to climate change.

The energy efficiency projects that we carry out in our facilities also contribute to the reduction of our emissions.

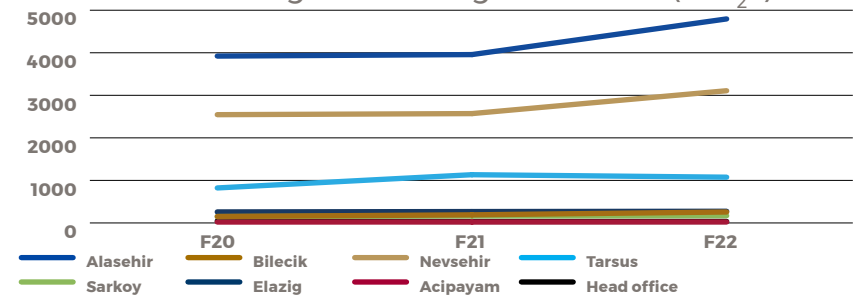
Greenhouse gas emission (tCO₂e)



We have reduced our emissions by 69% compared to our base year of 2007. A 1% increase in greenhouse gas emissions is observed in the F22 period compared to F21. Considering that our production increased by 14% compared to the previous year, it is observed that greenhouse gas emissions tend to decrease in proportion to unit production.

The graph showing our emission amount on the basis of locations is presented below. [Please click here](#) to access data.

Location based greenhouse gas emission (tCO₂e)



In Alasehir, Nevsehir and Tarsus, we obtain some of the energy we need from biogas and biomass produced from wastewater. We use less fossil fuels with the studies we carry out.

Under the leadership of global sustainability teams, Mey|Diageo conducted a "Climate Change Risk Assessment" in F22 in accordance with the greenhouse gas concentration increase scenarios RCP4.5 and RCP8.5 determined according to the Intergovernmental Panel on Climate Change (IPCC), covering our main activities for our sites at risk. As a result of this assessment, risks and opportunities were identified for raw material supply, logistics and production activities under risk.

As Mey|Diageo, we fully honor our responsibility within the scope of the climate change related section of the "Society: 2030" targets announced by Diageo.

- To achieve net zero carbon in all our operations through carbon neutrality efforts,
- To reduce the carbon ratios of our suppliers by 50% in co-operation,
- To zero the amount of waste going to landfills within the scope of our direct operations.



F22		
	tons	ton CO ₂ e
Glass (tons)	99	68
Cardboard (tons)	2	2
Plastic	3	11

We continue our responsibility to reduce the use of natural resources with the packaging innovation projects that we carried out during F22. With the studies carried out, we not only reduce the consumption of natural resources, but also contribute to the reduction of our indirect emissions from suppliers.



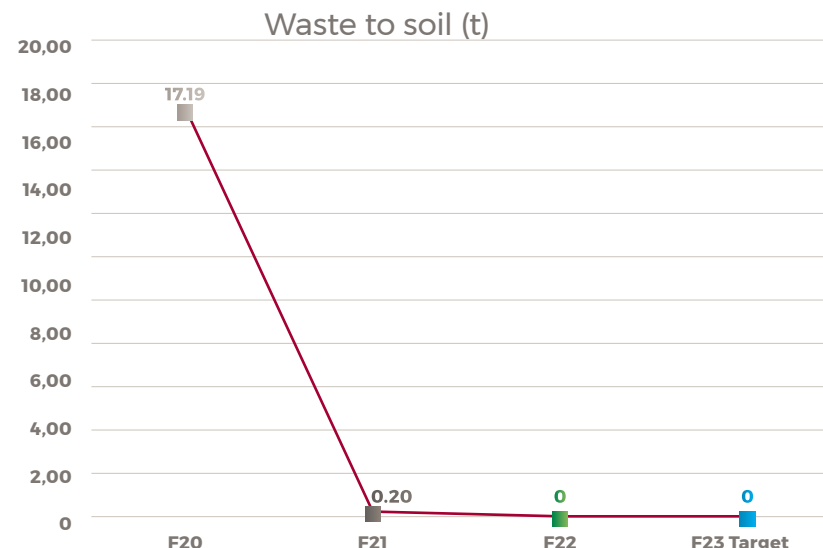
Circularity and zero waste

Alcoholic beverage production has the potential to generate waste at various stages throughout the product lifecycle. Among Diageo's "Society 2030 Goals" is to eliminate waste to landfill from our operations and throughout our supply chain. We also aim to eliminate waste through new and better methods for reuse, reduction and recycling. For this reason, we monitor the channels that generate waste and endeavor to raise awareness to increase resource efficiency. We work with certified recycling companies to minimize the waste sent to the soil, and we carefully monitor the recyclability rate of waste and the amount of waste converted into energy. In communication with our suppliers, we encourage them to work with the goal of zero waste throughout their operations. By reducing waste, we not only reduce costs, but also reduce carbon emissions and water use in our value chain.

In order to minimize the impact of solid, liquid and gaseous wastes and emissions on the environment and to minimize waste generation, Mey|Diageo has defined the methods necessary to ensure compliance with legal requirements and the most appropriate disposal of waste. Our methods include prevention of waste generation, separation of waste at source, storage conditions, recycling, recovery and disposal with the least possible damage to the environment.

'Diageo Global Waste Elimination Standard' is applied in our efforts to eliminate our wastes. Waste Management Plans developed for specific locations are not static but dynamic living documents. In these documents, we monitor all waste sources, locations where they are sent, measures taken to reduce waste sent to landfill and total waste minimization efforts. The Diageo Global Waste Elimination Standard includes details of the types of waste, their weight in total waste, the methods by which waste is processed through invoices obtained from third parties. Furthermore, the evaluation of alternative utilization methods of waste is also a part of the standard. The use of the least environmentally damaging waste elimination method is encouraged. When waste cannot be reused, sold or recycled, it is sent to incineration plants as the last alternative for energy production. If it is not appropriate for incineration and needs to be sent to the soil, the burial method is used at the last stage.

The graph showing the amount of waste going to soil in the F22 period is provided below.



Since period F7, we have succeeded in steadily reducing waste sent to landfill. In June 2021, we reached the "zero waste to soil" target at all our locations by sending the waste from our Sarkoy factory to the biomechanisation unit contracted by the municipality.

We act on the principle that "packaging waste is not waste". We collect nylon-plastic derivatives, glass, paper-cardboard and metals generated in the factories and head office separately in an appropriate section with a defined name. We send the packaging we collect to licensed collection and recycling companies recommended by the municipality.

Regarding the packaging of the products that we put on the market, we submit the necessary notifications within the scope of our obligations arising from the "Regulation on the Control of Packaging Wastes" on the specified dates.

Other detailed information regarding our wastes can be found in [the annexes section](#).

Within the framework of our understanding of **"pioneer grain to glass sustainability"** Mey|Diageo, we continue to fulfill our responsibilities in achieving these targets.

- To make all our packaging 100% recyclable,
- To increase the recyclable material content in our packaging to 60%,
- To reduce the weight of packaging by minimizing the packaging we use,
- To zero the amount of waste going to landfills.



By reducing the weight of packaging in our product portfolio through projects that we undertake together with our suppliers, we both minimize our waste volume and reduce our indirect carbon emissions generated during packaging production.

We succeeded in obtaining the "Zero Waste Certificate" issued by the Ministry of Environment, Urbanization and Climate Change for 7 production facilities and head office in Turkey. Our aim in obtaining the Zero Waste Certificate was to have zero waste going to the soil. With the projects developed and improvement works carried out, we managed to reduce 19,126 tons of waste that went to the soil in 2007 by 100% and achieved zero by the middle of 2021. Thus, we completed the 2030 target in 2021.

Grain fibers and cereal pulp, which constitute a large portion of our process outputs, are utilized as animal feed. Our process wastes and treatment sludge are used in various ways such as raw material input in another process (used as raw material in brick production), energy production from biometanisation, waste-derived fuel (WDF) or fertilizer production from compost. Our packaging waste is sent to recycling facilities and recycled back into the system.

Regular meetings are organized with our suppliers on bottle weight reduction, packaging reduction, scope 3 emission reduction, increasing recyclability of our packaging, increasing recycled content, and new project opportunities are evaluated.

Biodiversity

Having rich lands in terms of biodiversity, this issue is among the issues that cannot be addressed sufficiently in our country. However, with the activities of the National Biodiversity Coordination Board established in 2019, biodiversity is expected to gain the importance it deserves.

Diageo clearly states that many of its facilities are located in a valuable ecosystem and that this ecosystem is important not only for plants and animals but also for local people, and clearly expresses its potential impact on the environment and especially on water resources. Therefore, prior to the construction of new facilities, biodiversity impact analyses are performed if sensitive areas are involved. Within this framework, Diageo determined that 55 areas of operation interact with areas designated by the UN or identified as national conservation basins. In these areas, beyond legal obligations, the expectations of our stakeholders from us are carefully evaluated and we act within the framework of the demands. As a matter of fact, we went beyond our legal obligations in the F21 period and within the scope of our Diageo environmental disclosures, an assessment was made as to whether all our locations are located in biodiversity sensitive areas. As a result of the conducted evaluation, it was determined that Alasehir, Nevsehir, Elazig, Tarsus and Acipayam facilities are located in biodiversity-rich regions. The Bilecik facility is located on the border of biodiversity-rich areas. However, no significant impact of these facilities on biodiversity was identified. As a matter of fact, all of our current investments have "Environmental Impact Assessment Not Required" certificates.

[Please click here](#) for detailed information on the subject.



Digitalization

- Based on the Gartner model, we have ensured that projects are prioritized by scoring them according to their compliance with the strategic plan, project output and risk analysis values within the scope of the project materiality matrix specific to Mey|Diageo.
- With the Channel Profitability project, we have ensured the digitalization of Channel Profitability reporting, which cannot be prepared in Excel tables, and ensured that the data used in the decision-making process can be used by senior management.
- Track & Trace system and access infrastructure were installed at Mersin Warehouse. With this infrastructure, we achieved the flexibility to ship products directly from Mersin to our sales warehouses and prevented 4.5 tons of carbon emissions annually thanks to the shortened distance.
- Within the framework of the digitalization of field teams, we carried out studies to make the processes related to product availability and tracking more accurate and faster with the help of Image Processing Technology.
- We carried all warehouse processes to the SAP ERP system by defining and improving the SAP ERP system for Bilecik Sales Warehouse.
- We have completed the installation of the Bilecik Factory Heat & Humidity Tracking Application. Bilecik Factory teams can now instantly access Heat & Humidity data from 25 different points and track trends. It has become possible to detect temperature and humidity data that go beyond the working ranges and to intervene in a timely manner thanks to the alarm system.
- With Agile Transformation, we initiated Portfolio Management in IT. In this way, we improved the ability to manage changing priorities, project visibility and internal cohesion of IT teams. We held the 3rd session of the Agile Talks series in order to increase and spread agile thinking throughout Mey|Diageo.

- With RPA (Robotic Process Automation), we automated;
 - banderol request application and annual health certificate processes for the import team,
 - B2B stock and sales reporting for the sales team
 - SSI notifications for the human resources team,
 - KPI tracking report processes for the marketing team. In this way, we saved 86 days a year.
- Within the scope of the new HR project, we switched to the Workday system in order to become a single team and to globalize working and safety standards, employee experience, HR systems, processes and ways of doing business. We performed integrations with 4 main systems that are currently used and fed by the HR system.

Our future targets are summarized below.

- Transferring the process to a digital platform in order to support the innovation process and make it traceable and reportable,
- Enabling operators to use both hands with wearable glove terminals in Mey Warehouse mixed pallet operation, enabling them to carry out reading and picking operations in a faster and ergonomic way,
- In the export and duty free channel, the process starting from the requests from the countries to the shipment of the finished product was put on SAP, making it more traceable and measurable together with warehouse management and handling orders,
- More effective and faster management of field processes through more effective and optimal planning in sales and distribution operations.

Social contribution

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Environmental management, clean production, responsible resource use, stakeholder relations, labor standards and working conditions, employee and community relations, social equality, gender balance, human rights, good governance and anti-corruption are the most important criteria determined by the United Nations Industrial Development Organization (UNIDO) for corporate social responsibility and social contribution. In this sense, all of the targets in the Society 2030 Spirit of Progress have criteria that can be evaluated as social responsibility and social contribution.

As Mey|Diageo, while striving to create sustainable value and shared value, we take care to ensure a balance between our business and the ecosystem. That is why we are proud of the work we do and how we do business in many of the activities we carry out or are a part of under the topics of consumer/customer health and safety, responsible marketing, product development, sustainable agriculture, social contribution and social media.



- In order to popularize food safety culture and quality awareness, food safety culture measurement was carried out in our factories during F22. Within the scope of this outsourced service, the results were reported with all objectivity. Our food safety culture maturity level was determined as "Progressive level" with 77%. Our goal is to increase our maturity level in the coming years and make our food safety efforts sustainable.
- As Mey|Diageo, we are working with all our strength to act in 100% compliance with international standards and legal requirements. During the F22 period, we did not have any recall cases due to consumer health.

Consumer/Customer health and safety

Our facilities are subject to internal evaluation within the scope of Diageo standards, our production facilities have ISO 9001, our production and packaging facilities have FSSC 22000 standards, and the compliance with the standards is confirmed by independent auditors. However, the alcoholic beverage sector in Turkey is a tightly regulated sector from production to sales and marketing. With many legislations in force, all our activities regarding the processing of raw materials, production in accordance with the defined technique and hygienically, storage, transport, preservation, supply to the market, protection of geographical indications, protection of public health and consumer rights, establishment of competition, promotion, sale, presentation and

safe delivery of products to final consumers are regulated by the public.

While acting in 100% compliance with all laws, we, as Mey|Diageo, are aware that our responsibility goes beyond our legal responsibilities, and we prioritize consumer-customer health and safety based on international best practices.

As a matter of fact, during the reporting period, no negative incidents such as non-compliance with the provisions of the legislation, violation of customer confidentiality or loss of customer data were encountered.



Product information and responsible marketing

The procedures and principles to be followed with regard to alcoholic beverages have been determined by the public authority. Within the framework of the regulations for the promotion, sale, advertising conditions of the products, improving consumer awareness and ensuring market monitoring and control by registering the activities,

advertising and promotion of alcoholic beverages to consumers in any form whatsoever is prohibited. As Mey|Diageo, we continue our activities in full compliance with these regulations. We provide information about our products through product labels and our website.



The way to create and maintain quality is through continuous testing and inspections. We pay the utmost attention to high-quality standards and consumer health at every stage of product life-cycle and production.

We are the first raki producer with ISO 9001 certificate and the first wine-maker with ISO 22000 certificate in Turkey.

In 2016, all of our production sites upgraded their food safety standards to FSSC 22000 management system.

We reach more than 35 million analysis results by performing more than 169 thousand analyses per year at 563 points in total, ranging from the raw materials to the finished products.

We monitor the performance of sensory analysts to keep the accuracy and reliability of sensory analyses as well as physical and chemical analyses of our products at the highest levels.

Customer and consumer satisfaction

One of the processes we carry out meticulously is customer and consumer satisfaction studies. As Mey|Diageo, we follow the complaint process regarding the products we produce, import, sell and distribute in accordance with the satisfaction criteria and the Law on Consumer Protection.

We receive possible complaints about Mey|Diageo products through the hotline (call center) at 444 4 639. However, in case of complaints received through different channels (such as sending an e-mail to info@mey.com.tr), we again direct the matter to our hotline.

If the subject is a complaint about the product, we reach the complainant within 1 business day after the complaint is recorded in the system, and inform them that the product will be taken from them so that it can be analyzed. Within the framework of the procedure, the product we receive from the consumer/customer is analyzed by senior experts at the Central Laboratory of Mey|Diageo Quality and Technical Department and we provide the necessary information as soon as possible. We have a KPI of completing the procedures within a maximum of 7.5 days in order not to prolong the response time to customer or consumer complaints and cause dissatisfaction. During the reporting period, central laboratory analyses were completed in 5 days.

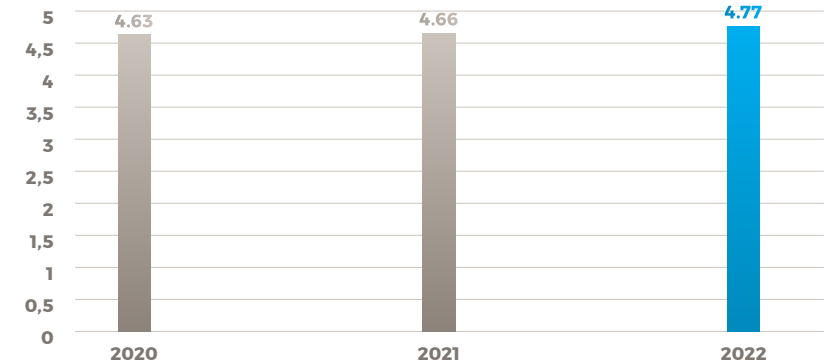
In the past years, when there was a complaint about imported products bearing Diageo brands, the products were sent to the factories where they were produced for analysis, but within the scope of the criteria determined in order to shorten the processes and reduce the environmental impacts caused by transportation, the analysis of some complaints started to be carried out in our Turkey headquarters laboratory.

Regardless of whether the complaint arises from domestic production or imported products, the complainant is informed in detail about the entire process or the results of the analyses carried out on the complaint. During the reporting period, we have processed and finalized all of the complaints submitted to us in accordance with the procedure explained above.

Customer and consumer satisfaction survey

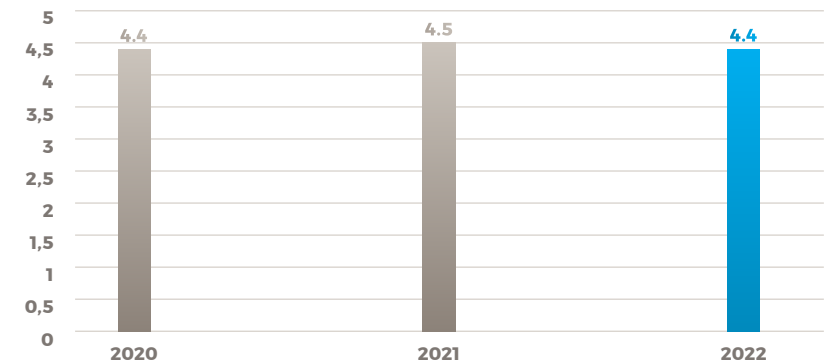
We organized a satisfaction survey for distributors and chain stores to measure customer satisfaction. In 2022, the satisfaction figure for Distributors is 4.7 out of 5 and 4.4 for Chain Stores.

Distributor satisfaction survey results (5/5)



In the distributor satisfaction survey, satisfaction with the quality of the products and services provided is investigated with a large number of questions ranging from the suitability of the product portfolio to consumer demands, product quality, sales support materials and usage methods, the action taken in case of any negativity, the speed of taking action, and sales personnel.

Chain stores satisfaction survey results (5/5)





Quality, innovation and R&D studies

As Mey|Diageo, we invest in quality, innovation and R&D, develop our products and processes in a way to sustain our global success and increase consumer satisfaction, and support the entrepreneurship ecosystem within the framework of the value we give to our consumers and customers and the SDG 8, SDG 9 and SDG 12 targets.

We take advantage of the opportunities brought by technology, and strive to maximize consumer satisfaction while developing products that will provide quality and differentiation. In this context, we support university-sector collaborations through R&D and innovation projects.

New products that we launched during the reporting period:

Raki	Tekirdag Raki Altin Seri Rezerv	Raki	Vefa Raki Gobek	Raki	Prototype Raki Lot 2020_0001	Raki	Prototype Raki Lot 2021_0002
Wine	Kayra Buzbag Rezerv Emir- Narince 2020	Liquor	Nazen Liquor with Mint Aroma	Liquor	Nazen Liquor with Sour Cherry Aroma		

Kraft Raki Production Plant (Yenilikhane)

As a company that attaches importance to innovation, quality and sustainability, we started to produce Turkey's first kraft raki with Yeni Raki Uzun Demleme (Long Brew) and Yeni Raki Giz at the Kraft Raki Production Facility (Yenilikhane) that we established in our Alasehir Distillery. For Kraft No: 3 and Kraft No: 4 raki, the R&D studies are continuing in this period. These products are planned to be offered to the market in the coming years. Yenilikhane was opened for innovation and R&D tests in October 2019. By placing Yenilikhane at the heart of the experience, our plans within the framework of our 'New Journey-Alasehir Experience Center' project for sector professionals started to come to life in January 2021 and we opened its doors to the professionals of the sector in August 2021. During this period, 90 sector professionals had the opportunity to experience Yenilikhane.



Suma - Raki Production with Different Grape Varieties, Aniseeds Grown in Different Regions and Different Process Applications, R&D Studies and Sustainability

Wine grapes such as Okuzgozu and Bogazkere were taken to our factories separately to be used in raki production and were processed separately to produce sumas with different sensory characteristics. In addition to column distillation, copper retort distillation was applied to these special grapes to produce retort sumas with a rich flavor profile. Tekirdag Raki Altin Seri Okuzgozu - Bogazkere Rezerv product was produced using these sumas and offered to the market. In addition, Prototype Raki Lot 2020_0001 and Prototype Raki Lot 2021_0002 products were produced and placed on the market using sumas of different types of grapes and aniseeds grown in different regions.

Work continued on the processing of different types of fresh and raisins separately, and R&D studies on raki were carried out using aniseeds grown in different regions.

Infrastructure investments and process improvement R&D studies, Joint University Projects

- New technology copper retort investment was made to be used in raki production. In the next period, it is planned to complete the installation of these new technology copper retorts and start trial production works.
- Studies were carried out on the effect of different oak barrels used in the resting stage of the raki production process on the sensory profile of raki. In this context, the effects of barrels made of different types of oak and with different heat treatments on the sensory profile of raki were observed and an infrastructure was created for future innovation studies.
- The first phase of the project on the optimization of the fermentation process in the raki production process was completed. Within this scope, standardization was achieved by increasing the fermentation efficiency of the raisin process. In the next period, fermentation optimization studies for the fresh grape process will continue.

Aniseed processing

- Ankara University Institute of Science and Technology supported the master's thesis study titled "Determination of Some Volatile Components in Different Types of Raki by SPME-GCMS" carried out in the Department of Food Engineering.
- Support was given to the project titled "Investigation of the effects of different planting times on the yield and quality characteristics of

annual Medicinal and Aromatic Plant varieties under Central Anatolian conditions", which will be applied within the scope of "TUBITAK-1001 Scientific and Technological Research Projects Support Program" conducted by Ankara University Kalecik Vocational School. The yield and quality characteristics of one-year varieties of aniseed, which is included in the field crops, medicinal and aromatic plants product group in the National Variety List in Turkey, were examined with agricultural production under Central Anatolian conditions. Thus, it will be ensured that the medicinal and aromatic plant varieties registered in our country will be introduced to agricultural areas with the correct cultivation technique, and important information will be obtained about the potential of registered varieties. Furthermore, by determining the correct planting times of the varieties under Central Anatolian conditions, medicinal and aromatic plant agricultural areas will be increased, contribution will be made to the commercialization of existing varieties in the world and in Turkey and to the supply of quality sustainable raw materials. Important data will also be accessed for our company as a breeding organization.

Aniseed Improvement Project

For aniseed improvement, one of the primary raw materials of raki, 3 types of new seeds were obtained at the end of a 5-year study in cooperation with the Faculty of Agriculture of Ege University and by the Ministry of Agriculture and Forestry, registration of these three seeds, namely "Yeni 37", "Ege 35" and "Altin 8", was approved. These 3 new aniseed varieties were officially registered for Mey/Diageo as of 2020.

Variety development and quality studies on aniseeds continue. During this period, 200 decares of registered aniseeds were planted, 8.5 tons of seeds were produced and 8 tons of aniseeds were distributed to farmers.

Kayra Ambrosia

Kayra Ambrosia is a special and limited wine produced from precious Okuzgozu grapes ripened in the sun on the branch with the technique of twisting on the vine, inspired by the appassimento technique, which has a long history of application to reveal the potential of the grape. We partially dried the clusters in Parcel II of our Alpagut vineyard in Elazig, Alpagut, on the vine until they reached the desired flavor and aroma profile, and allowed the grapes to reach high ripeness. After maceration and fermentation with specially selected S.bayanus type yeasts, we matured the wine in natural barrels for 17 months.

Sustainable agriculture

Sustainable agriculture is the creation of an agricultural structure in which agricultural technologies that do not harm the environment are used as well as the protection of natural resources in the long term. Particularly the soil protection is of great importance in sustainable agriculture. Our practices listed below protect soil and water and enable production to continue with aging vineyards.

Sloping land management

In order to prevent erosion that may occur due to rainfall in our Sarkoy vineyards, which have a sloping land structure, we open drainage channels with ploughs at the parcel heads and roads. With these drainage channels, we prevent the displacement of the soil and at the same time increase the water retention capacity of the soil. In places where it is difficult to open drainage channels, we continue our fight against soil erosion by placing straw bales.

The straw bales, which we use to prevent soil erosion, are spread between the rows in the vineyard at the end of the rains and used as organic fertilizer, and at the same time, we prevent the evaporation that may occur in the heat and reduce the need for irrigation.

Old Vine Semillion

We added two more vineyards in F22 to the Old Vine Semillion project that we started with a single vineyard in F21 in order for the Semillion grape to regain the value it deserves and for the grape growers and wine producers in the region to remember this grape again. On this path we set out with the Old Vine concept, we continue to open the horizons of farmers and guide viticulture with the technical support we provide for the maintenance and cultivation of vineyards.

With an altitude of 230 m and a soil structure of clay (65%), loam (35%-clay-medium calcareous-loamy-humic and slightly gravelly structure), we obtain top quality wine with the sweet Semillion obtained from Old Vine vineyards. With the Old Vine project, which is one of the good and exemplary practices of sustainable agriculture, we show producers that they can obtain quality products with good techniques even if their vineyards are old. In addition to special cultural works such as pruning arrangements, shoot cleaning, tip removal operations, lateral and leaf arrangement, we continue our technical support to our producers with vineyard visits for phenological follow-up.

With the Old Vine Semillion project, we will continue to support the reintroduction of the grapes of the Republican period, which are about to be forgotten and have lost their value, into the ecosystem.

Water efficiency

As a company that is aware of the increase in temperatures, which is one of the biggest effects of climate change, and the pressure on water resources, we attach importance to the management of water in agriculture. In our vineyards, we determine irrigation needs with water stress devices and we take care to irrigate at night if deemed necessary. The reason for night irrigation is to prevent water losses due to evaporation in hot weather. In addition, other operations carried out within the scope of water efficiency are listed below:

- With good agricultural practices, we carry out deep tillage before the onset of precipitation in the winter months, allowing precipitation (snow and rain) to go deeper and increase the water retention capacity of the soil.
- With organic fertilization, we contribute to the improvement of the soil structure, while at the same time increasing the water retention capacity of the soil whose structure is improved.
- During the season, we prevent the formation of cracks in the soil and water transmission pipes (water in the soil evaporates due to temperature and creates a new path for itself) and ensure the formation of a layer in the upper part of the soil with inter-row and over-row tillage, which we do at the right time, with the right equipment and depth during the development phase of the vine. This layer acts as a buffer and prevents water loss and at the same time keeps the soil moist. With this process, water loss is prevented and at the same time, it contributes to the reduction of irrigation time and frequency.
- With our water stress measuring devices, we determine the water requirement in the vineyards and carry out irrigation activities accordingly. In our vineyard where red wine grapes are grown, the vines complete their ripening process naturally without the need for irrigation. We use drip irrigation in our vineyard where we grow white wine grapes that are less resistant to water stress than red grapes.

- In the production of our wines, we use not only the grapes we grow in our own vineyards, but also the grapes we supply from our contracted producers located in many points of Turkey. We visit our contracted producers periodically and provide technical support on viticulture. Within the scope of technical support, we convey the benefits of drip irrigation method and make suggestions on the effective use of water.
- We direct our producers in arid regions to choose rootstocks appropriate for their regions. The need for irrigation is minimized by planting on drought-resistant rootstocks.

Green fertilization (vegetation)

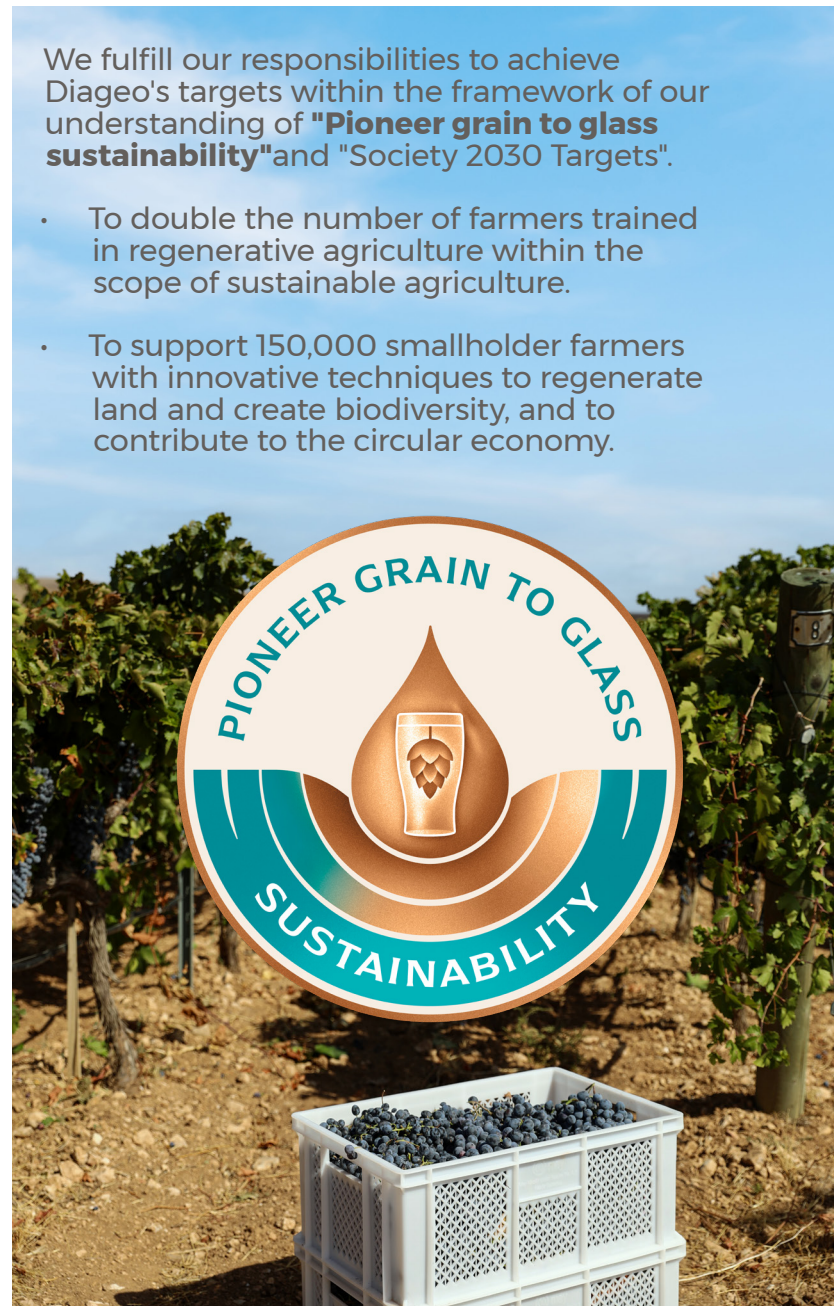
The journey of wine begins in the vineyards and the journey of grapes begins with the soil. We continue our viticulture activities with the awareness of the continuity of the ecosystem in the soil, determining the needs of fertile soils and transferring them to the next generations, and the effective use of natural resources. We pay attention to preserving the structure of the soil and at the same time improving the flora of the soil. Considering the current development status and yield of the vine, we make green fertilization (broad beans, vetch, barley, etc.) on a parcel basis in order to obtain quality and efficient products. Green fertilization is carried out on parcel and vine basis according to the nutrient balance of the soil and the vine. While creating a vegetation cover with green fertilization, it contributes to both improving the structure of the soil and increasing the organic matter content. As the soil structure improves and the amount of organic matter increases, the necessary nutrient needs of the vine are met and the sustainability of the above and below soil ecosystem is ensured. We also monitor the effectiveness of green fertilization through soil and vine analyses during the season.

Pruning waste

In order to increase the quality and yield of grapes, pruning is carried out in December, January and February. Wastes such as shoots and branches formed after the pruning processes applied in our vineyards are shredded or ground and returned to the soil. The pruning wastes, which are scattered between the rows according to the soil structure and flora balance, return as input to the organic structure in the soil. With this method, which is one of the examples of good practice for the circularity of the ecosystem, we reintroduce the excess of the vines we obtain from the soil back into the soil. Approximately 60 tons of pruning waste was mixed into the soil in the F22 period. These pruning wastes mixed into the soil will complete their biological processes over time and gain the form of organic matter.

We fulfill our responsibilities to achieve Diageo's targets within the framework of our understanding of "**Pioneer grain to glass sustainability**" and "Society 2030 Targets".

- To double the number of farmers trained in regenerative agriculture within the scope of sustainable agriculture.
- To support 150,000 smallholder farmers with innovative techniques to regenerate land and create biodiversity, and to contribute to the circular economy.



Agriculture in Mey|Diageo with figures

We supply agricultural raw materials such as wheat, sumac grapes, wine grapes, raisins and aniseed through our suppliers by touching 27 thousand producers.

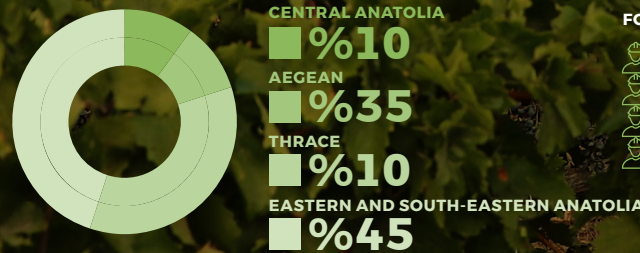
Together with 180 direct contracted farmers and 450-500 farmers contracted by three contracted suppliers, we supply grapes in close cooperation with approximately 650 farmers in total.

We have a total of 50 hectares of planted vineyard area, 22 hectares in Elazig and 28 hectares in Sarkoy. The vineyard area owned by our contracted farmers is around 700 hectares. Depending on the yield and our production capacity, we purchase between 7,000 and 10,000 tons of grapes every year.

Our vineyard areas:



Regional distribution of our purchases:



Our agriculture support team:

FOOD ENGINEER



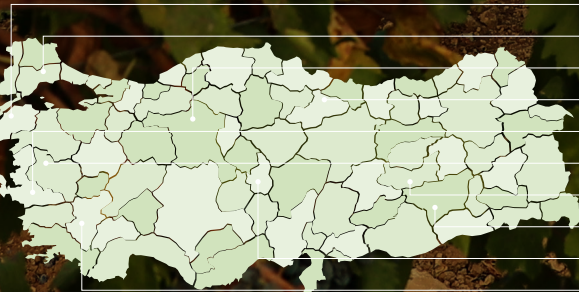
GRADUATED FROM DEPARTMENTS RELATED TO AGRICULTURE AND ANIMAL HUSBANDRY



CHEMICAL ENGINEER AND CHEMISTRY GRADUATE WORKING IN QUALITY AND PRODUCTION, ANALYSING GRAPES IN THE LABORATORY



Our grape procurement regions:



Locations where we make procurement according to grape varieties:

CANAKKALE	KARASAKIZ
TEKIRDAG	TEKIRDAG - SAUVIGNON BLANC, TATLI SEMILLON, EKSI SEMILLON, GAMAY, SHIRAZ, MERLOT, CABERNET SAUVIGNON
ANKARA	KALECIK KARASI
TOKAT	NARINCE
IZMIR	CHARDONNAY, MISKET, CABERNET SAUVIGNON, MERLOT, SHIRAZ, ZINFANDEL, SANGIOVESE
MANISA	
ELAZIG	SULTANIYE
DIYARBAKIR	OKUZGOZU
NEVSEHIR	EMIR
DENIZLI	CHARDONNAY, SAUVIGNON BLANC, MISKET, SULTANIYE, CAL KARASI, SHIRAZ, KALECIK KARASI, MERLOT, CABERNET SAUVIGNON, OKUZGOZU



Community investment activities and contribution to the local economy

We, as Mey|Diageo, do our best not only for achieving the goal of fulfilling our corporate social responsibility, but also for being a "responsible social organization". We consider ourselves an important part of gastronomy, agriculture and tourism in Turkey and across the world. We believe that in solidarity with these ecosystems, we will make significant progress together in a much faster and more sustainable manner.

In the reporting period, we realize our ecosystem solidarity in line with the United Nations Sustainable Development Goals, particularly SDG 1, SDG 3, SDG 4, SDG 8, SDG 11 and SDG 17. Ecosystem solidarity is a concept that will always exist for us, an indispensable approach... Because we know that we can only reach a better tomorrow in solidarity.

The benefit of quality communication is an indisputable fact for everyone who wishes the world to be a better place. We are a company that strongly believes in the power of communication. We are in constant and regular communication with our ecosystem through our sales teams, the organizations we support and our business partners. We evaluate the feedback we receive and continue on our way with the goal of achieving even better. We periodically share our solidarity projects with the press and our employees. Some of the projects we realized during the reporting period are listed below.

Ecosystem Solidarity:

We, as Mey|Diageo, do our best not for fulfilling our corporate social responsibility, but for being a "responsible social organization". As a company being aware of the fact that success is not only based on marketing, sales or financial data, we attach importance to the environment we live in and the lives we touch, and show regard to the values of our society in all aspects. As a company that strictly observes its responsibilities towards all of its stakeholders, we strive for doing our business in the best manner possible.

Arter Corporate Membership

We believe that art and business will move forward faster and with stronger steps when they act together. For this reason, we are the first corporate member of Arter - offering an accessible, vibrant and sustainable culture and life platform for everyone with its programme covering all disciplines of art. We support our employees to visit the exhibitions at Arter and nourish themselves with art.

Solen Sofrasi (Feast Table) book

This special project, inspired by our Inclusion and Diversity Committee, became a whole and made sense with the precious recipes given by our valuable colleagues. This journey, which we set out in January 2021 with the motto "We want to set a feast table", lasted 8 months and resulted in a cultural treasure that we hope everyone will enjoy reading. The Solen Sofrasi is more than a cookbook, it is a compilation of ethnic diversity where our employees proudly celebrate their own origins or the cultures they feel they belong to...



KucukCiftlik Park Garden Theater Corporate Support

Since 2020, we are the only corporate supporter of the KucukCiftlik Garden Theater event. As Mey|Diageo; in this period when we need the unifying and healing power of art more than ever, we continued our corporate support to "KucukCiftlik Garden Theater" this year in order to contribute to the sustainability of culture and arts.



Everything Accessible - Communication and behavior training with people with disabilities

We are strict followers of our responsibilities towards all stakeholders in our ecosystem; for this purpose, we organized a special training for our stakeholders. "Communication and Behavior Training with People with Disabilities", which was carefully prepared by the Everything Accessible (Erisilebilir Her Sey) team, was held with the participation of all the event agencies we work with. Our aim is to ensure that the agencies organizing events are informed about accessibility and organize their events with accessibility as a priority.



Theater Cooperative Summer Meetings

We continued our support for theaters by supporting the "Bizde Yerin Ayri" campaign developed by the Theater Cooperative and by purchasing tickets for the plays in the Atasehir program as part of the 'Summer Meetings'. While providing solidarity with 33 theaters by means of the "Bizde Yerin Ayri" campaign, we presented the tickets we purchased to university students who applied to our company for internship during the year in order to pioneer the dissemination of theater culture among young people.



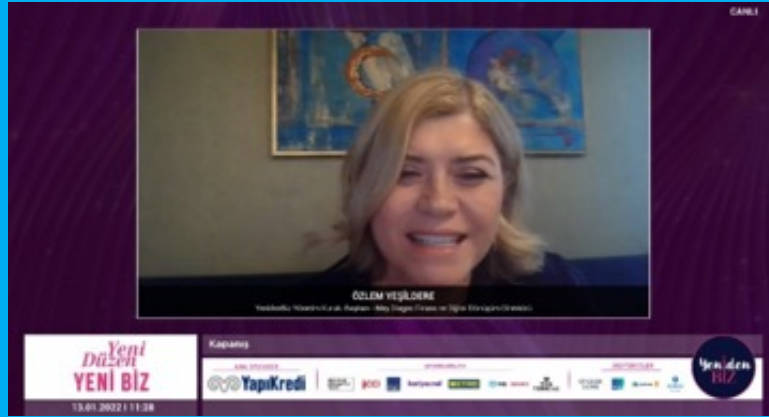
Yanındayız Association - #kadinerkekesittirnokta Conference corporate sponsorship

We were the session sponsor of the "Social Media and Gender Equality" panel of the #kadinerkekesittirnokta event organized by the Yanındayız Association, which was established with the aim of creating a change in mindset and behavior to ensure gender equality in Turkey.



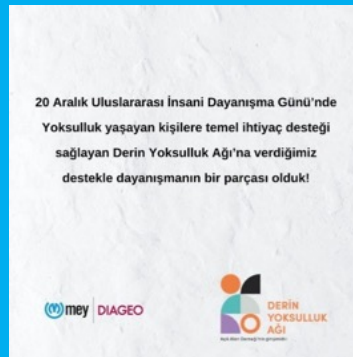
YenidenBiz Association - "10 Community Volunteer Women with 10 Skills in 10 Fingers"

We became the corporate sponsor of YenidenBiz Association's 8 March International Women's Day event "10 Community Volunteer Women with 10 Skills in 10 Fingers" panel, which advocates that educated and experienced women taking a break from their professional lives is not an obstacle to their career development.



Deep Poverty Network - December 20th International Human Solidarity Day support

On December 20th International Human Solidarity Day, which is celebrated to develop a culture of solidarity and raise awareness to fight against poverty; as a company that strongly believes in the power of solidarity and solidarity, we provided financial support to a family in need on behalf of each of our employees through the Deep Poverty Network.



Aniseed Conversations

We transfer the heritage of the past to future generations; we believe in the sustainable transfer of not only nature and raw materials, but also culture. We hosted many valuable expert guests at the event titled 'Aniseed Conversations: Mediterranean and Aniseed' held at the International Wine & Spirits Academy (IWSA) on 4 June 2022, where we discussed many topics from literature to music, from sociology to history, from agriculture to cinema.



Venice Biennial

"An inclusive and unifying company that supports the arts and defends the rights of all living beings is possible", Mey|Diageo became one of the supporters of the Turkey Pavilion at the 59th International Art Exhibition of the Venice Biennial. Curated by Bige Orer, Fusun Onur's "Once Upon a Time..." told the story of a group of mice and cats who unite to fight against the construction-oriented management approach caused by humans and threatening the future of the planet.

Istanbul Kültür Sanat Vakfı,
Venedik Bienali 59. Uluslararası Sanat Sergisi
Türkiye Pavilyonu destekçilerine teşekkür eder.
The Istanbul Foundation for Culture and Arts would like to thank
the supporters of the Pavilion of Turkey at
the 59th International Art Exhibition, La Biennale di Venezia.

Abdi İbrahim, Akbank, Akfen Holding, Mey|Diageo,
Sevil Delman, Fusun & Faruk Erzeban, Oya & Bulent Erzeban,
Abu & Can Has, Emin Hıray, Vuslat Doğan Sabancı & Ali Sabancı,
Rana & Erol Tabanca, Sinan Tara, Z. Yıldırım Family



Bergama Theater Festival corporate sponsorship

Continuing our support for art and artists, we sponsored the Bergama Theater Festival held for the third time this year. In the festival held on June 2-5, 2022, new stories were told in the historical streets of Bergama.



Pembe Hayat KuirFest sponsorship

Pembe Hayat KuirFest, which started its journey as Turkey's first and only queer film festival in Ankara in 2011 and was held for the 10th time this year, aims to draw attention to discrimination and violence against LGBTI+ individuals, while creating an opportunity for queer theory and art to be discussed and debated in Turkey. As a company that advocates the motto "Everyone is Equal, Everyone is Different" in all our processes and operations, we became the corporate sponsor of KuirFest because we support a world where choices can be made freely and can be lived equally.



Zorlu PSM Golden Seat

We renewed our corporate membership for the third time within the scope of the Zorlu PSM Golden Seat project and continued our support for culture and arts. Within the scope of the Golden Seat project, we had the opportunity to host our employees and stakeholders in our ecosystem at events held at Zorlu PSM.

Bozcaada International Ecological Documentary Festival

We became one of the corporate supporters of the Bozcaada Ecological Documentary Festival held in Bozcaada.



Gastro Economy Summit Sponsorship:

We were the corporate sponsor of the third Global Gastro Economy Summit organized by TURYID, the Association of Tourism, Restaurant Investors and Gastronomy Enterprises, bringing together sector professionals, gastronomy enthusiasts and leading names in the field from Turkey and other countries. Levent Komur, General Manager of Mey|Diageo, participated "The Crossroads of Agriculture, Tourism and Exports: Wine" titled panel as a speaker.



Other Theater Related Supports:

In order to contribute to the sustainability of culture and arts, we provided corporate support for the plays of Duru Theater, Nox Theater, Theater Ayna, Theater Marti and Baba Sahne.

İlk İsim (My First Job) Podcast Series

As part of the "My First Job" podcast series, in which our inspiring leaders share their memories from their university years to today, we listened to the managers of our company about the first days of their business life, their excitement and their unforgettable memories.



İlham Kaynakları (Sources of Inspiration) Podcast Series

As Mey|Diageo, it is very important for us to learn from the past, to make sense of the future and to embrace change with the excitement of the new on the path we set out on with the inspiration of passing on the heritage of the past to future generations by "renewing" it. In this podcast series, moderated by our Human Resources Director, we talked to our guests, who made a difference in their fields, about the sources of inspiration in their lives and their journeys from past to future.



Webinars that we participated in:

This week in '3+3' with Evrim Kuran / Mey|Diageo General Manager Levent Komur



HBR Turkey - Sustainability Summit / Mey|Diageo General Manager Levent Komur



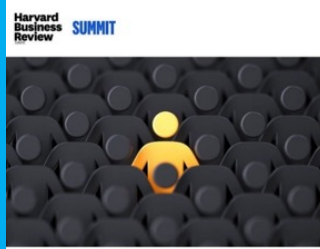
Top Women Leaders - Digital Talent Summit / Mey|Diageo Marketing Director Bahar Ucanlar



IMPACT 2030 Impact Conversations Diversity and Inclusion / Diageo Northern Europe Region Human Resources Director Birsen Cevik Akgünlü (Mey|Diageo Former Human Resources Director)



HBR Turkey - New Perspectives in Human Resources Summit 2021 - Hybrid Working Model Experiences and Expectations Webinar / Diageo Northern Europe Region Human Resources Director Birsen Cevik Akgunlu (Mey|Diageo Former Human Resources Director)



İnsan Kaynaklarında Yeni Perspektifler Zirvesi 2021
29 Eylül 2021 | 10:00

Fortune 500 Turkey Digital Summit - Achieving Sustainable Food in Agriculture / Mey|Diageo Supply Chain Director Kursat Apan



HBR Turkey - Our Sustainability Approach from Seed to Glass / Mey|Diageo Legal and Regulatory Director Meltem Azbazdar and Mey|Diageo Supply Chain Director Kursat Apan



12 meetings with Umut Kilinc - Birsen Cevik Akgunlu, Human Resources Director of Diageo Northern Europe Region (Mey|Diageo Former Human Resources Director)



Engineering Digital Talent Summit / Mey|Diageo Supply Chain Director Kursat Apan



YenidenBiz - New Normal for Working Women Webinar / Mey|Diageo General Manager Levent Komur



Finance Digital Talent Summit / Mey|Diageo Financial Marketing and Analysis Department Manager Erkan Elcin



Hack Yourself / Senior Information Technology Manager Guran Fazla



**FMCG-Up Summit /
Mey|Diageo Sales Director
Serkan Solmaz**



**3rd Global Gastroeconomy
Summit - The Intersection
of Agriculture, Tourism
and Export: Wine /
Mey|Diageo General
Manager Levent Komur**



**Sustainability of Turkish
Cuisine / Mey|Diageo
General Manager
Levent Komur**



**On Law Summit -
Mey|Diageo Legal and
Compliance Counsel
Tuğba Barutcuoğlu**



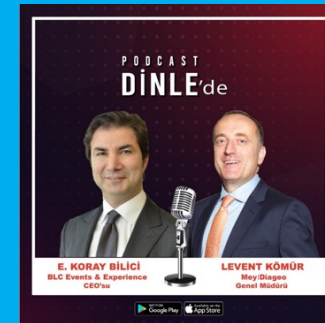
**Kalder World Environment
Week Event - "What is
this Water Footprint" /
Mey|Diageo Supply Chain
Director Kursat Apan**



**Anatolia's Heritage
Grapes Symposium
"Root-Root-Earth" /
Mey|Diageo General
Manager Levent Komur**



**Koray Bilici - Podcast Listen
/ Mey|Diageo General
Manager Levent Komur**



**Cevko Foundation Climate
Change and Sustainability
Working Group Meeting /
OHS Manager Cinel Islek**



IWSA Trainings:

- Anatolian Grapes (Ayca Budak & Levon Bagis)
- WSET-1. Level Wine Qualification program (Neyran Ayan)
- WSET-2. Level Wine Qualification program (Ayca Budak/Ozge Ergun)
- 10 Questions from Grape to Glass (Ozge Ergun)
- Aniseed Academy 1. Level (Ayca Budak & Duygu Beypinar)

IWSA Workshops:

Raki Gastronomy, Wine & Dine, Scotch & Dine workshops with different themes are organized every month with the participation of sector professionals.

Fortune 500 - "Achieving Sustainable Food in Agriculture" Panel / Mey|Diageo Supply Chain Director Kursat Apan



Global Marketing Summit / Mey|Diageo Marketing Director Bahar Ucanlar



Peryon - The Changing State of Performance Management / Mey|Diageo General Manager Levent Komur



Natural Disaster Supports

As Mey|Diageo, within the framework of the importance we attach to ecosystem solidarity; we work with the aim of creating a positive impact on society wherever we live, work, use resources and sell.

- During the fire in Tunceli, we provided and delivered a wide range of equipment for the individual use of the Munzur Search and Rescue Association (MUDAK) search and rescue teams for use in camping and natural disaster interventions.
- In Orhaniye Inci Narin Primary School in Marmaris, which was built 20 years ago, all the materials were old and unusable. We transformed the existing computer room into a brand new IT room. The 21 computers, keyboard, mouse sets and 22 table-chairs we donated were delivered to the school and installed.

Viticulture Supports

We are planning to include French Gamay grapes in our journey with Kayra Old Vine Semillion. Gamay grape, which is most commonly grown in the Beaujolais region of France and in the Loire Valley, is a grape variety brought to our country in the first years of the Republic of Turkey as one of the investments made in Turkish viticulture, by taking the compatibility of the soil and climate structure of the Thrace region, where our winery is located, into consideration. The Gamay grape, which was used in wine making for many years, lost its value in the vineyards of the region over time and was used in the coupage of table wines. Within the framework of the sustainability approach from seed to glass, we aim to keep the vineyards alive by identifying vineyards that are more than 40 years old and to support the people and farmers of the region for the continuity of the grape.

The determination of the project scope and vineyard selection were finalized and the works started in the F22 period. Within this scope, vineyard visits were carried out for phenological follow-up as well as the implementation of special cultural works such as pruning

arrangement, voracious shoot cleaning, tip removal techniques, lateral and foliar arrangement, green harvesting (neferne taking). It is planned to produce premium wines with grapes from Old Vine - Gamay vineyards with an altitude of 205 m, clayey (70%), loamy (30% clayey-lightly calcareous-loamy-humic) soil.

Another project was developed for Karkus and Mazrone grapes in the Sirnak region. By including local grapes, which are about to be forgotten in the region and favorable for viticulture in terms of climate structure, into the production cycle, we set out with the aim of both revealing their added value and supporting the region. In this context, it is planned to supply grapes from a small-scale producer in the Sirnak region for trial purposes. While revealing the undiscovered potential and values of local grapes, we want to contribute to the existence and continuity of the region and grapes.

IWSA

We consider ourselves as an important component of gastronomy in Turkey and the world. We believe that being in solidarity with the gastronomy ecosystem, in which we are naturally and inevitably involved, will contribute to both our company and the development of the ecosystem.

We are shouldering the responsibility for establishing a comprehensive ecosystem, which offers international services, quality and experience, and provides a gender balance. One of our big investments in this field is the International Wine & Spirits Academy (IWSA), an institution authorized by the Ministry of National Education (MEB) that we founded to train tourism and gastronomy professionals and increase service standard of the employees serving in this sector.

Investigation

Corporate Reputation Survey was conducted with Era Research & consultancy.

Valuing our employees

<i>Champion Inclusion and diversity</i>	66
<i>Empowerment of women employees</i>	70
<i>Human resources practices</i>	71
<i>Forced labor and compulsory labour</i>	73
<i>Union and collective bargaining agreement</i>	73
<i>Occupational health and safety</i>	73
<i>Child labor</i>	73



As Mey|Diageo, we continue to work with our employees to be a leader in inclusion and diversity. We observe the fundamental rights of our employees, our most valuable resource and stakeholder, and prioritize their health and safety. In addition to this, within the scope of our leadership standards of "winning with our practices", "inspiring our company's purpose", "shaping the future" and "investing in talent", we work to realize our passion for performance by prioritizing the personal and professional development of our employees.

We are aware that employee loyalty is very important in order to grow together with our values, to "pioneer grain to glass sustainability", and to achieve our non-financial targets as well as our financial targets.

Our employees are the heroes of our performance in the reporting period... Within this scope, "decent work" is one of the most fundamental values that determine our way of doing business. All of our employees are grouped into two groups as "monthly paid employees" and "hourly paid employees" and all of our employees have indefinite-term employment agreements. We are proud that all of our hourly paid employees within MEYA are unionized.

As an employer brand, we maintain and report our activities to ensure that our employees are able to produce products that meet the requirements and expectations of customers in a healthy and safe environment, that are reliable and of a quality that can compete in world markets, in accordance with the principle of sustainable environment.

We share the latest news from our company, our investments in sustainability, the career stories of our employees, our culture of inclusion and diversity with everyone who wants to accompany our journey on our career pages on Instagram, Facebook, LinkedIn and Spotify in order to make our work touching people and our employees even more known in our ecosystem.

Detailed tables on key indicators such as employee profile and employee rights can be found in the annexes of our report.



"Our main purpose is to achieve the equality between the men and the women one day and to reach the level at which we can celebrate just being human."

Levent Komur
General Manager

Champion Inclusion and Diversity

Inclusion and diversity is an issue that Mey|Diageo attaches great importance and sensitivity to. Our purpose is to ensure that each employee of our company can clearly feel the freedom to reflect their specific characteristics in every aspect. Because we believe that a corporate culture, which we enjoy and appreciate, is possible with diversity, differences and a working environment where these are proudly introduced and mutually recognized.

The primary reason for introducing inclusion and diversity as one of our work principles is that they make sustainable contribution to our teammates, customers and ultimately to our business with different opinions, experiences and backgrounds. We believe that an employee distribution, which reflects the diversity of our customers and consumers, will help us become a more successful company of which the employees are proud to be a part.

As a company that is aware of the importance of listening and being multi-voiced, we continue to work on inclusion and diversity under the leadership of our Inclusion and Diversity Committee, consisting of volunteers.

Explaining why inclusion and diversity is important to us and defining our purpose and principles, our Inclusion and Diversity Manifesto, which we have compiled as a guide to refer to while developing the leading policies, aims to clarify our attitude and stance towards inclusion and diversity for our employees, customers, all our stakeholders and everyone following us.



Inclusion and Diversity Manifest

Our understanding of inclusiveness and diversity is one of our most important characteristics that differentiate us in the competitive environment of the business world. We endeavor to be a pioneering company that champions these concepts.

Our purpose is for everyone working at Mey|Diageo to feel the freedom to reflect their unique characteristics in every aspect. Because we believe that a corporate culture, which we enjoy and appreciate, is possible with diversity, differences and a working environment where these are proudly introduced and mutually recognized.

The primary reason for introducing inclusion and diversity as one of our work principles is that they make sustainable contribution to our teammates, customers and ultimately to our business with different opinions, experiences and backgrounds. We believe that an employee distribution, which reflects the diversity of our customers and consumers, will help us become a more successful company of which the employees are proud to be a part.

Therefore, an important part of each of our job descriptions is to internalize and accept the differences in the perspectives of our colleagues and to revise our own assumptions by valuing them.

Our guiding principles for inclusion and diversity to move one step closer to achieving equal opportunity and fairness are;

As Mey|Diageo, **our basic principles** in all our processes are **fairness and transparency**... Every year, we focus on seeing where we are doing well and identifying our areas of improvement by creating a company-wide "Fairness Map". In order to make progress in this area, we will continue to renew our "Fairness Map" practice every year.

As a natural result of our inclusion and diversity approach, we provide **equal opportunities to everyone, without any discrimination**, during our recruitment and in particular, promotion processes.

We take a stand against any harassment and discrimination against or among our employees. Since it is a sensitive and important subject, we have no tolerance for any harassment and discrimination, which means that we adopt a "zero tolerance" policy. For example, with the "Policy and Handbook on Combating Violence Against Women", which we have published across the company, we stand by women.

We support **increased presence of women in social and economic life and increased women's participation in the workforce**, and we strive to increase the number of women in male-dominated business segments and to ensure balanced representation in senior management roles. We know that achieving gender balance will accelerate the elimination of other inequalities of opportunity in business life.

We are committed to reflecting our awareness of inclusion and diversity in all our discourse and in every aspect of our internal and external communication. In our social media posts and job adverts, **we use expressions that emphasize our inclusiveness, away from discriminatory stereotypes such as gender, language, religion and ethnic origin.**

From our customers to our suppliers, we invite all our stakeholders to our internal inclusion events in order to **contribute to raising the awareness of all our stakeholders.**



News about us

- Birsen Cevik Akgunlu, our Human Resources Director, was appointed as Diageo Northern Europe Region Human Resources Director.
- Aysu Dogan Esgin, our Intellectual Property Legal Counsel for Turkey and MENA, was transferred to Diageo Global.
- Ahmet Bekereci, our Turkey Legal Counselor, was transferred to Diageo Global as Legal Counselor.

As a natural result of our inclusion and diversity approach, we provide equal opportunities to everyone, without any discrimination, during our recruitment and in particular, promotion processes. We are committed to reflecting our awareness towards inclusion and diversity in every aspect of our internal and external communications. The expressions we use in our social media posts and job postings emphasize our independent inclusion approach, without any discriminatory stereotypes such as gender, language, religion and ethnicity.

As a company believing in the power of inclusion and diversity, we will continue to make efforts in this respect until the world is a better place.

As Mey|Diageo;

- As part of our efforts towards inclusion and diversity, we hold focus group workshops in our company, listen to the expectations of our employees and develop future action plans to find out what we are good at and what we can do better.
- As a company that is aware of the importance of listening and being multi-voiced, we continue to work on inclusion and diversity under the leadership of our Inclusion and Diversity Committee, consisting of volunteers.
- Explaining why inclusion and diversity is important to us and defining our purpose and principles, our Inclusion and Diversity Manifesto, which we have compiled as a guide to refer to while developing the leading policies, aims to clarify our attitude and stance towards inclusion and diversity for our employees, customers, all our stakeholders and everyone following us.

The projects we realized within the scope of good HR practices are listed below.

A guideline for prospective parents

A guideline was prepared and shared with our employees to guide our prospective parents who decided to have children on this journey.

Balance +

Society 2030: In accordance with our Spirit of Progress women's empowerment goals, we aim to provide a work environment where employees experiencing menopausal symptoms can continue to perform and develop in their roles. In order to support employees experiencing menopausal symptoms, we work in partnership with individuals experiencing menopause to create a working environment where there is knowledge and understanding of this issue.

Guidance on domestic and family abuse

Diageo recognizes the scale of the global problem of domestic abuse and its devastating impact on the personal and professional lives of those affected. Diageo believes that wherever it occurs, domestic abuse is a violation of fundamental human rights and is unacceptable at home and at work. Diageo has zero tolerance for all forms of domestic and family abuse. The guide was translated into Turkish and shared with our employees with the motto of Raise Awareness, Reach Out, React, Direct.

Diageo Flex Philosophy

Diageo's Flex philosophy aims to provide our people with the agility and productivity to achieve our business results. We recognize that everyone has different conditions and requirements and searches for environments where they can be at their best. There are times when we need space to focus and concentrate on strategic work. There are other times when we want to come together with colleagues to connect or collaborate on new and innovative ideas. Individual employees can thrive in different workplace environments, and we recognize that each business

unit, role and location has its own unique requirements.

The Flex Philosophy is about accepting that working is an activity, not just limited to a place. The focus is on trusting and enabling individuals and teams to deliver their best performance and results, not when and where people work. There is no single set of rules to govern all these differences and diversity.

Mey|Diageo bases its HR practices on the Diageo Flex Philosophy. The Flex Philosophy is the main reason for the transition to location-independent working.

Diageo pregnancy loss guide

We recognize that pregnancy loss can be a painful experience. Diageo is committed to ensuring that our employees receive appropriate support and are treated with dignity and respect, regardless of the nature of their loss or their length of service with our company. We also recognize that pregnancy loss is a personal and sensitive issue, including accepting that not every individual will want to discuss their experience in the workplace. A guide has been developed to raise this sensitivity and awareness among our employees.



We take a stand against any harassment and discrimination against or among our employees. Since it is a sensitive and important subject, we have no tolerance for any harassment and discrimination, which means that we adopt a "zero tolerance" policy. For example, with the "Policy and Handbook on Combating Violence Against Women", which we have published across the company, we take a stand against possible problems and stand by women. [Please click here](#) for Policy and Handbook on Combating Violence Against Women.

We are aware of the fact that our ethnic distribution is not just about numbers. With respect to local dishes, one of the first things that come to mind when it comes to ethnic identity, we have compiled a "Local and Ethnic Cookbook" with the recipes learned from elders. [Please click here](#) for our Local and Ethnic Cookbook.

Empowerment of women employees

As Mey|Diageo, we are recognized as a company with no glass ceiling for woman employees in Turkey. We are proud to have achieved Diageo's 2030 target of 50/50% balanced representation at management level 10 years ahead of schedule. We aim to create employment primarily for women in our vineyard while expanding the implementation of the equal pay for equal work approach within the scope of the "new generation farming" project we have implemented.

44%

WOMEN SENIOR DIRECTOR

The rate of female directors, which was 22% in 2016, increased to 42% over the years. This rate reaches 44% in senior executive positions.

57%

WOMAN DIRECTOR

50% of our leadership team is made up of women. The representation rate of women in director roles is 57%.

50/50%

BALANCED REPRESENTATION

As Mey|Diageo, we have achieved Diageo's 2030 target of 50/50% balanced representation at management level 10 years ahead of schedule.

41%

PROMOTED WOMEN EMPLOYEES

41% of our employees promoted in 2021 are women.

92%

WOMEN'S EMPLOYMENT IN OUR THREE VINEYARDS

We aim to create employment primarily for women in our 3 vineyards in Elazig and Sarkoy. In this direction, we have reached 85% female representation in our vineyards.

Increasing the number of woman employees is one of the issues we focus on. We do not include statements that may cause gender discrimination in our job posts. Based on our fair approach in our human resources policies, we evaluate man and woman applications equally depending on their competence and experience in recruitment. In the evaluation process of applications, if there are woman and man with the same competencies, we try to prefer female candidates. We do not make positive discrimination, but we strictly apply the principle of gender equality; thus, we do not deny women the tasks they are

competent for. With respect to promotions, we encourage our female employees to participate in the application processes and support them to receive trainings to strengthen their development areas within the framework of the feedback given after the evaluation processes.

We continue our efforts to gradually increase the total number of woman employees from 24% in F22 to 30% by the end of F25.

Human resources practices

We have always established transparent communication with our employees, who are among our primary stakeholders. In this context, all our HR procedures such as "personnel selection and placement", "remuneration and benefits", "talent management", "performance management" and 'termination of employment contract' are easily accessible.

By putting employee development at the forefront, we offer the basic trainings listed in the table below open to all our employees throughout the year. In addition to these trainings, we provide different trainings for employees at various levels. We regularly repeat our trainings as necessary in accordance with legal obligations or changing working conditions. Our training hours schedule, which includes basic OHS and environmental trainings, is presented below.

	F20	F21	F22*
Compulsory Trainings	3,407	1,512	
Inclusion and Diversity	2,082	164	
Starting work	1,145	1,033	
Technical trainings	23,562	6,527	
Competency development	7,313	2,971	
Total training hours	37,509	12,207	
Training hours per person	38.71	13.46	

"Your Voice" survey, which we carry out regularly each year, continues to be the voice of each individual who works under the umbrella of Diageo in the world and in our country. We disclose any feedback to our organization in an open and transparent manner. We are proud of the areas where we get high scores, and we add the areas where we get lower scores to our development plans.

*Although the trainings listed in the table were provided in F22, the harmonization process is still ongoing since the data in question is reported through Diageo Global. Related information will be included in the F23 report.

F22 Trainings

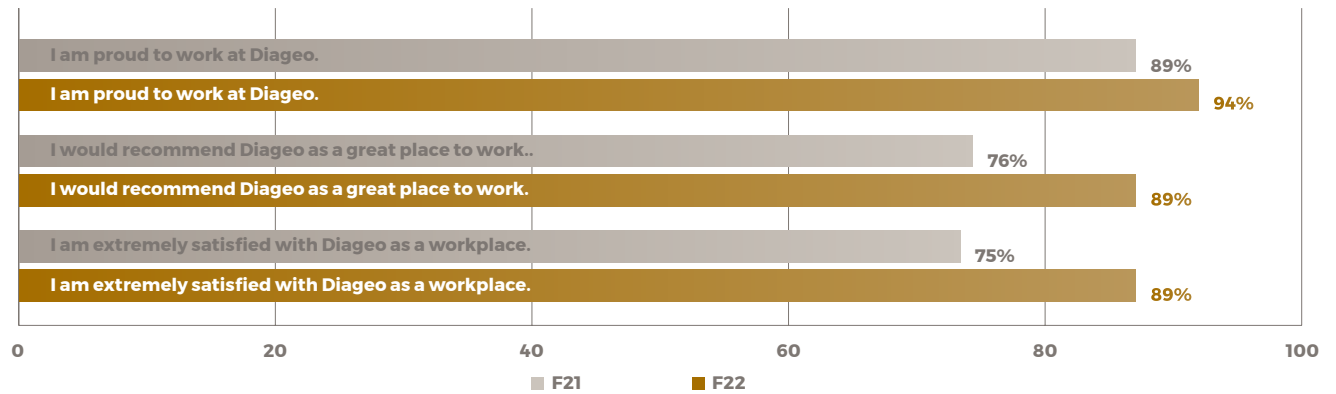
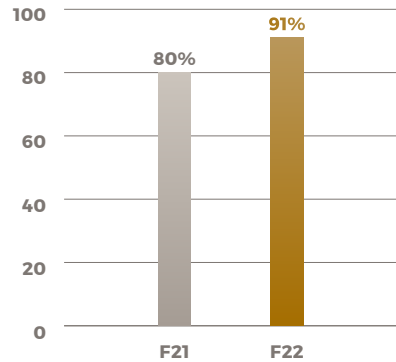
- What is aqua vita? • 5S principle training • Employee orientation • Meaningful conversations for today and for the future • Information security orientation • Unconscious prejudices • We lighten up together • Department change orientation • Chocolate passion with Borte Ozenc • Steam boiler operator • Tango and love with Burcu Ates • Work permits, securing • Work permit regulation • Labor legislation and employee rights • Environmental regulation awareness • Environmental trainings • Environmental refresher trainings • Covid-19 information training • Covid-19 information and precautionary measures • Covid-19 environmental cleaning instruction • Covid-19 precautions package • Covid-19 social distancing • Covid-19 refresher training • Covid-19 basic protection principles • Earthquake preparedness and living with earthquake • Diageo purpose and pride video • Diageo crisis management and business continuity • Diageo marketing rules • Diageo integrity cyber security • Digital workshop • Digital workshop outlook training • My digital orientation journey • E-quality trainings • Ergonomics and manual lifting and handling training • Peer mentoring • Production legislation training • Competition law training • Diageo anti-money laundering • Personal data protection (KVKK) training • Gift hospitality rules • Business ethics and conflict of interest exam • Reputation management at work • Product training • Shelf visibility and display practices • Competition law test • Basic OHS and environmental training • Data privacy training • Manager orientation program • Feedback workshop • Life saving rules • My HR development journey • Conductivity meter and ph meter analysis training • First aid refresher training • Retort cleaning training • Challenging racial prejudices Reading • Confronting racial prejudices • Business ethics and conflict of interest training • Labor law training • Occupational accident and safety rules • Construction machinery safety instruction training • OHS environmental committee training • ISO 45001 transition information training • Internal auditor training • Women's health and menopause • Quality and food safety online training • Introduction to confined space • Inclusive leadership • Inclusion starts with you and me • Career coaching programs • Chemical, physical and ergonomic risk training • Safety precautions in winter conditions • Brand promoters standard training • Health and safety in location independent working • Menopause awareness guide • Mentoring training • Distance-free emotions • Introduction to MS Teams • Orientation days • Processing of sensitive personal data • People make the brand • Policy and management systems scope training • Reverse mentoring • Risk notification and near miss training • Safetytalk - hazardous energy • Health training • Wine talks • Zero waste training • Work-related training • Traffic in the plant • Johnnie Walker is Calling with Umit Savas • Working with inappropriate hand tools • Asset maintenance assessment • Fire safety training • Fire safety and drill training • Designer thinking • New leaders reading book • Safe driving on roads • Working at height training • Zoom using techniques

Diageo OneHR

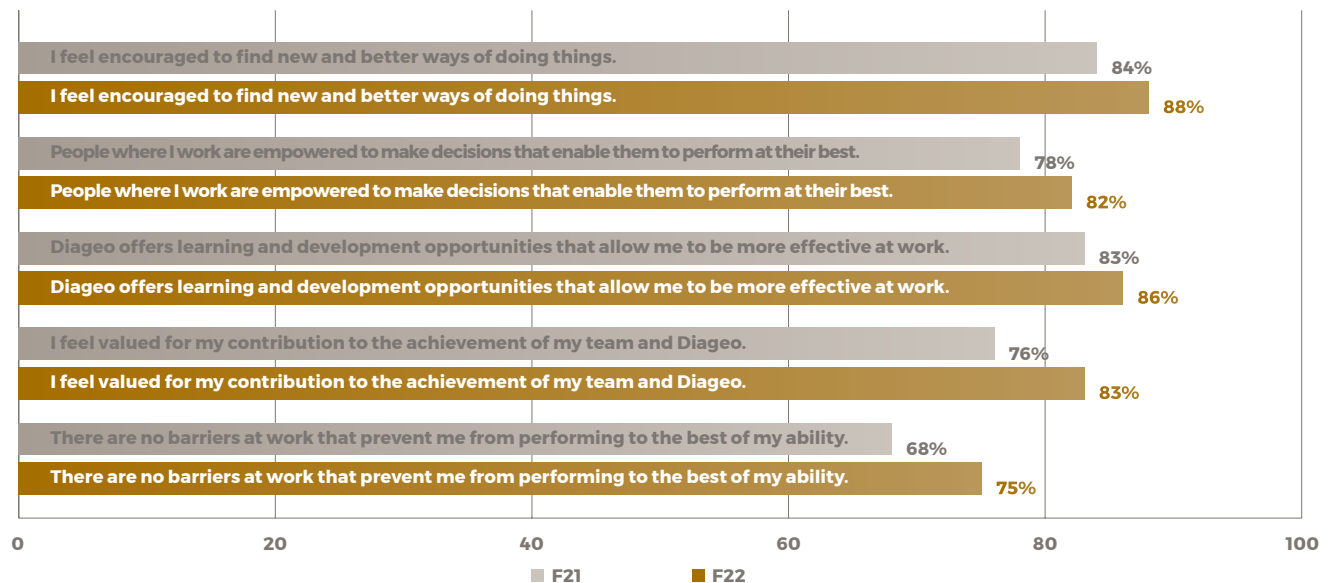
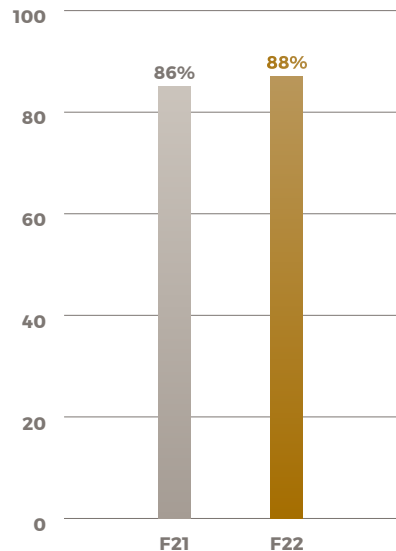
All HR practices under the headings of leave, employee programs and fringe benefits, remuneration, recruitment, career and development, job change and resignation, payroll, performance management and other procedures can be carried out digitally on a single platform.

The results of the surveys conducted in F22 are presented below.

Employee commitment index



Inclusion and diversity index



Mey|Diageo ranked 1st in the world in Diageo by reducing the reduction/improvement rate of Work Accident Frequency (TRAFR) from 5.95 to 3.50, and ranked 2nd in the world after Australia by reducing the number of recordable accidents (TRA) from 9 to 3 accidents.

Life Saving Rules

Our goal, which we state as part of our Integrated Management Systems Policy, is to ensure that "everyone goes home safely every day and everywhere", regardless of whether that person works in a factory, in an office or on the road.

As Mey|Diageo, we are committed to ensuring the safety, health and well-being of all our employees, contractors and visitors as a whole.

To achieve this, we need to ensure best practice across our operations while implementing global policies, standards and procedures. That's why we have developed and shared with our employees the "Life Saving Rules" guide covering Diageo's Severe and Fatal Incident Prevention Programme (SFIP).

Forced labor and compulsory labour

At Mey|Diageo, we define working days and hours, public, general and week holidays and announce them to employees. For reasons such as the nature of the work or increasing production, overtime work may sometimes occur with the approval of the employees. In accordance with Labor Law No. 4857, we pay the wages for overtime work performed within the framework of the conditions specified in the Law.

Our employees can easily access all relevant documents, particularly job descriptions, through the system.

During the reporting period, there were no incidents of forced labor and drudgery that were referred to the judiciary.

Occupational health and safety

OHS committee meetings are held monthly in our factories and quarterly in our head offices, which are classified as low-risk hazards. The main purpose of these meetings is to discuss the risks in the relevant location and prepare action plans.

We follow OHS trainings annually through personnel-based training plans. As Mey|Diageo, we have an annual OHS training target of 18 man/hours in our factories. We record the training activities of the personnel participating in the training with pre-training exams and final exams.

Risk-based competitions are organized within the scope of OHS leaders of the month; leaders are determined and rewarded according to the determined risk and action.

Hazard classes of our facilities and information on accidents are available in the annexes.

Union and collective bargaining agreement

In 2004, the liquor production of Tekel was taken out of state ownership and the factories, facilities and brands of MEYA were privatized. In addition to the factories and facilities, the employees working at Tekel continued to work at MEYA as unionized, reserving some of their rights. In this context, as MEYA, we are in regular communication with TEKGIDA-IS Union.

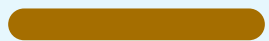
We carry out all processes related to our employees in 100% compliance with the Labor Law No. 4857 and the Law No. 6356 on Trade Unions and Collective Bargaining Agreements. In this regard, we conclude Collective Bargaining Agreements with the unions organized in our factories. By concluding a collective bargaining agreement between MEYA and TEKGIDA-IS Union every two years, we aim to ensure the continuity of labor peace.

MEYA employs 100% of its 'Hourly Wage Employees' who are unionized. We have at least one union representative in each factory depending on the number of employees. Our factory managers and human resources managers regularly meet with union representatives.

Child labor

According to the Labor Law No. 4857 that regulates the issue of child employment in our country, those who have not reached the age of 15 cannot be employed, but as an exception, those who have reached the age of 14 and completed primary education can be employed in light work and limited working hours that will not interfere with their development and education.

As Mey|Diageo, although there is no legal obligation, we do not employ any personnel under the age of 18 in our company. However, we include vocational high school and university students in internship programs within the scope of short-term internship opportunities. Our main goal is to enable the candidates who will join the labor force to improve themselves and get to know the business world.



Annexes

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Management system documents

We have become the first producer to receive the ISO 9001 regarding the raki production and the ISO 22000 regarding the wine production, in terms of quality standards.

We are the first company to obtain an OHSAS 18001 management certificate, which requires control of the practices that may affect the health and safety of the employees involved in distilled alcohol production, in 2007.

We are the first and only company in the distilled spirits sector to have its environmental management system certified in accordance with the ISO 14001 standard.

Sales Offices



Warehouses



Head offices and factories



Stakeholder mapping and communication

We care about understanding the expectations of our stakeholders and meeting their expectations. In this respect, we endeavor to carry out a participatory process while taking care to include all stakeholders in our ecosystem in the process. We consider all kinds of individuals, organizations and communities that are affected by our activities or that affect our activities as our stakeholders. We aim to have a transparent and positive dialog with our stakeholders. We are aware that the opinions, suggestions and expectations of our stakeholders are directly related to our success.

The stakeholder map we created was prepared according to the characteristics, frequency of communication and expectations of our stakeholders. Our stakeholder map is regularly reviewed and necessary changes are made within the scope of situations that arise while conducting our activities. The importance of strong stakeholder relations was once again recognized during the COVID-19 period. In this context, we continue to support our employees, suppliers, the sector we operate in and our people.

	Annually Sustainability reports	Annually Diageo annual reports	Perpetual Website and social media	Perpetual Portal	Regular Meetings and briefings for the company	Regular Trainings	Perpetual Social responsibility activities and projects	Perpetual HR activities	Momentary / Periodic Audits	When required Projects	Regularly / When required Visits	When required Press releases and meetings	When required Launches
Employees	■	■	■	■	■	■	■	■					
Public institutes and organizations	■	■	■						■	■	■		
Suppliers	■	■	■										
Society	■	■	■				■						
Local and National Media	■	■	■				■					■	■
Customers	■	■	■				■						
Consumers	■	■	■				■						

Memberships

Manufacturers and Importers Association of Alcoholic Beverages (ALKIDER)



Manufacturers and Importers Platform of Alcoholic Beverages

British Chamber of Commerce in Turkey (BCCT)



Ethics & Reputation Society (TEID)



Istanbul Chamber of Industry



Istanbul Chamber of Commerce



Istanbul Fresh Fruit and Vegetable Exporters Association



Association of Corporate Communicators



Brand Protection Group



Professional Women's Network (PWN)



Scotch Whisky Association (SWA)



Wine Makers Association (SARAPDER)



Turkish Industry & Business Association (TUSIAD)



Federation of Food & Drink Industry Associations of Turkey (TGFD)



Assembly of Chambers and Commodity Exchanges of Turkey (Member of the Assembly of Drink Industry of Turkey)



UN Global Compact Turkey



YenidenBiz Association



Tables

Our planet your future

Raw material purchase quantity (ton)

	F20	F21	F22
Fresh grapes	101,425	126,076	104,800
Raisin	6,423	10,978	16,226
Aniseed	3,583	2,555	2,641
Wheat	12,922	17,006	9,881
Grapes for wine	9,420	6,231	7,564

Water

Water efficiency (l/l) (amount of water used for 1 liter of production)

F7	18.23
F15	11.55
F16	9.93
F17	11.50
F18	11.38
F19	9.73
F20	9.96
F21	10.8
F22	9.23
F23 Target	8.32

Use of water

Location	Mains water (m³)			Surface water (m³)			Groundwater (m³)			Reused water (m³)		
	F20	F21	F22	F20	F21	F22	F20	F21	F22	F20	F21	F22
Alasehir	158,403.00	161,375.00	172,058.00									
Bilecik							16,466.00	20,161.00	24,557.00			
Nevsehir							56,965.00	66,248.00	67,005.00			
Tarsus	44,386.00	65,620.00	61,519.00									
Sarkoy	15,629.00	13,597.00	13,147.00									
Elazig	2,644.00	1,936.00	1,534.00				17,762.00	16,446.00	17,504.00	1,246.00	1,167.00	
Acipayam	1,946.00	1,808.00	817.00									
Head Office	262.74	33.43	98.03									

Waste water

Location	Discharge to receiving environment after in-plant treatment (m³)			Sent out of the plant for treatment (m³)		
	F20	F21	F22	F20	F21	F22
Alasehir	176,656.00	191,131.00		180,411.00		1,008.99
Bilecik	7,731.00	6,776.00		5,911.00		
Nevsehir	28,129.00	41,069.00		35,635.00		
Tarsus				40,265.00		45,886.00
Sarkoy				10,759.00	12,753.00	11,573.00
Elazig				18,114.00		16,534.00
Acipayam						
Head Office						

Energy

Energy utilization

Location	Electricity (Tj)			Fossil Fuels (Tj)			Renewable resources (Tj)		
	F20	F21	F22	F20	F21	F22	F20	F21	F22
Alasehir	29.16	30.27	33.32	76.41	77.05	129.11	44.71	161.74	157.71
Bilecik	3.80	4.47	5.03	2.45	3.57	5.50			
Nevsehir	12.32	13.47	14.24	49.57	50.04	60.68	18.79	25.99	35.97
Tarsus	8.34	9.07	9.69	15.39	21.87	20.62	8.11	34.09	28.49
Sarkoy	7.51	7.59	7.28	2.43	2.71	2.82			
Elazig	2.17	2.62	2.65	4.58	4.73	4.91			
Acipayam	2.71	2.74	2.35	0.01	0.03	0.03			
Head Office	1.39	1.23	0.86	0.53	0.25	0.28			

Climate change and adaptation

Greenhouse gas emission (tCO₂e)

F7	44,005
F15	18,528
F16	15,137
F17	13,000
F18	12,289
F19	10,373
F20	11,532
F21	13,519
F22	12,593
F23 Target	12,846

Location	Emissions (tCO ₂ e)		
	F20	F21	F22
Alasehir	3,930.30	3,965.79	4,809.37
Bilecik	130.19	187.72	286.74
Nevsehir	2,552.47	2,578.41	3,127.43
Tarsus	798.73	1,126.58	1,065.13
Sarkoy	128.03	143.50	148.59
Elazig	237.26	245.76	253.09
Acipayam	0.44	1.92	2.43
Head Office	25.42	12.99	14.62

Waste management

Waste type (ton)

	F20	F21	F22
Nonhazardous	29,842.19	66,501.71	35,550.22
Hazardous	41.55	19.15	2,297.33

Package type	Total Package Quantity	Amount of Recycled Packaging Used
Primary Packaging(kg)	41,790,925.47	8,554,645.37
Secondary Packaging (kg)	1,004,061.37	961,348.72
Tertiary Packaging (kg)	161,474.55	91,886.38

Utilization of non-hazardous waste (%)

	F20	F21	F22
Reused / Recycled	98.12	97.91	96.27
Converted into energy	1.68	1.58	3.18
Sent to regular storage	0.04	0.0002	0.0
Other	0.16	0.51	0.55

Social contribution

Results of survey

Distributor satisfaction survey results (5/5)

2020	4.63
2021	4.66
2022	4.77

Chain stores satisfaction survey results (5/5)

2020	4.4
2021	4.5
2022	4.4

Valuing our employees

Employees' profile

Women/men (W/M) distribution of total number of employees						
	F20		F21		F22	
	W	M	W	M	W	M
MEYI	143	379	139	345	152	325
MEYA	66	381	64	359	62	382
Percentage	%22	%78	%22	%78	%23	%77

W/M distribution by employment type						
	F20		F21		F22	
	W	M	W	M	W	M
MEYI monthly paid employee	143	379	139	345	165	330
MEYA monthly paid employee	65	113	63	108	60	100
MEYA monthly paid employee	1	268	1	251	12	285

W/M distribution in recruitment						
	F20		F21		F22	
	W	M	W	M	W	M
MEYI monthly paid employee	18	48	20	19	75	83
MEYA monthly paid employee	6	11	6	4	4	12
MEYA hourly paid employee	0	12	0	0	10	52

Number of permanent and subcontractors and W/M distribution								
F20			F21			F22		
W	M	Total	W	M	Total	W	M	Total
67	356	423	141	396	537	107	356	463

W/M age distribution of promoted employees

	Under 30		30-50		50+	
	W	M	W	M	W	M
	F20					
MEYI monthly paid employee	2	1	7	15		
MEYA monthly paid employee	1	0	0	3		
	F21					
MEYI monthly paid employee	5	12	13	28	1	
MEYA monthly paid employee	8	4	15	17		
	F22					
MEYI monthly paid employee	2	3	13	19		
MEYA monthly paid employee	3	4	9	21		

W/M Distribution of Promoted Employees

	F20		F21		F22	
	W	M	W	M	W	M
MEYI monthly paid employee	9	16	19	40	15	22
MEYA monthly paid employee	1	3	23	21	12	25

W/M distribution of employees by regions

	F20		F21		F22	
	W	M	W	M	W	M
Istanbul	146	202	138	187	141	167
Denizli		6		6		6
Alasehir	21	118	9	122	9	131
Bilecik	5	31	6	30	7	36
Diyarbakir		1				
Elaz	7	19	6	18	7	26
Karaman	3	30	3	28	1	5
Nevsehir	6	67	5	63	15	72
Tekirdag	7	42	5	38	5	38
Mersin	3	34	4	32	5	47
Adana	3	19	3	18	3	15
Ankara	6	33	7	31	6	30
Antalya	5	31	6	29	8	36
Bursa	3	30	5	26	4	17
Gebze		3		2		2
Izmir	5	47	5	44	10	46
Mugla	1	24	1	21	2	27
Samsun		11		9	1	6
Total	221	748	203	704	214	707

W/M and age distribution of employees

	Under 30		30-50		50+	
	W	M	W	M	W	M
	F20					
MEYI monthly paid employee	34	27	104	342	5	10
MEYA monthly paid employee	23	43	41	289	2	49
	F21					
MEYI monthly paid employee	25	19	111	318	3	8
MEYA monthly paid employee	18	43	44	281	2	35
	F22					
MEYI monthly paid employee	40	22	109	293	3	10
MEYA monthly paid employee	15	54	45	296	2	32

Employee turnover rate

	F20	F21	F22
Total	12%	12%	%12

W/M and age distribution at management level

	Under 30		30-50		50+	
	W	M	W	M	W	M
	F20					
MEYI monthly paid employee			12	16	4	3
MEYA monthly paid employee			3	8		3
	F21					
MEYI monthly paid employee			14	16	2	3
MEYA monthly paid employee			4	7		3
	F22					
MEYI monthly paid employee			14	15	2	3
MEYA monthly paid employee			1	4	7	3

Number of disabled employees, age and W/M distribution

	Under 30		30-50		50+	
	W	M	W	M	W	M
	F20					
MEYI monthly paid employee	1		1	3		
MEYA monthly paid employee		1	2	4		
	F21					
MEYI monthly paid employee			2	3		
MEYA monthly paid employee		1	1	4		
	F22					
MEYI monthly paid employee			2	4		
MEYA monthly paid employee			1	5		

Labor rights

Employee benefits	Monthly paid employee	Hourly Wage employees (Unionized employees)
Salary	x	x
Internet support	in certain cases	
Ergonomics support	in certain cases	
Maternity leave	x	x
Paternity leave	x	x
Holiday payment	x	x
Seniority award	x	
Sales premium		for certain positions
Annual bonus	for certain positions	
Health insurance	x	x
Life insurance	x	
Meal allowance	in certain cases	in certain cases
Relocation allowance	x	
Transport allowance	x	
Rent allowance	x	
Telephone and mobile line	in certain cases	
Vehicle allocation	to specific positions	
Special transfer support	in certain cases	
Welfare benefits		x
Finished goods aid		x
Maternity payment		x
Bereavement payment		x
Marriage payment		x
Bonus		x
Supplemental health insurance		x
Seniority incentive bonus		in certain cases
Vehicle allowance	in certain cases	in certain cases
Ticket meal card	x	
Car assistance	to certain positions / in certain cases	
Lodging		
GM Award	x	
Birthday leave	x	x

Empowerment of women employees

As Mey|Diageo, we provide 26 weeks of maternity leave and 4 weeks of paternity leave to our employees. In this context, the number of employees benefiting from maternity/parental leave and F/M distribution are presented below

Number of employees benefiting from maternity/parental leave

	F20		F21		F22	
	W	M	W	M	W	M
MEYI	6	15	4	22	8	20
MEYA	5	22	5	17	4	15

Returning to work and retention after childbirth*

	F20		F21		F22	
	Returning to work	Retention	Returning to work	Retention	Returning to work	Retention
MEYI	100%	100%	%40	%40	%40	%40
MEYA	100%	100%	%100	%100	%100	%100

Rate of unionized employees

	F20	F21	F22
Total	28%	28%	31%

Performance assessment

5th year service award	Plaque + gift voucher equivalent to 2.250 TL*
10th year service award	Plaque + gift voucher equivalent to 3.800 TL*
15th year service award	Plaque + Gift voucher equivalent to 5,750 TL* 'A special night where we will celebrate together your contribution to our mission of renewing the legacy of the past and carrying it into the future'
20th year service award	Plaque + A journey to the roots of our company: Edinburgh Tour
25th year service award	Plaque + A journey to the roots of our company: Dublin Tour-

Employees subjected to regular performance appraisal

	F20		F21		F22	
	W	M	W	M	W	M
MEYI	143	379	139	345	152	325
MEYA	65	113	63	108	60	100

Occupational health and safety

Hazard class	Factory, plant, warehouse and office
Slightly hazardous	Head Offices
Hazardous	Elazig, Sarkoy ve Acipayam Factory and Alasehir, Nevsehir ve Gebze warehouse
Highly hazardous	Alasehir, Bilecik, Karaman, Nevsehir ve Tarsus Factory

	Factory/Facility/Warehouse	Gender	Accident type
F22	Head Office	M	Lost time
F22	Tarsus	M	Lost time
F22	Head Office	W	Lost time
F21	Karaman	M	Lost time
F21	Acipayam	M	Lost time
F21	Karaman	M	Medical intervention
F21	Elaziğ	M	Lost time
F21	Selling	M	Lost time
F21	Selling	W	Lost time
F21	Selling	W	Lost time
F20	Alaşehir	M	Medical intervention
F20	Şarköy	M	Medical intervention
F20	Elaziğ	W	Lost time
F20	Head Office	M	Lost time
F22	Head Office	M	Lost time

Products available on the market during the F22 period

RAKI

Yeni Raki 1937
 Yeni Raki Yeni Seri
 Yeni Raki Ala
 Yeni Raki Ustalarin Karisimi
 Yeni Raki Uzun Demleme
 Yeni Raki Giz
 Tekirdag Rakisi
 Tekirdag Raki Trakya Series
 Tekirdag Raki Altin Seri
 Tekirdag Raki Altin Seri rezerv
 Tekirdag Rakisi No:10
 Kulup Raki
 Altinbas Raki
 Altinbas 24 Ayar
 Izmir Raki
 Izmir Raki Gobek
 Izmir Raki Yas Uzum
 Herdem Izmir Sakizli
 Tayfa Raki
 Civan Raki
 Vefa Raki
 Daim

WINE

Kayra Imperial
 Kayra Versus
 Kayra Vintage
 Cameo
 Madre
 Kayra Heritage
 Kayra Experimental Series
 Buzbag Rezerv
 Allure
 Terra
 Leona
 Buzbag
 Cumartesi
 Tilsim Life
 Guzel Marmara
 Cielo
 Ruffino
 Chateau Bel Air
 Terre Allegre

WHISKY

Johnnie Walker Black Label
 Johnnie Walker red Label
 Johnnie Walker Double Black
 Johnnie Walker Gold Label Reserve
 Johnnie Walker Green Label
 Johnnie Walker Blue Label
 Johnnie Walker & Sons King George V
 J&B RARE
 BELL's
 VAT 69
 Dimple Golden Selection
 Bulleit Burbone
 Singleton
 Cardhu
 Cardhu Gold Reserve
 Glenkinchie
 Caol Ila
 Talisker
 Clynelish
 Oban
 Lagavulin

VODKA

Istanblue
 Smirnoff
 Ketel one
 Binboa
 Gilbey's
 Bazooka
 Smirnoff Green Apple

TEQUILA

Don Julio Blanco
 Don Julio 1942

ROM

Captain Morgan
 Captain Morgan Gold
 Zacapa

LIQUEUR

Nazen
 Bailey's
 Safari
 Archers
 Sheridan's
 Smirnoff North

GIN

Gordon's
 Gordon's Pink
 Gordon's Sicilian Lemon
 Tanqueray London Dry
 Tanqueray No.Ten
 Tanqueray Flor De Sevilla
 Gilbey's
 Cin Adalin

Standards and frameworks used in the report

UNGC Principles index

Human Rights	Principle 1. Businesses should support and respect the protection of internationally proclaimed human rights.	Valuing our employees (Pages 64-73)
	Principle 2. Business should make sure that they are not complicit in human rights abuses.	
Labour	Principle 3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Employee profile (Page 80) Inclusion and diversity (Page 66) Empowering women employees (Page 70) Child labor (Page 73) Forced labor and compulsory labour (Page 73) Union and collective bargaining agreement (Page 73)
	Principle 4. Business should uphold the elimination of all forms of forced and compulsory labour.	
	Principle 5. Business should uphold the effective abolition of child labour.	
	Principle 6. Business should uphold the elimination of discrimination in respect of employment and occupation.	
Environment	Principle 7. Businesses should support a precautionary approach to environmental challenges.	Our planet our future (Pages 36-45)
	Principle 8. Business should undertake initiatives to promote greater environmental responsibility.	
	Principle 9. Business should encourage the development and diffusion of environmentally friendly technologies.	
Anti-corruption	Principle 10. Businesses should work against corruption in all its forms, including extortion and bribery.	Ethics and compliance (Page 31) Fight against corruption (Page 33)

GRI content index

Statement of use	MEY ICKI SANAYI VE TICARET A.S, has reported the information cited in this GRI content index for the period July 1, 2021 - June, 2022 with reference to GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organization details	Mey Diageo in brief 8 - Corporate profile 11 - Our brands and products 12
	2-2 Entities included in the organization's sustainability reporting	About report 3
	2-3 Reporting period, frequency and contact point	About report 3 - Company imprint 9 - Inside back page
	2-4 Restatements of information	No information has been revised.
	2-5 External assurance	Our water replenishment studies verified by 3 rd party.
	2-6 Activities, value chain and other business relationships	Mey Diageo in brief 8 - Our brands and products 12 - Sustainable supply chain 35
	2-7 Employees	Employees' profile 80
	2-8 Workers who are not employees	Employees' profile 80
	2-9 Governance structure and composition	Corporate governance 32
	2-11 Chair of the highest governance body	Corporate senior management 9
	2-12 Role of the highest governance body in overseeing the management of impacts	Corporate governance 32 - Effective risk management 34
	2-13 Delegation of responsibility for managing impacts	Corporate governance 32 - Effective risk management 34
	2-14 Role of the highest governance body in sustainability reporting	Our sustainability management 22
	2-15 Conflicts of interest	Ethics and compliance 31 - Anti-corruption 33

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	Ethics and compliance 31
	2-17 Collective knowledge of the highest governance body	Corporate governance 32
	2-18 Evaluation of the performance of the highest governance body	Corporate governance 32
	2-19 Remuneration policies	Diageo 2022 ESG report
	2-20 Process to determine remuneration	Diageo 2022 ESG report
	2-21 Annual total compensation ratio	Diageo 2022 ESG report
	2-22 Statement on sustainable development strategy	Our sustainability approach 20
	2-23 Policy commitments	Our sustainability management 22
	2-24 Embedding policy commitments	Our sustainability management 22
	2-25 Processes to remediate negative impacts	Effective risk management 34
	2-26 Mechanisms for seeking advice and raising concerns	Our sustainability priorities 21 - Stakeholder mapping and communication 76
	2-27 Compliance with laws and regulations	Ethics and compliance 31
	2-28 Membership associations	Memberships 77
	2-29 Approach to stakeholder engagement	Stakeholder mapping and communication 76
2-30 Collective bargaining agreements	Union and collective bargaining agreement 73	
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Our sustainability approach 20
	3-2 List of material topics	Our sustainability priorities 21
	3-3 Management of material topics	Our sustainability management 22

GRI Standard	Disclosure	Location
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Economic performance 30 - Community investment activities and contribution to the local economy 56
	201-2 Financial implications and other risks and opportunities due to climate change	Effective risk management 34 - Diageo 2022 ESG report
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Ethics and compliance 31 - Anti-corruption 33
	205-2 Communication and training about anti-corruption policies and procedures	Ethics and compliance 31 - Anti-corruption 33
	205-3 Confirmed incidents of corruption and actions taken	Anti-corruption 33
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Product information and responsible marketing 49 - Human resources practices 71
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Raw material 38 - Waste management 79
	301-2 Recycled input materials used	Circularity and zero waste 42 - Waste management 79
	301-3 Reclaimed products and their packaging materials	Circularity and zero waste 42 - Waste management 79
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy 40 - Energy utilization 79
	302-3 Energy intensity	Energy 40 - Energy utilization 79
	302-4 Reduction of energy consumptiona	Energy 40 - Climate change and adaptation 40 - Energy utilization 79
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water 38 - Water 78
	303-2 Management of water discharge-related impacts	Water 38
	303-3 Water withdrawal	Use of water 78
	303-4 Water discharge	Waste water 79
	303-5 Water consumption	Water 78

GRI Standard	Disclosure	Location
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity 44 – Diageo 2022 ESG report
	304-2 Significant impacts of activities, products and services on biodiversity	Biodiversity 44 – Diageo 2022 ESG report
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Climate change and adaptation 40 - Greenhouse gas emission 79
	305-2 Energy indirect (Scope 2) GHG emissions	Climate change and adaptation 40 - Greenhouse gas emission 79
	305-3 Other indirect (Scope 3) GHG emissions	Climate change and adaptation 40 - Greenhouse gas emission 79
	305-4 GHG emissions intensity	Climate change and adaptation 40 - Greenhouse gas emission 79
	305-5 Reduction of GHG emissions	Climate change and adaptation 40 - Greenhouse gas emission 79
	305-6 Emissions of ozone-depleting substances (ODS)	Climate change and adaptation 40 - Greenhouse gas emission 79
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Climate change and adaptation 40 - Greenhouse gas emission 79
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Circularity and zero waste 42 - Waste management 79
	306-2 Management of significant waste-related impacts	Circularity and zero waste 42 - Waste management 79
	306-3 Waste generated	Circularity and zero waste 42 - Waste management 79
	306-4 Waste diverted from disposal	Circularity and zero waste 42 - Waste management 79
	306-5 Waste directed to disposal	Circularity and zero waste 42 - Waste management 79
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Sustainable supply chain 35
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainable supply chain 35
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Employees' profile 80

GRI Standard	Disclosure	Location
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Labor rights 82
	401-3 Parental leave	Empowerment of women employees 82
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	Human resources practices 71
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational health and safety 73
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational health and safety 73 - Occupational health and safety 83
	403-3 Occupational health services	Occupational health and safety 73
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational health and safety 73
	403-5 Worker training on occupational health and safety	Human resources practices 71
	403-6 Promotion of worker health	Occupational health and safety 73
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational health and safety 73
	403-8 Workers covered by an occupational health and safety management system	Occupational health and safety 73
	403-9 Work-related injuries	Occupational health and safety 73
	403-10 Work-related ill health	Occupational health and safety 73
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Human resources practices 71
	404-2 Programs for upgrading employee skills and transition assistance programs	Human resources practices 71
	404-3 Percentage of employees receiving regular performance and career development reviews	Employees subjected to regular performance appraisal 82

GRI Standard	Disclosure	Location
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Employees' profile 80
	405-2 Ratio of basic salary and remuneration of women to men	Inclusion and diversity 66 – Empowerment of women employees 70
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Inclusion and diversity 66
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Union and collective bargaining agreement 73
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Sustainable supply chain 35 - Child labor 73
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Forced labor and compulsory labour 73
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Sustainable supply chain 35
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Sustainable supply chain 35
	414-2 Negative social impacts in the supply chain and actions taken	Sustainable supply chain 35
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Consumer/Customer health and safety 48
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Consumer/Customer health and safety 48
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Product information and responsible marketing 49
	417-2 Incidents of non-compliance concerning product and service information and labeling	Product information and responsible marketing 49
	417-3 Incidents of non-compliance concerning marketing communications	Product information and responsible marketing 49
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Consumer/Customer health and safety 48

SASB index

Topic	SASB Metric	Code	Response/Reference
Energy Management	(1) Total energy consumed (2) percentage grid electricity (3) percentage renewable	FB-AB-130a.1	GRI 302
Water Management	(1) Total water withdrawn (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	FB-AB-140a.1	GRI 303
	Description of water management risks and discussion of strategies and practices to mitigate those risks	FB-AB-140a.2	GRI 3 - GRI 303
Responsible Drinking & Marketing	Percentage of total advertising impressions made on individuals at or above the legal drinking age	FB-AB-270a.1	GRI 417
	Number of incidents of non-compliance with industry or regulatory labeling and/or marketing codes	FB-AB-270a.2	GRI 417
	Total amount of monetary losses as a result of legal proceedings associated with marketing and/or labeling practices	FB-AB-270a.3	GRI 417
	Description of efforts to promote responsible consumption of alcohol	FB-AB-270a.4	GRI 417
Packaging Lifecycle Management	(1) Total weight of packaging (2) percentage made from recycled and/or renewable materials (3) percentage that is recyclable, reusable, and/or compostable	FB-AB-410a.1	GRI 306
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	FB-AB-410a.2	GRI 306
Environmental & Social Impacts of Ingredient Supply Chain	Suppliers' social and environmental responsibility audit (1) non-conformance rate (2) associated corrective action rate for (a) major and (b) minor non-conformances	FB-AB-430a.1	GRI 308
Ingredient Sourcing	Percentage of beverage ingredients sourced from regions with High or Extremely High Baseline Water Stress	FB-AB-440a.1	GRI 301
	List of priority beverage ingredients and description of sourcing risks due to environmental and social considerations	FB-AB-440a.2	GRI 3 – Effective risk management 34
Activity	Volume of products sold		Economic performance 30
	Number of production facilities		Corporate profile 11
	Total fleet road miles traveled		Diageo 2022 ESG report

WEF - Stakeholder capitalism index

Principles of Governance			
Theme	Core Metrics and Disclosure	Description	References
Governing purpose	Setting purpose	The company's stated purpose, as the expression of the means by which a business proposes solutions to economic, environmental and social issues Corporate purpose should create value for all stakeholders, including shareholders	Message from the General Manager 4
Quality of governing body	Governance body composition	Composition of the highest governance body and its committees by: competencies relating to economic, environmental and social topics; executive or non-executive; independence; tenure on the governance body; number of each individual's other significant positions and commitments, and the nature of the commitments; gender; membership of under-represented social groups; stakeholder representation	Corporate governance 32
Stakeholder engagement	Material issues impacting stakeholders	A list of the topics that are material to key stakeholders and the company, how the topics were identified and how the stakeholders were engaged.	Our sustainability priorities 21
Ethical behavior	Anti-corruption	1. Total percentage of governance body members, employees and business partners who have received training on the organization's anti-corruption policies and procedures, broken down by region. a) Total number and nature of incidents of corruption confirmed during the current year, but related to previous years; and b) Total number and nature of incidents of corruption confirmed during the current year, related to this year 2. Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption	Ethics and compliance 31
	Protected ethics advice and reporting mechanisms	A description of internal and external mechanisms for: 1. Seeking advice about ethical and lawful behaviour and organizational integrity; and 2. Reporting concerns about unethical or unlawful behaviour and lack of organizational integrity	Ethics and compliance 31 - Anti-corruption 33
Risk and opportunity oversight	Integrating risk and opportunity into business process	Company risk factor and opportunity disclosures that clearly identify the principal material risks and opportunities facing the company specifically (as opposed to generic sector risks), the company appetite in respect of these risks, how these risks and opportunities have moved over time and the response to those changes. These opportunities and risks should integrate material economic, environmental and social issues, including climate change and data stewardship	Effective risk management 34

Planet			
Theme	Core Metrics and Disclosure	Description	References
Climate change	Greenhouse gas (GHS) emissions	For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F-gases etc.), report in metric tonnes of carbon dioxide equivalent (tCO2e) GHG Protocol Scope 1 and Scope 2 emissions Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate	Climate change and adaptation 40
	TCFD implementation	Fully implement the recommendations of the Task Force on Climate related Financial Disclosures (TCFD). If necessary, disclose a timeline of at most three years for full implementation. Disclose whether you have set, or have committed to set, GHG emissions targets that are in line with the goals of the Paris Agreement – to limit global warming to well below 2°C above preindustrial levels and pursue efforts to limit warming to 1.5°C – and to achieve net-zero emissions before 2050	Climate change and adaptation 40
Nature loss	Land use and ecological sensitivity	Report the number and area (in hectares) of sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas (KBA)	Biodiversity 44
Freshwater availability	Water consumption and withdrawal in water-stressed areas	Report for operations where material: megaliters of water withdrawn, megaliters of water consumed and the percentage of each in regions with high or extremely high baseline water stress, according to WRI Aqueduct water risk atlas tool Estimate and report the same information for the full value chain (upstream and downstream) where appropriate	Water 38

People			
Theme	Core Metrics and Disclosure	Description	References
Dignity and equality	Diversity and inclusion	Percentage of employees per employee category, by age group, gender and other indicators of diversity (e.g. ethnicity)	Inclusion and diversity 66
	Pay equality	Ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men, minor to major ethnic groups, and other relevant equality areas	Inclusion and diversity 66 - Empowerment of women employees 70
	Wage level (%)	Ratios of standard entry level wage by gender compared to local minimum wage	Empowerment of women employees 70
	Risk for incidents of child, forced or compulsory labour	An explanation of the operations and suppliers considered to have significant risk for incidents of child labour, forced or compulsory labour. Such risks could emerge in relation to: a) type of operation (such as manufacturing plant) and type of supplier; and b) countries or geographic areas with operations and suppliers considered at risk	Forced labor and compulsory labour 73- Union and collective bargaining agreement 73- Child labor 73
Health and wellbeing	Health and safety	The number and rate of fatalities as a result of work-related injury; high-consequence work-related injuries (excluding fatalities); recordable work-related injuries; main types of work-related injury; and the number of hours worked. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided for employees and workers	Occupational health and safety 73
Skills for the future	Training provided	Average hours of training per person that the organization's employees have undertaken during the reporting period, by gender and employee category (total number of hours of training provided to employees divided by the number of employees)	Human resources practices 71

Prosperity			
Theme	Core Metrics and Disclosure	Description	References
Employment and wealth generation	Absolute number and rate of employment	1. Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region 2. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region	Employees' profile 80
	Economic contribution	1. Direct economic value generated and distributed (EVG&D), on an accruals basis, covering the basic components for the organization's global operations, ideally split out by: – Revenues – Operating costs – Employee wages and benefits – Payments to providers of capital – Payments to government – Community investment 2. Financial assistance received from the government: total monetary value of financial assistance received by the organization from any government during the reporting period	Economic performance 30 – Community investment activities and contribution to the local economy 56
	Financial investment contribution	1. Total capital expenditures (CapEx) minus depreciation, supported by narrative to describe the company's investment strategy 2. Share buybacks plus dividend payments, supported by narrative to describe the company's strategy for returns of capital to shareholders	Diageo 2022 ESG report
Innovation of better products and services	Total R&D expenses	Total costs related to research and development	Quality, innovation and R&D studies 51
Community and social vitality	Total tax paid	The total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes, and other taxes that constitute costs to the company, by category of taxes	Diageo 2022 ESG report



2022

SUSTAINABILITY REPORT

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