



 meyer | DIAGEO

2021

SUSTAINABILITY REPORT



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About the report

As a responsible social company which is passionate in **“to be one of the best performing, most trusted and respected consumer products companies in the world”**, we take our sustainability efforts one step further every day. We are proud to share our new sustainability report with you as part of our support for the United Nations Global Compact, which we signed in 2019, and we **strive for a life that will be celebrated every day and everywhere.**

The content of “Mey|Diageo 2021 Sustainability Report”, which is our second report, has been prepared in the light of the materiality studies conducted at the global level by considering the current trends and changing local and global agendas. In addition, the contents were updated according to the inputs provided by the Members of Mey|Diageo Sustainability Committee (MDSC) and the “Reporting Team” appointed by the Leadership Team.

Our report covers the operations conducted in Turkey during the period July 01, 2020 and June 30, 2021 (F21) which is financial calendar year of Diageo. The report includes all factories, plants and center offices of two companies namely Mey İçki Sanayi ve Ticaret A.Ş. (MEYİ) and Mey Alkollü İçkiler Sanayi ve Ticaret A.Ş. (MEYA) data from F19 and F20 are also given in some sections of Mey|Diageo 2021 Sustainability Report in order to make our performance measurable and comparable with the previous periods.

This report has been prepared in accordance with the “core” option of the GRI-Global Reporting Initiative while including all our practices regarding compliance with UNGC principles. The details of the aforementioned principles and the applied GRI indicators are available in the “Addendums” section of the report. Our report, which was prepared in two languages, in Turkish and English, also includes the Sustainability Accounting Standards Board (SASB) and World Economic Forum-Stakeholder Capitalism (WEF) index information, unlike the report of last year.

During the preparation of our report, which was not subject to external audit, the relevant data were collected and evaluated, under the leadership of MDSC, with the contributions of relevant departments of the companies and EWA Corporate Consultancy has supported us in the entire preparation and creation process of the report.

The opinions and suggestions of all our stakeholders are of great importance to Mey|Diageo since they will provide a big contribution to our sustainability performance. We will be pleased to receive any comments, suggestions and questions regards to Mey|Diageo 2021 Sustainability Report via surdurulebilirlik@diageo.com

Mey|Diageo 2020 Sustainability Report 

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General Manager letter

Dear Stakeholders,

After a year in which we accelerated our efforts to generate “net plus” to contribute to our value chain, which starts from the soil, vineyard, farm and extends to the gastronomic ecosystem of which we are a part of, we are now here with the second of our Mey|Diageo Sustainability Report. We continued to work tirelessly to achieve our goals set in our F20 Sustainability Report, the first report of which we published last year. We are proud to share the results of these endeavors and the targets we have achieved through our F21 Sustainability Report. I sincerely congratulate all my colleagues who contributed to the preparation of our report and the formulation and implementation of our projects that contribute to our sustainable future.

As Mey|Diageo, while continuing our activities with the principle of “We celebrate life every day, everywhere”, we take firm steps forward in our journey by simultaneously transferring and renewing the legacy we received from the past to the next generations. We are a company that is both a farmer and an industrialist, as well as being a representative of the agro-based industry, we wholeheartedly believe in sustainable economy. We develop and implement pioneering projects to carry this aim forward in the fields of agriculture, trade, employment and culture. As a matter of fact, the 67 projects we have completed in line with the Sustainable Development Goals (SDGs) are an indicator of this. We increased the amount of renewable energy we produce and use in our three facilities to 40% on average, and we prevented 1,295 tons of greenhouse gas emissions by reaching the target of “Zero Waste to Soil” in all our facilities. As a responsible social institution, we are aware of the importance of partnerships for purposes and collective action of the ecosystem during our journey of sustainability. In this context, we realized several projects with our packaging suppliers to avoid 346 tons of pine and 11 tons of paper-cardboard waste and prevented 242 tons of greenhouse gas emissions. Projects such as 10.5 tons of seeds that we distribute to farmers from anise seeds by the names of “New 37”, “Aegean 53” and “Golden 8” registered under our company’s name are just a few of our works that you will find in

the report. Despite the difficult and demanding conditions of the pandemic; we continue to work relentlessly with all our strength.

Beyond the doubt, the Covid-19 pandemic has caused many disruptions in social and economic life around the world. But it also paved the way for the implementation of more sustainable and inclusive policies.

The most important reason for this is that the pandemic reminds all of us in a harsh and painful way that the growth strategies implemented in the past are unsustainable.

The climate and energy debates, which intensified in 2020, continued unabated in 2021 as well. As long as the production and consumption methods do not change and the necessary transformation is not achieved, these two issues will remain on our agenda now and it should be so in the future...As a matter of fact, the Circular Economy Action Plan and the Strategy Papers from Farm to Table, created within the framework of the European Green Deal announced on 11 December 2019, clearly show the necessity of a transformation. The goal of these documents, which is a deep transformation program beyond just being a new growth strategy; is to create a new economic model based on innovation, minimizing the raw material cost, trying to maximize resource efficiency and environmental benefit. The transformation program of the EU mentioned above is capable of affecting our country deeply in many structural fields, especially in foreign trade.

In this context, we have reduced our environmental impact in the light of scientific data, and we continue to do so. For the well-being of our planet, we have controlled our greenhouse gas emissions by expanding our use of renewable energy. Through the projects we developed in order to replace the water we use and contribute to the protection of water resources and soil, we have established cooperation with local governments, universities and non-

governmental organizations, which are among our most important stakeholders. In our F21 Sustainability Report, we shared many examples of good practices showing how we created long-term sustainable value through our company operations. As in the previous year, we continued our projects for the protection and improvement of the environment without losing momentum. However, what is most noticeable in this year is the increase in the number of our projects that contribute to society. We have realized many projects that touch the social dimension of sustainability, aiming to eliminate the negative effects of the difficult conditions of the pandemic, and support the strengthening of the arts of culture and theater. We became the institutional supporter of KüçükÇiftlik Bahçe Theater (Little Farm Open Air Theatre). On December 20, International Human Solidarity Day, we supported the Deep Poverty Network on behalf of each of our colleagues. Following the forest fires in our country last year, we provided support to those in need in coordination with relevant NGOs and local education institutions.

With all the work we do, claim that another company is possible. With this approach, which we built on the foundations of respect for people, nature and our stakeholders, we say, "A company that supports the arts, defends the rights of all living things and makes a positive impact on the environment is possible". Because the answer to the question of "What kind of world do we want to have tomorrow?" we believe that it is actually hidden in the answer to the question of "How do we do our job today?" Therefore, we work with all our strength to achieve the environmental, social and governing balance for our society and our stakeholders and to create long-term, sustainable value through our activities. As a matter of fact, our Ecosystem 2030 10-year plan, which forms the basis of our sustainability strategy, aims at diversity, inclusiveness, protection of natural resources and contribution to society. For this purpose, I would like to draw attention to a few of the many projects we have realized and included in our report. We developed our innovative projects with anise seeds, different grape varieties and process applications in our Yenilikhane/Kraft raki production facility. While protecting our natural resources with our regenerative agriculture education, we also contributed to the circular economy. With our New Generation Farm project, we contributed to the empowerment of women.

In our report, as in the previous year, we share our sustainability activities with our stakeholders within the scope of two indices, the Global Reporting Initiative (GRI) and the United Nations Global Compact (UNGC), and we reiterate our commitment to UNGC principles.

This year's report also includes the Sustainability Accounting Standards Board (SASB) and the World Economic Forum-Stakeholder Capitalism (WEF) index information. Our aim is to present our sustainability studies to our stakeholders in a more systematic, traceable, and comparable way.

As Mey|Diageo, we believe that the positive impact we will create on our country and planet will continue to increase every year on this path that we set out with the principle of "pioneer grain-to-glass sustainability", and we work tirelessly for this. We would like to express our sincere thanks to our esteemed colleagues, customers, suppliers and our entire ecosystem, who walked with us on this path and inspired us to achieve better.

Together, we wish to reach a more livable world in which we preserve its plenteousness ...

Levent Kömür
General Manager



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Highlights in the reporting period



We carried out 67 projects all of which are aligned with the Sustainable Development Goals



We have commenced the project to replenish 40,653 m³ of water used in 4 regions experiencing water stress



We continued to produce alcohol to meet the increasing demand for disinfectant because of the Covid-19 pandemic



Renewable energy used in our plants in Alaşehir, Nevşehir and Tarsus has been increased



We achieved the "Zero Waste to Soil" target at all our locations and prevented 1,295 tons of CO₂ emissions



We prevented 346 tons of glass and 11 tons of paper-cardboard waste through the projects with collaboration of the packaging suppliers



We conducted a sensitivity assessment in terms of biodiversity at all our locations



We opened "Yenilikhane", Turkey's first kraft raki production facility



We launched 7 new products to the market



We supported the creation of the "Raki Sensory Circle"

Dinlendirme



We have received anise farmer certificate



We distributed 10.5 tons of anise seed registered to Mey|Diageo under the names of New 37, Aegean 53 and Gold 8 to the farmers



We discovered 65-year-old vines in a producer's vineyard and implemented the "Oldvine Semillon" project, which is a good example of sustainable viticulture



With the aim of being a "responsible social institution" we have maintained active participation in social contribution projects



We created the "A to Z Inclusive Dictionary"



We prepared the "Local and Ethnic Cookbook"



We published the "Policy and Handbook on Combating Violence Against Women"



With reduction in packaging and zero-waste projects, we prevented 1-year greenhouse gas emissions of approximately 749 people



Mey|Diageo at a glance

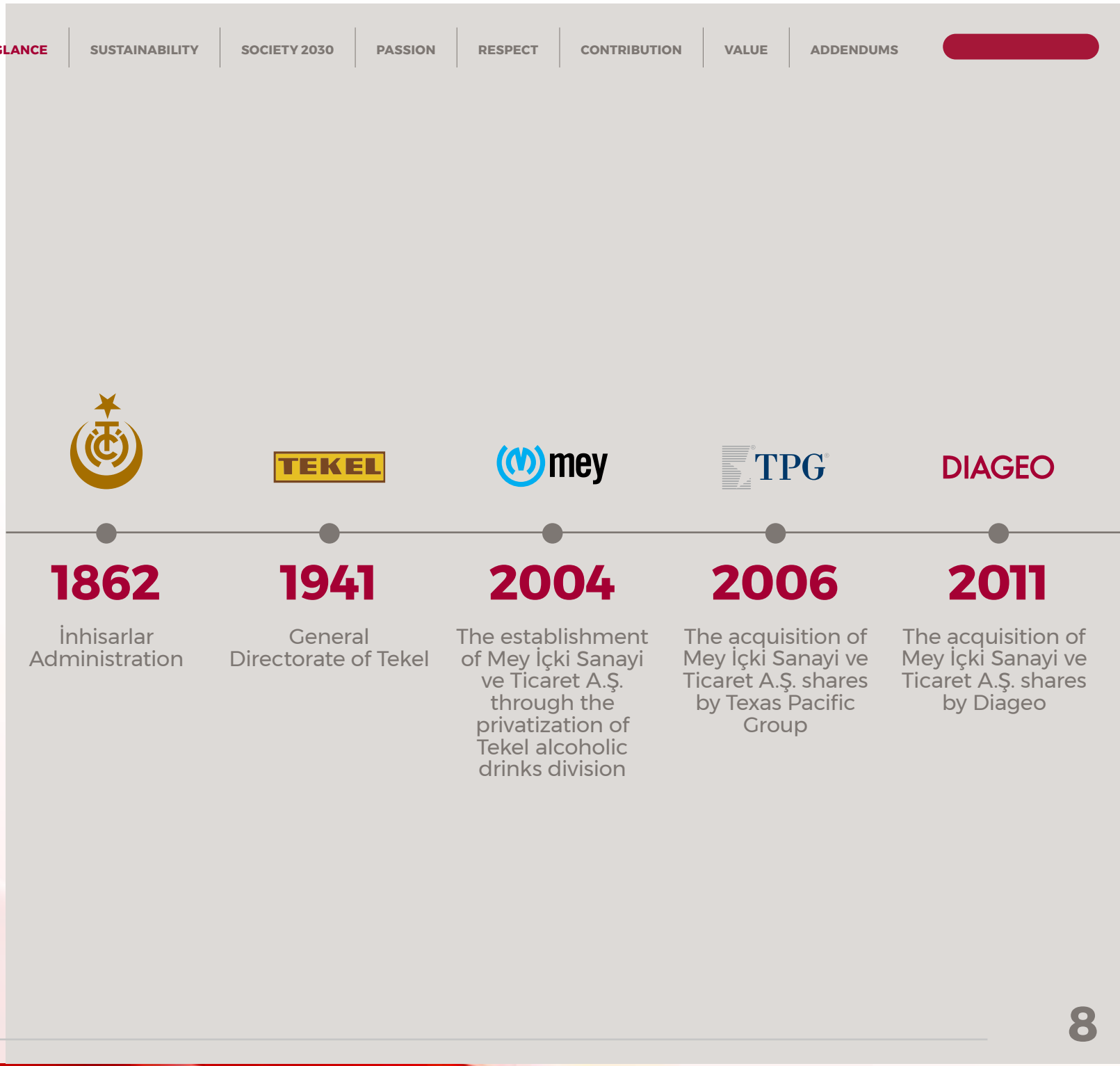
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Mey|Diageo briefly

Mey|Diageo is one of Turkey's largest companies in the spirits sector. It was established in 2004 with the privatization of Tekel's spirits division. In 2006, the ownership structure of the company was changed and 90% of the shares were transferred to TPG Texas Pacific Group. Since 2011, Mey|Diageo has been working under the umbrella of Diageo, a spirits manufacturer trading in nearly 180 countries with offices in 80 countries. Mey|Diageo, the present representative of a legacy that dates back to the İnhisarlar Administration, which was established in 1862 and it is a company that produces viticulture on its own land with a farmer's license. It continues its activities in Turkey as two separate companies, one for production and the other for sales and marketing.

By combining the talents of its employees and the strength of its brands, it has become one of the largest companies in Turkey with its distributors and sales teams and more than 2,000 employees. It has assumed the leadership of the market in every field with its employment opportunities, significant contributions to the country's economy, social responsibility understanding and privileged brands.



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Company identification

Company name **Mey İçki Sanayi ve Ticaret A.Ş. (MEYİ)**
Core activity area **Wholesale trade of spirits**
Number of employees **484**

Company name **Mey Alkollü İçkiler Sanayi ve Ticaret A.Ş. (MEYA)**
Core activity area **Production of spirits**
Number of employees **423**

UNGC signing date **October 10, 2019**

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Top management



Levent Kömür
General Manager



Bahar Uçanlar
Marketing Director



Birsen Çevik Akgünlü
Human Resources Director



Kürşat Apan
Supply Chain Director



Meltem Azbazdar
Legal and Corporate Affairs
Director



Özlem Yeşildere
Finance and Digital
Transformation Director



Serkan Solmaz
Sales and Distribution Director



*We are the present representative of a legacy that goes back to the **Inhisarlar Administration, which was established in 1862.***

We are a company that produces viticulture on its own land with a farmer's license.



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



We are Mey|Diageo, which combines the talents of its employees and the strength of its brands and takes strong steps forward with its distributors and sales teams, as well as more than 2,000 employees!



Who are we?

We are proud of our features that make us who we are, and we are working hard to transfer the legacy we have received from the past to future generations. We are taking firm steps forward as the leading company of the market in every field with our employment opportunities, our significant contributions to the country's economy, our understanding of being a responsible social company and our privileged brands.

We are a company manufacturing and selling spirits, but also an important component of gastronomy in Turkey and the world. We want to build an ecosystem where women play important roles and gender balance is ensured, in solidarity with the advancing and rising gastronomy ecosystem that offers international service, quality and experience.

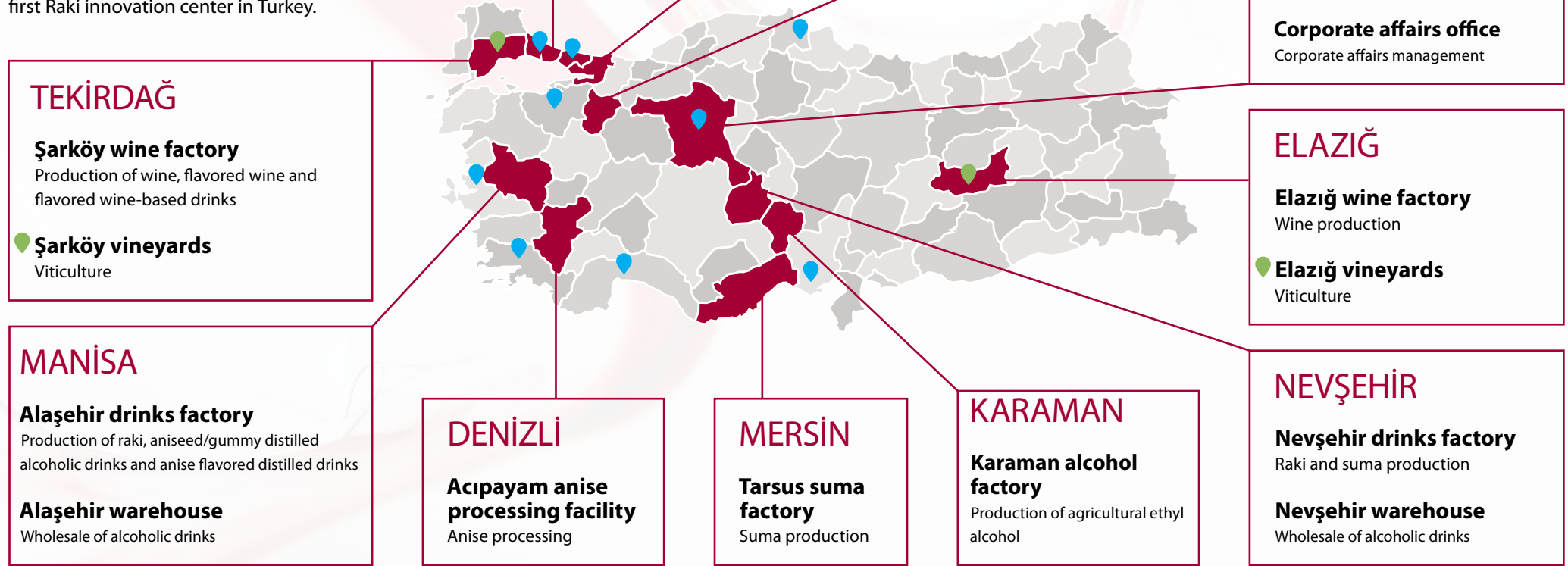


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Corporate profile

Factories, facilities, offices and vineyards

Mey|Diageo maintains 9 factories in Turkey and presents its products to its valuable consumers. Raki factories in Alaşehir and Nevşehir, Suma factories in Alaşehir and Tarsus, an alcohol factory in Karaman, a vodka, gin and liquor factory in Bilecik, anise processing facility in Acıpayam, and wine production facilities in Elazığ and Şarköy. Alaşehir Experience Center is the first Raki innovation center in Turkey.



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Brands and products

As Mey|Diageo, we have a wide range of product portfolio with more than 100 product types including Raki, vodka, whiskey, gin, liquor, rum, tequila, wine brands and their sub-brands. In addition to our own brands that we manufacture and sell, we also offer international brands of Diageo that we undertake to distribute in Turkey*.

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

Yeni Raki	Tekirdağ Rakısı	Altınbaş Rakısı	Kulüp Rakısı	İzmir Rakısı	Tayfa Raki	Civan Raki
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	Cin Adalin	Don Julio	Captain Morgan	Zapaca	Sheridan's
Archers	Safari	Baileys	Nazen	Kayra	Terra	Leona
Buzbağ	Buzbağ Rezerv	Allure	Tılsım Life	Cumartesi	Güzel Marmara	Cielo
Ruffino	Chateau Bel Air					

Awards received during the reporting period



Yeni Rakı Uzun Demleme
(Prolong Brew)



Yeni Rakı 1937



Yeni Rakı 1937
Yeni Rakı Uzun Demleme
(Prolong Brew)
Yeni Rakı Ala



Tekirdağ Rakı Altın Seri
Yeni Rakı Ala
Yeni Rakı Ustaların Karışımı
(Masters' Blend)

- As a result of the research conducted by Fast Company Magazine and the Women on Board Association Turkey (WOB Turkey), our General Manager Levent Kömür was selected as one of the 50 Businesswomen Friendly Leaders.
- In Capital Magazine's research which covers 1,470 executives representing more than 600 companies from different sectors we broke new ground and are ranked in the top 10, regardless of the sector, in the category of "Social Opportunities Offered to Employees".
- The "50 Most Innovative HR Leaders" assesment initiated by Fast Company to identify the prominent human resources leaders in the business world with innovative approaches, has been concluded. Birsen Çevik Akgünlü Mey|Diageo Human Resources Team ranked the 10th in the jury evaluation, where pandemic strategies and digitalization projects were considered among the important criteria.
- Mey|Diageo Human Resources Team placed 2nd in the category of Inclusion and Diversity among 250 projects in the "Heroes of HR" competition organized by Diageo Global.
- Atlas Logistics Awards
- Best Practice Award
- Excellence in Finance Award



Information corner



Sustainability in vineyards

While the Covid-19 pandemic process leads to a better understanding of the importance of agriculture and food, sustainable viticulture practices that protect soil, air and water are becoming an integral part of business processes. Because soil, water and air, which are protected by environmentally friendly and socially responsible practices and are indispensable for life, are the most important elements that give their flavor to grapes and wine.

In this context, it is important for the soil ecosystem to protect the vitality of the soil flora by preventing the deterioration of the soil structure. **In order to improve the soil structure and vitality in our vineyards, as well as to enrich the soil flora, we primarily prefer organic fertilization**, and we also apply inorganic fertilizers if needed. Our priority in organic fertilization is to add organic matter to the soil and to enrich the soil flora by improving the physical properties of the soil. Thus, we contribute to the preservation of the natural balance in the ecosystem. In addition to organic fertilization, we take care not only to meet the nutritional needs of the vine roots, but also to ensure the continuity of its vitality by feeding the soil, by making green fertilization (planting legumes) between the vineyards. With the soil and leaf analyzes we have done during the season, we follow the plant nutrient need of the vine and the effectiveness of the fertilization. We apply the fertilization processes planned in line with the analysis results, specific to the grape variety and parcel.

We are well aware of the importance of the management of water, which is our most valuable asset and the most important component of life, in viticulture. **We determine the irrigation need in our vineyards with a water stress device and in this direction, we implement good agricultural practices such as drip irrigation.** In our vineyard where red wine grapes are located, it is ensured that the vines complete their maturation process naturally without irrigation. In our vineyard, where we grow white wine grapes, drip irrigation activities are carried out in a controlled manner during very dry periods. In addition to our own vineyards, our contracted producers located in many parts of Turkey are also encouraged to irrigate their vineyards with the drip irrigation method. In this way, our contracted producers, who are doing flood irrigation (setting the water free to spread randomly over the field from the headland canals), have been enabled to switch to drip irrigation, and water consumption has been reduced by using water effectively. In addition, we direct our producers located in arid regions to the selection of suitable rootstocks for their regions. The need for irrigation is minimized by planting on drought-resistant rootstocks.

Extreme temperatures or excessive precipitation due to climate change prepare a suitable environment for diseases or pests on grapevines. These suddenly developing diseases and pests also affect the quality and quantity of grapes. At the same time, it can lead to a decrease in biodiversity by disrupting the soil ecosystem. In order to prevent diseases, fight pests and ensure soil fertility, we make constant checks both in our own vineyards and in our supplier vineyards. We do not do inorganic spraying unless it is necessary, we minimize the need for spraying with management of crown. In cases where spraying is mandatory, drugs that do not leave residue on the product are preferred, and the application is made by considering the weather forecast station data and harvest times.



RAKI

Brief history of Raki

Raki is filtered drop by drop by evaporating alcohol in the retort system. For this reason, it was derived from the Arabic word “arak”, which means sweat. According to a rumor, its first name was “Arak”, then it became “Araki”, and then the first letter “a” was deleted and it has become ‘Raki’. According to another rumor, the Greeks’ diminutive suffix “arakaki” was used to mean ‘give me a small shot of Raki’, and in time the word “arakaki” turned into “Raki”. It is assumed that it is called Raki because Razaki grapes were used first. As a matter of fact, drinks distilled from grapes are still called “arak” in Levant countries such as Lebanon, Syria.

Considering that the word “arak” was used for the first time in written form in Bengü Bade, written by Fuzuli in the 1500s, it turns out that Raki has a history of 500 years. In fact, looking at different sources, Raki’s history goes back to 700 years ago. The most important proof of this is that during the siege of Bursa, Sultan Orhan Gazi gifted 2 loads of arakki and 2 loads of wine to Geyikli Baba and his followers for their help.

In ancient times, Raki was not flavored with anise. Although anise was added to Raki around the 1800s, there were also drinks in which anise was used in earlier dates. For example, the “anasato” drink made by adding anise to wine during the Byzantine period is a good example of this.

We see that the name of Raki was mentioned in the travel book of Evliya Çelebi in the 17th century. “Umrurca Rakısı”, which was produced in Tekirdağ farm of Ragıp Paşa, the Minister of Economy of the time, in the 1800s, is the first Raki registered in the history. Between 1920 and 1926, the “prohibition of spirits law” was enacted. After the proclamation of the Republic in 1926, this law was abolished. Following the establishment of the İnhisarlar Administration in 1926, production continued under the name “Raki”. Upon the establishment of TEKEL in 1944, raki began to be produced in a controlled manner. It was completely taken under the monopoly of the state in 1944 and the state monopoly continued until the privatization in 200. Privatization has led the way to emerge new players in Raki production.

Raw materials of Raki: grape, anise, and water

All of these raw materials in Raki are specified in the Turkish Food Codex Communiqué on Spirits.

It is absolutely necessary to use fresh or dried grapes grown in Turkey and anise (*Pimpinella anisum* L.), at least 65% of it must be Suma, in other words it must be produced from grape alcohol. Agricultural products such as wheat or sugar beet can be used as agricultural alcohol.

In 1996, a Geographical Indication Registration of Turkish Raki was made on behalf of the General Directorate of Tobacco, Tobacco Products, Salt and Alcohol Enterprises, effective as of March 25, 1997. In the aforementioned registration document, it was stated that “Raki gets its original character from raisins and anise grown in Turkey” and emphasized that anise seeds and grapes must be grown in Turkey. These geographical indication conditions, which were taken to preserve the characteristic feature of Raki, are still valid and implemented actively and in detail. Regardless of where it comes from, the water used in the production of Raki has to be processed, that is, separated from its minerals, in order to be standardized according to the Turkish Food Codex Communiqué on Distilled Spirits. Thus, the formation of different flavors originating from the source of the water is prevented and the effect of water on the taste of Raki is neutralized. For this reason, water is not an element that contributes to the original quality of Raki, according to geographical indication registration.



For the unique character of Raki

- We use the anise (*Pimpinella anisum*) grown in Turkey.
- Raisins, fresh grapes and agricultural products grown in Turkey are used.
- It is distilled in Turkey in a maximum of 5,000 liters of copper retorts.
- The alcohol content is at least 40% by volume.
- The anethole amount of the essential oil originating from the anise seed should be minimum 800 milligrams per liter of the product.
- A facility with a production volume of 1 million liters is required to produce Raki.
- If refined white sugar is used in the preparation of Raki, the amount of sugar should be at most 10 grams per liter of product.
- Colorants are not used in production of Raki.
- Raki should be rested for at least a month before filling into bottles.
- No additives are used.



History of wine

Anatolia viticulture and wine in the ancient age

During the excavations in Anatolia, wild grape seeds were found in only two of the Neolithic settlements 8400-8200 BC in Şanlıurfa-Hilvan district and Karaman-Canhasan village.

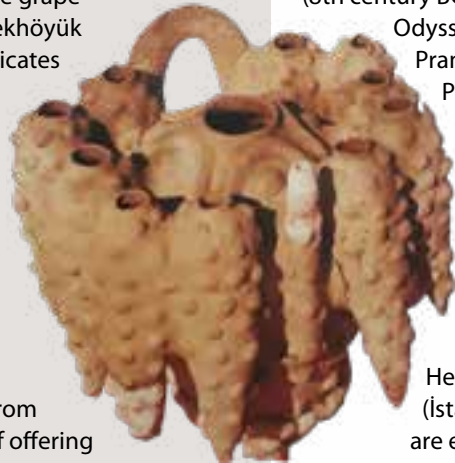
Although most of the grape seeds unearthed during the excavations of the mound (Korucutepe-Elazığ-Aşağı İçme village; Kurbanhöyük-Şanlıurfa-Cümcüme village; Oylumhöyük-Kilis-Oylum village) occupied in the period called the Chalcolithic Period that followed the Neolithic period (4800-3000 BC) were wild vine products, the grape seeds and goblet type vessels were found in Hassekhöyük (Şanlıurfa-Siverek-Yukarı Tillakin village), which indicates that the vine was cultivated.

Viticulture and wine in the Hittites (BC 2000-800)

Viticulture has emerged as a mature production activity that has left at least 1500 years behind in Anatolia with use of writing. Vintage was mentioned for the first time, albeit as a loan term, in the cuneiform commercial documents, which were used in Anatolia by the Assyrian merchants from Northern Mesopotamia around 2000 BC. Scenes of offering wine to the Gods (libation) are common on cylinder seal impressions from the Colonial Age (2000-1750 BC) in Kültepe (Poodle) near Kayseri.

Hittite laws contain provisions on "vineyard", "vine stick" and "wine" and articles on the regulation of damage to vineyards. It is understood that the vineyards may belong to the state, temples or individuals. The new, fresh, old, aged, sour, sweet, good, clean, pure red varieties of the wine read as Wiyana in Hittite language. There is also a mention of a wine city thought to be Lycia.

The inscriptions on the rock relief found in İvriz after the Hittite Empire refers to grape and wine by saying that



"When I was a little kid I planted vine saplings here and the God protected them; now they are giving grapes".

There must be a male wine merchant holding a bunch of grapes in his hand, as seen in the depiction of a husband and wife with their arms crossed, on a tomb relief found in Maraş, exhibited in the Adana Archaeological Museum.

Anatolia viticulture and wine in the classical age

The first reference to wine made to Ionia belongs to the poet Homer (8th century BC). The poet mentions Pramnios wine in the Iliad and Odyssey. While Homer does not specify the place where Pramnios wine is produced, Plinius the Elder states that Pramnios wine is not drunk dry and is mixed with cheese, flour and honey. According to the rumors, this wine is not sweet or dark; it is straight and strong. It is understood that Smyrna wine mentioned by Strabo is used both for pleasure and for medicinal purposes. It is known that sea water is added to Klazomenai and Kos wines.

He writes "Klazomenai and Kos (İstanköy) wines, on the other hand, are easy to digest, breath-taking, but destructive to the stomach and harmful to the nerves, as they contain a large amount of sea water,". On the same subject, Pliny the Elder said, "Clazomenai wine is preferred today since less sea water is added to it."

The wines that are mentioned by the ancient writers are Erythrai wine (Çeşme-İldırı), which is said to be soft and odorless, Teos wine (Seferihisar-Sığacık), known with the depiction of bunches of grapes seen on their coins, Metropolis wine (Torbalı), known for its quality, Phygela wine, which is light and good for the

stomach, from among Ephesos wines (Selçuk), with grape bunch depictions, and Ephesos wine, which is not good for the stomach because quality Latoreia wine and sea water are mixed.

A brief history of viticulture and wine in Anatolia

The beginning legends of the vineyard and wine, the stories in the holy books and the archeological data supporting them are concentrated in this geography. In a belt encompassing Georgia and Armenia, the vicinity of Van Lake, Iğdır, Azerbaijan, Western Iran and the Zagros Mountains, mankind has shown the patience and intelligence to transform vitis silvestris into vitis vinifera, long before the transition to settled life, for its sweet fruit and must. The oldest cultivated grape seeds identified as 'Vitis vinifera var sativa' were found in Georgia. These cores found in the settlement layers dating to approximately 7.000 years ago show that grapevines were grown in the region south of the Caucasus at that time. After this date, the grapevine culture must have spread to Lebanon, Syria, Palestine, Anatolia and Greece.



Source: Ersin Doger, Vineyard and Wine in Antiquity, İletişim Yayınları



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Sustainability approach

“Pioneering grain-to-glass sustainability” with the target of “to be one of the best performing, most trusted and respected consumer products companies in the world.” forms the basis of our sustainability approach.

While carrying out our activities within the framework of our six strategic priorities, where sustainability is the focus, we monitor and report our outputs on the basis of performance indicators.

As Mey|Diageo, we are tightly bound to the principle of protecting our future and planet which is the basis of our projects, communication activities, initiatives we are a party to, the relations with both public authorities and our customers.

102-47

What matters most - to our stakeholders and to our business

In 2019, Diageo held meetings and interviews covering many different countries and regions in order to make materiality assessment that is fully compatible with the Sustainability Development Goals (SDGs) and meets the expectations of internal and external stakeholders. Findings from internal and external stakeholders were analyzed in depth and strategies to support sustainable growth were determined by taking into account global trends. Our stakeholder priorities in line with the “Society 2030” targets, which clearly set out the roadmap until 2030, are listed on the side.

Promote positive drinking



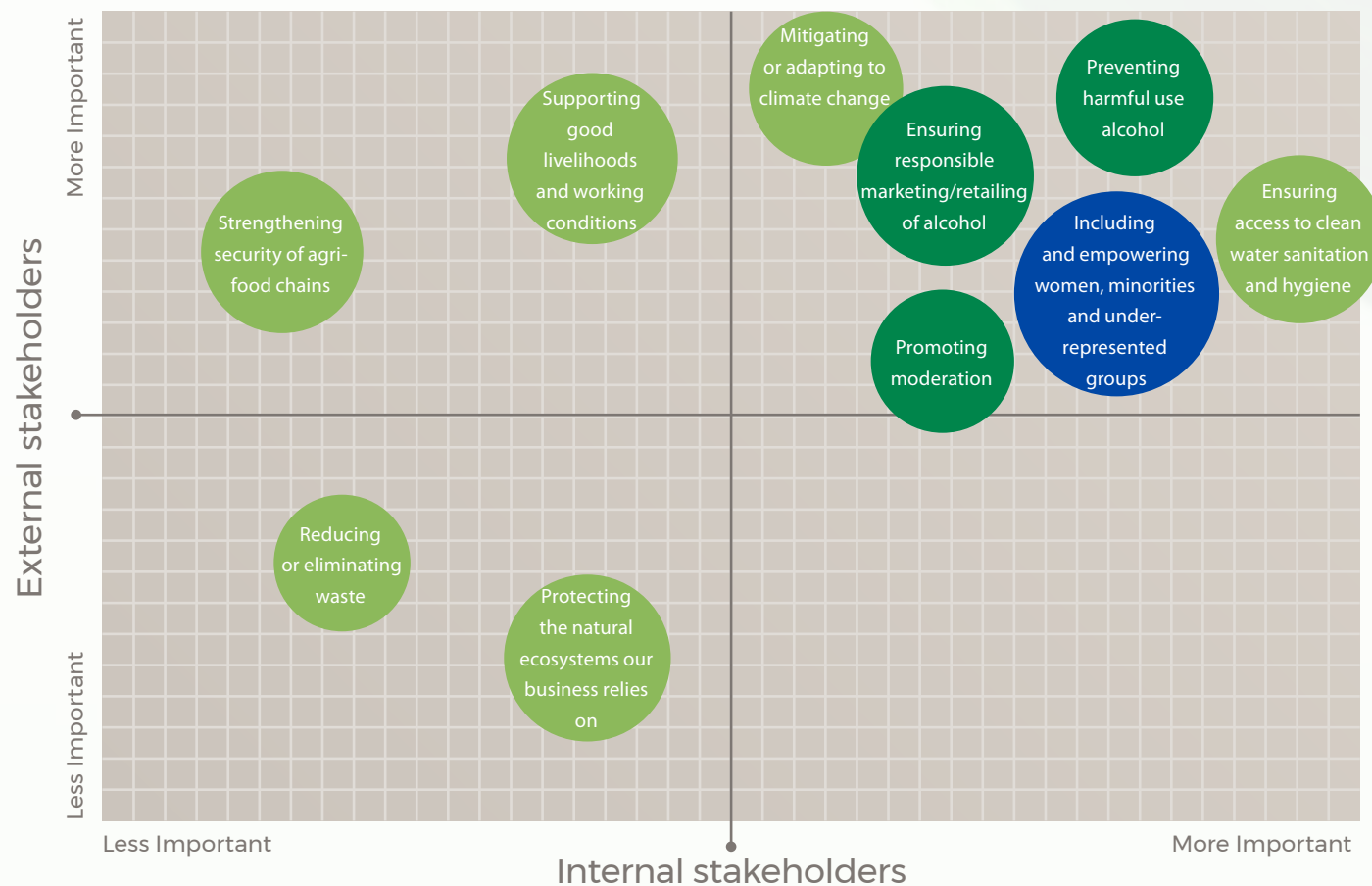
Champion inclusion and diversity



Pioneering grain-to-glass sustainability



Materiality matrix

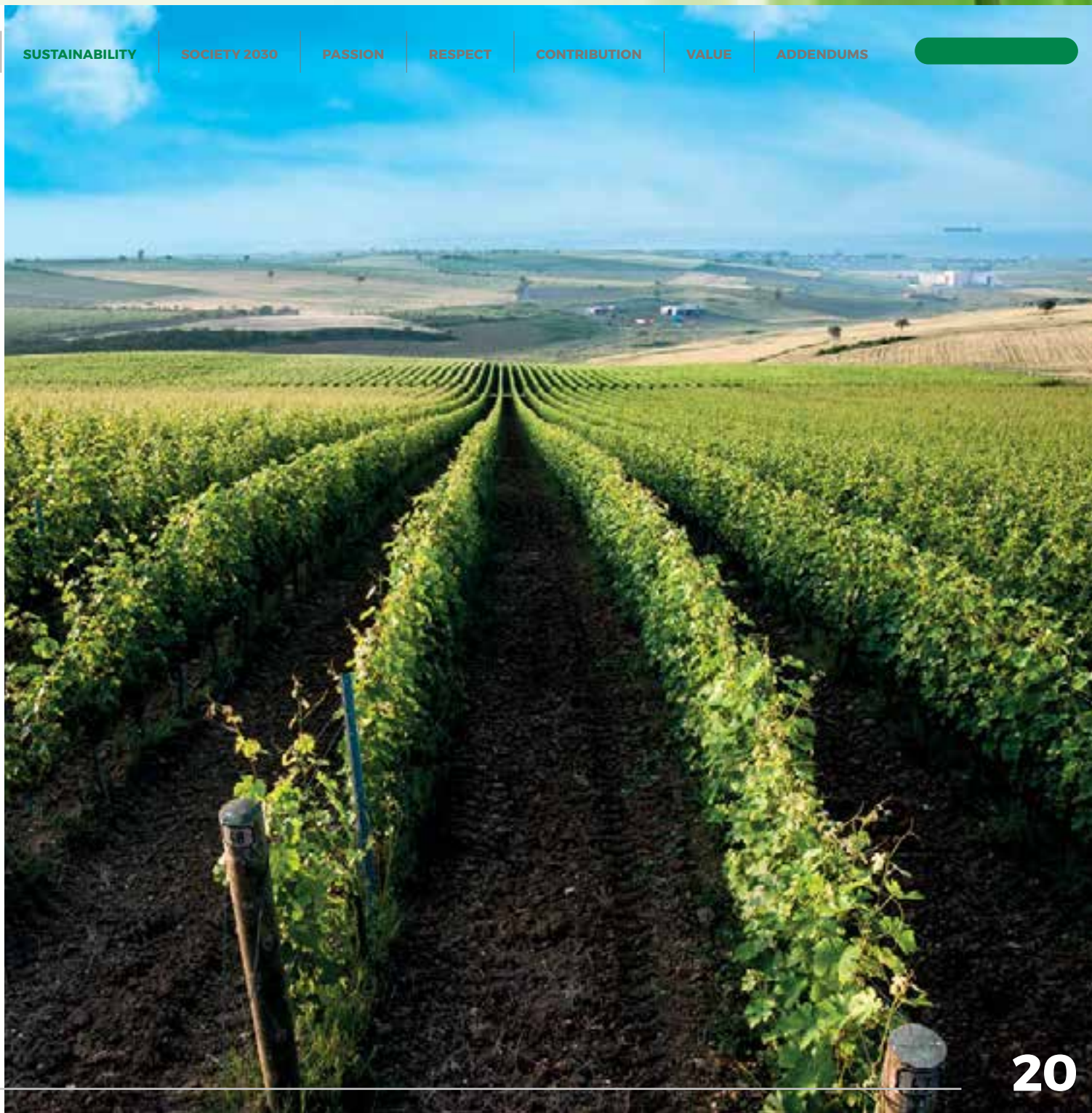


102-18 103-2

Sustainability management

Mey|Diageo Sustainability Committee (MDSC) which was developed in 2020, continued its long-run efforts in the F21 period. MDSC consists of a project leader and core team under the sponsorship of the Supply Chain and Legal and Corporate Affairs Directors from the Leadership Team. In addition to the core team, MDSC has an extended committee which comprises L.E.G.O. (Leadership,Empathy, Growth, Opportunity) members and the representatives from the other departments when it is deemed necessary.

Our material topics are embraced at the level of the Leadership Team, that is our highest governing body, and the performance we exhibit is regularly measured. Not only sustainability performance but also overall operation is monitored and evaluated with respect to targets by the Leadership Team. Connection between the Leadership Team and the MDSC is provided through the members of the Leadership Team who are at the MDSC in the meantime. In this way, the coordination of corporate sustainability activities is ensured, and teams responsible for production, brand, communication, human resources, infrastructure, supply and quality convene. Monitoring and tracking of international trends, public regulations, sustainability priorities identified by Diageo, adoption of the sustainability agenda based on the strategy and targets making the sustainability as a part of the business processes are among responsibilities undertaken by MDSC.





103-3

Contribution to the Sustainable Development Goals

2020 Sustainability Report including an inventory of 320 sustainability projects implemented in the 2017-2020 period, clearly showed that Mey|Diageo works as an active participant in achieving UN SDGs. A similar study demonstrated that 67 projects in F21 directly contributes to achieving the Global Goals.

The first five SDGs we contribute to are SDG 12, SDG 8, SDG 13, SDG 15, and SDG 11 respectively.

Society 2030: Spirit of Progress



“Society 2030: Spirit of Progress” is based on five pillars. While two of them target social life by promoting responsible consumption and, gender equality, remaining three focus on environmental aspects of the business such as effective management of water, decarbonization and waste.

25 sub-targets, each aligned with the SDGs, have been set to lead our business over the next ten years. You will find details on the goals grouped under main themes and our performance as Mey|Diageo in achieving these goals on the following pages.



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 science-based action to create a sustainable low-carbon future.
We will decarbonise our own operations by 2030 and work with our suppliers to halve theirs too.



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

We will create an environment where all our people feel they are treated fairly and with respect. We will act with integrity to ensure we are doing business in the right way, meeting external expectations and our own standards.



103-2
Reporting period performance



- EG Efficient growth
- CVC Consistent value creation
- CT Credibility and trust
- EP Engaged people

We conduct our business with a holistic perspective to do our best at work, home and society for the purpose of celebrating life every day, everywhere. As Mey|Diageo, we know that our responsibility is not limited to our direct activities, but goes far beyond that. In that respect, we keep working tirelessly to achieve our ambition to be one of the best performing, most trusted and respected consumer products companies in the World. While doing that we continuously track the commitments stem from “Society 2030: Spirit of Progress” which is an inclusive action plan.

Our values and corporate culture are at the core of our way of doing business.

- Passionate about consumers and customers
- Freedom to succeed
- Proud of what we do
- Valuing each other
- Be the best

In this context, we measure our performance within the scope of our six strategic priorities and evaluate its outcomes under four key elements.

102-11

Our management systems policy

We assume that protection of the environment, high quality and food safety, including the occupational health and safety are strong indicators of the respect for human being. Those are also indispensable part of Mey|Diageo's values and passion for performance.

Our main goal is to produce safe, high quality and worldwide competitive products meeting the needs and expectations of our customers in an environmentally sustainable way by our employees who work in healthy and safe places.

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

Our goal for a sustainable future is not only to act in full compliance with the applicable regulations but also to fulfill the obligations of being a responsible social institution. We assume an active role in the development and protection of the society and environment as a company who is aware of our social responsibilities.

In this context, we constantly improve our policies, processes and products by following up all innovations and developments in order to provide a healthier and safer working place for our employees, to have a positive impact on the environment and to offer our customers quality and safe products.

In accordance with the requirements of our management systems, we constantly improve our processes through a risk-based thinking approach and strive to ensure that our products and services meet the needs and expectations of our consumers and customers. We inform all of our employees about the importance of the effectiveness of management systems, and carry out all necessary activities, including training for the improvement of their competencies and their commitment.

Effective communication to be established with all relevant stakeholders within and outside the company constitutes the basis of Mey|Diageo's quality, food safety, environment and occupational health and safety, energy, management systems. We set targets for the sustainability and constant improvement of quality, food safety, environment, energy and occupational health and safety management systems, and the entire system is continuously reviewed by the management. The business processes of Mey|Diageo and their interactions with each other have been determined and the application of risk-based methodology has been taken as basis while applying these processes.





For a sustainable environment;

We act in full compliance with regulations on the environment and besides Diageo Global Environmental Management Standards and Diageo guidelines are observed in all our processes.

- Resource efficiency
 - As the leading company of the spirits sector, we use all resources, particularly energy, efficiently for a sustainable environment.
 - In line with Diageo’s global environmental targets, our priorities are the efficient use of water, reducing greenhouse gas emissions, decreasing the pollution in wastewater, and minimizing the waste sent to landfill.
 - While designing new projects and for the existing ones we pay utmost attention in using energy saving equipment and systems for the sake of improving energy consumption performance.
 - We constantly improve our energy consumption performance through the energy management system to achieve the targets.
 - Our aim is to increase the use of renewable energy and establish facilities that produce their own energy and are not dependent on external sources.
 - We expand the carbon footprint reduction efforts by measuring life cycle greenhouse gas emissions of the products.
 - We require sustainable high-quality standards for all raw materials, materials and services. Supplier audits are conducted for the necessary control.
 - We carry out continuous improvement projects in order to reach the raw material in a sustainable way and to avoid any possible risks arising from third parties.
 - We support similar projects by sharing best practices internally and externally and we strive to develop and expand eco-friendly technologies outside the enterprise through joint work and cooperation. We expect all employees and suppliers to comply with the environmental management system requirements and policy.
- Biodiversity
 - In all of our activities, we ensure environmental sustainability without harming living species, natural habitats and biodiversity.
- Waste
 - For more sustainable packaging which has the lowest environmental impact, we work with the targets of reducing the weight of packaging materials, increasing the recycling rate and eliminating materials that are harmful to use for the environment within the scope of Diageo’s sustainable packaging targets.
 - In order to minimize the amount of waste generated, we follow an action hierarchy including separation, reduction, reuse, recycling and finally disposal.

For occupational health and safety;

- In order to eliminate occupational accidents, diseases and unsafe environments, we carry out risk analyzes and take the necessary measures in every field such as production and process effects, impact on the public and employees and financial effects. We carry out effective occupational safety audits in order to eliminate these risks in accordance with the Diageo Occupational Safety Standard Severe and Fatal Incident Prevention Program - SFIP and we make the necessary improvements.
- We make improvements within the scope of occupational health and safety in compliance with SFIP and we take proactive measures to minimize the current risks to ensure that our employees can work in a healthy and safe environment.
- In our production plants and all units, we carry out activities in order to reduce security risks by establishing minimum safety standards, complying with these standards and taking more robust measures whenever required.

Risk and crisis management

- In order to be ready for emergencies that may occur within the scope of occupational safety, environment quality and food safety the issues need risk analysis are identified. We raise our employees’ awareness and create work areas in a way that they will be ready to intervene in emergencies.
- In our production facilities, people in the crisis management team must receive FACTS training and in case of a possible crisis, we use the FACTS methodology to ensure the business continuity and to manage the crisis.
- Within the framework of the Business Continuity Plan, we annually conduct business continuity risk assessments and business impact analysis at all our facilities.

Product safety and responsibility

- Our product safety team takes measures to prevent counterfeiting and adulteration to ensure product safety.
- We apply hazard analysis to ensure product safety in accordance with the legislation and take the necessary measures to eliminate the possible hazards.
- We act within the framework of ethical rules in all communication activities and we raise the awareness of our consumers so that our products are consumed responsibly.
- We execute the customer and consumer complaints process effectively and continuously improve and report it.



103-3

Passion for our work

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Economic performance

Our strategic targets of sustaining quality growth, embedding everyday efficiency, and investing smartly are directly related to our economic performance. As Mey|Diageo, we closely monitor many performance indicators while measuring our economic performance.

Among the performance indicators we follow, organic growth in net sales, organic growth in operating profit and cash flow are the priority topics. In the F21 period, our organic net sales increased by 28% and our organic volume by 17% compared to the previous period.

Detailed data on the economic performance of Mey|Diageo are available in the “Diageo 2021 Annual Report”. The aforementioned report and other detailed information can be accessed at www.diageo.com.

102-18

Corporate governance

The basis of our corporate governance activities lies in associating the principles of fairness, transparency, accountability and responsibility with each other in order to measure and improve our company performance. In order to achieve long-term sustainable success and create value in parallel with the strategies determined at the global level, the Leadership Team, consisting of the directors of marketing, sales and distribution, finance and digital transformation, human resources, supply chain, regulation and law, corporate relations and communication departments, led by our General Manager continues to execute its tasks.

Our Leadership Team is also responsible for motivating employees to act according to the “Code of Conduct” in the management of risks, use of financial resources, realization of budget targets in the rapidly changing world, and contributing to the sustainable performance of Mey|Diageo and its brands. 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.

102-11

Ethics and compliance

As Mey|Diageo, we consider the issue of ethics and compliance in a wide range together with environment, socio-economic, procurement, work against bribery and corruption, prevention of money laundering, prevention 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 data and product safety.

The “Code of Conduct” was prepared as a document that includes all the subjects, guiding our employees in the events they encounter and in the decision-making processes, and includes codes of conduct, policies and standards. In the last part of the mentioned document, links are provided for easy access to the documents in question with the table of “Documents you need to read”. In addition, a road map is given to the employees by clearly stating which documents should be read by whom.

The procedure for reporting ethical concerns or violation of ethical rules is separately included in the “Code of Conduct”. It is requested to make notification to SpeakUp line about any information or reasonable suspicion or any questionable action or behavior regarding any violation of the “Code of Conduct”. The SpeakUp line, which is managed by an independent company, provides services in different languages.

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

In order for all employees to easily reach the SpeakUp line, contact information is available on mosaic, internal communication platform and www.diageospeakup.com.





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Business ethics and fight against corruption

Within the framework of our principle of “proud of what we do”, which is among our indispensable values, we consider compliance with business ethics principles and legal regulations as a working standard, and as a UNGC signatory company, we adopt the principle of zero tolerance against bribery and corruption.

As Mey|Diageo, we regularly provide training on business ethics in order to ensure that all our personnel work in accordance with the policies. In addition to this, within the “Code of Conduct” guide we prepared for our employees, the documents to be read as well as detailed information on business ethics are listed according to their duties, departments and areas of responsibility. All relevant documents are available to employees and can be accessed at any time.

While our “Code of Conduct” materializes our purpose and values, it demonstrates our corporate and individual commitment to operating in accordance with laws, regulations and industry standards. Although regular reviews and regulations are made, we are aware that the rules, policies or standards prepared do not cover every situation that may be encountered. For this reason, the things to do in case of doubt is defined clearly and by using common sense and logic in the “Code of Conduct” guide.

An investigation is carried out with a team consisting of representatives from the Human Resources and Legal Department in case there is any non-compliance

in business ethics. Various actions can be taken, ranging from warning to termination of employment, depending on the situation of non-compliance. During the reporting period, there was a case of non-compliance with business ethics and in this context, necessary action taken.

“Global Anti-Bribery and Anti-Corruption Policy”, “Anti-Money Laundering and Facilitating Tax Evasion Policy”, “Code of Conduct” and “Gifts and Entertainment Rules” guide us in the fight against corruption. As Mey|Diageo, we regularly conduct training activities to ensure that the procedures and rules we apply are adopted by all our employees.

As Mey|Diageo employees, we establish transparent relations with all of our stakeholders, and we conduct our business in a fair and accountable manner, by being aware of our responsibilities to our stakeholders. We do not offer, facilitate, solicit, or accept bribe or other improper benefits in order to obtain commercial benefits. This rule is not limited to cash bribery, and it covers all forms of bribery of any value. We are extremely careful to ensure that our actions in areas such as gifts, entertainment, banquets, expenses, customer travel, trade incentives, donations to political organizations, donations to charities such as lobbying activities are not interpreted as bribery. When we encounter a suspicious situation, we immediately forward the matter to the legal department of Mey|Diageo or to the relevant persons via SpeakUp.

As a reliable and respected company, we do not tolerate any direct or indirect acts of corruption by our employees or business partners acting on behalf of our company. Within the framework of our “Know Your Customer” and “Know Your Business Partner” processes, we continue to work on minimizing possible risks.





102-11

Effective risk management

As Mey|Diageo, we are aware that good risk management is the basis of making the right decisions and doing business in a sustainable way. We use the risk management cycle in order to identify risks that may affect the company’s reputation, current and future business performance and to reduce their possible effects.

Our risk management approach is an accountable, holistic and integrated method. We make annual risk assessment for the activities we carry out, and we create action plans to eliminate risks or reduce their effects. In the routine meetings held by the Risk Management Committee (RMC) formed by Mey|Diageo Leadership Team, action plans for identifying the main risks and their elimination are considered, and we make evaluations regarding the risks that appear on the horizon as well as the risks from the past and the ongoing risks. We invite experts on the subject to meetings, if needed, in line with the assessed risk issue.

Some of the risks that were evaluated in the F21 period are listed below.



1 Cyber threats	2 Climate change, sustainability & responsibility	3 Pandemics	4 Global economic volatility
5 Consumer disruption	6 Geopolitical & natural hazards risk	7 Counterfeit	8 Business integrity compliance & controls
9 Data privacy	10 Product quality	11 Regulation, indirect tax & trade barriers	12 International direct tax

In addition to having various policies, procedures and instructions to eliminate risks or reduce their effects, planned and unplanned (ad-hoc) audits are carried out every year by both internal and external auditors.

In this context, Mey|Diageo’s control environment was evaluated as “successful” in the Global Audit & Risk (GAR) Audit conducted by Diageo in F21. As a result of the audit, it was revealed that the Leadership Team displayed a strong tone in risk management, internal controls and compliance. In addition, it was determined that the relevant controls were integrated into business processes in a harmonious manner in order to manage the risks brought about by operating in a complex and highly regulated area.

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Sustainable supply chain

As a company that transfers the legacy from the past to future generations, we know how important a sustainable supply chain is for us, and we know that one of the indispensable elements of our principle of “pioneer grain-to-glass sustainability” is our supply chain.

Our sustainable supply chain practices help us spread our Mey|Diageo working principles across our value chain, reduce environmental impact and add value to the ecosystem we live in.

We produce Raki, which is within the scope of geographical indication, entirely from locally sourced grapes and aniseed. Although there is no legal obligation for other products we produce, we give priority to purchasing from local suppliers, provided that Mey|Diageo standards are met. We source our agricultural inputs such as wine grapes and wheat locally.

We are trying to contribute to the sustainable growth of our suppliers with the projects we have implemented. Within the scope of our alternative supplier selection criteria, we are working to improve our supply structure and reach the “Society 2030” targets.

As a company that supplies 95% of its total supply from local sources, we have worked with more than 60,000 suppliers to date. The number of suppliers we actively work with in F21 is 2,237. Categories were purchased directly from 660 suppliers, and the number of overseas suppliers is 6. Indirect categories were purchased from 1,577 suppliers, and the number of foreign suppliers is 64.

Our supplier selection criteria vary according to the category and risk group of the products purchased. The selection criteria for each category are detailed in our purchasing procedures.

We measure the performance of our suppliers with supplier evaluation forms coming from departments and factories that request materials/services. Starting from July every year, we create Supplier Performance Evaluation Reports four times a year for strategic and key suppliers, and twice a year (in January and July) for the remaining approved suppliers with the documents from departments and factories requesting materials/services. The supplier audits carried out by an independent audit firm are planned by the central quality team. We share the audit reports, that are prepared within the process executed, with the supplier companies and we make the necessary follow-ups if possible, improvement areas are identified. Five audits were conducted during F21 period. No supplier was removed from the supplier list.

Supplier development projects

Anise farmer support project

Educational and financial support have been provided with regard to whole production process from sowing to harvest.



Wine grape producer support project

Agricultural engineers on the sites support wine grape producers by providing information on winery care to increase the quality of grape.



Other support projects

- Packaging weight reduction project with packaging suppliers
- Oldvine semillon project
- Distribution of 10.5 tons of seeds registered under the name of Mey|Diageo to farmers within the scope of anise breeding project
- Activities related with “New generation farming” project





103-3

Respect for the environment

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Although issues such as climate change and global warming constitute the environmental dimension of sustainability, it is actually a multidimensional global problem due to the economic and social consequences it creates. As a matter of fact, the environmental issues rank high in terms of both risk and frequency of encounters in the World Economic Forum (WEF) 2021 Global Risks Report. In the report in question, four of the top ten risk factors that will affect us the most are related to environmental issues. These are failure of climate action, losses in biodiversity, environmental damage by human activities and extreme weather events. In 2022, the natural resource crisis was added to the risk factors related to environmental issues.

We know that we have responsibilities besides governments in managing the risks brought by global trends, utilizing opportunities, reducing environmental impacts and creating social value. As Mey|Diageo, we carry out all of our activities within the framework of the Diageo's "Environment Global Policy". Our policy sets out our commitments to reduce our environmental impacts. You can find related information about our environmental management system documents and our environmental policies that we implement without compromise at "Addendums". The studies we have carried out in F21 period on biodiversity, raw material use, water efficiency, water quality, water use, energy consumption, carbon emissions, waste and sustainable packaging use, and our future targets on the environment in this section and the detailed tables are also available at "Addendums".

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

Our risk and compliance programs are also valid for the "Environment Global Policy" and many systems have been established to monitor our environmental management systems. The "Environmental Executive Working Group", which meets regularly at the monthly basis for Diageo, and the "Climate Risk Steering Group" that meets every three months, closely monitor the performance.

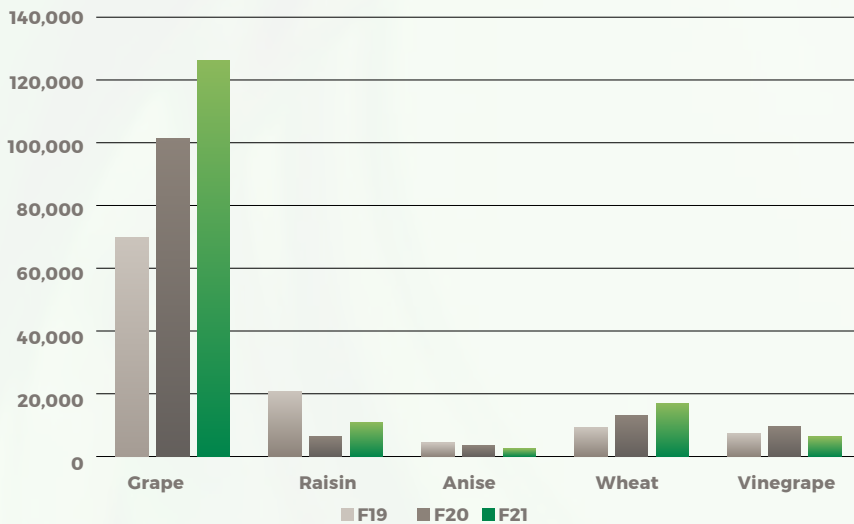
Resource efficiency

Raw materials

Annual usage amounts of fresh grapes, raisin, anise, wheat and wine grapes, which are among the basic inputs, vary according to the annual harvesting conditions and production plans of the aforementioned products. We carry out projects on the basis of input in order to reduce the use of agricultural raw materials and to work more efficiently.

Studies on preventing sugar losses, reducing the waiting time of products, improving processes, increasing productivity and minimizing loss and waste have made our raw material use more efficient.

Raw material purchase amount (ton)



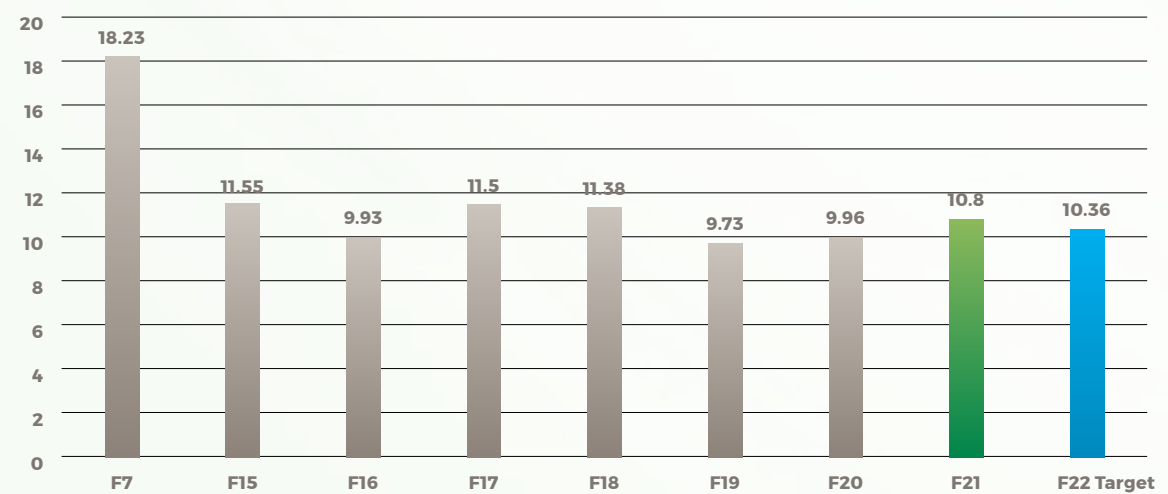
Please click to reach [raw material usage amounts](#).

Water

The situation and management of water, which is one of the most important resources on earth, is a very sensitive and important issue in Turkey. The climate scenarios adopted by the United Nations Framework Convention on Climate Change (UNFCCC) draw attention to the fact that the effects of drought will become more pronounced in the region where Turkey is located, and the current precipitation will show an irregular character. Turkey is not a water-rich country. Considering the annual amount of water per capita, it is possible to say that Turkey is a country that suffers from water shortages. In addition to inefficient use and increased consumption, climate change and the irregular character of precipitation make the issue of water management more important day by day.

With the projects we have implemented and water efficiency studies, our water usage rate has decreased by 43% compared to 2007.

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



As a result of the pandemic conditions, our water usage amount has increased a little in the F21 period due to the extra alcohol produced and our F22 goal is to minimize the resulting increase.

For wastewater discharge, our first priority is to comply with the obligations in the legislation and specified in the environmental permit document. Necessary permits have been obtained in all our factories, facilities and offices, and discharge is carried out within the limits set by the regulations.

The procedure named 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 criteria to determine the treatment quality, is carefully monitored.

You can find detailed tables on water usage and [wastewater amounts here](#).



Within the **"Society 2030"** global targets, **"Preserve Water for Life"** is among the priority issues.

Our Goals:

- Replenish more water than we use in every product we produce, in all our regions with water shortages,
- Create a clear water positive impact in water-stressed areas,
- Use 30% less water than today for every drink we make,
- Execute social projects on five continents on improving water quality, improving sanitation, hygiene and access to water.

As noted in the Diageo 2021 annual report, Diageo's 44 sites are located in water stressed areas. Acipayam, Alaşehir, Nevşehir and Tarsus facilities, which are the subject of our report, are also in this list. The content of the Diageo "Water Replenishment Guide" and our target of 40,653 m³ in total in the F22 period, we started our work in Acipayam, Alaşehir, Nevşehir and Tarsus during the F21 period. Together with our consultants, we primarily determined the water problems in those regions and came together with our stakeholders with whom we can cooperate and jointly identified possible projects to contribute to the solution of the problems detailed below.

Nevşehir

- Lack of water storage capacity
- Increasing the water quality of Kızılırmak
- Making Kızılırmak water suitable for dripping water

Acipayam

- Control of groundwater

Alaşehir

- Lack of water
- Insufficient infrastructure
- Health risks of well water used as drinking water
- Use of treated water in agriculture
- Increasing the water quality of the Alaşehir stream
- Prevention of water losses

Tarsus-Mersin

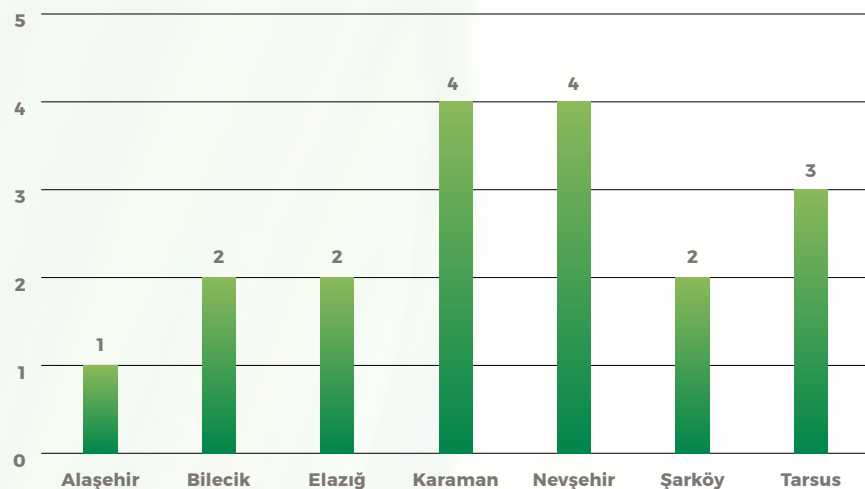
- Drinking water need
- Water efficiency in agriculture

In our F22 report, we will include details of our project practices and results regarding the replenishment of used water.

Energy

During the reporting period, we implemented many projects on energy efficiency at our facilities. Our projects include gains in cooling towers, efficiency and optimization studies, improvements in electricity and natural gas use. Below, you can find the number of projects implemented in the F21 period on a facility basis.

Number of energy efficiency projects



Please see detailed data on energy use at the [tables section](#).

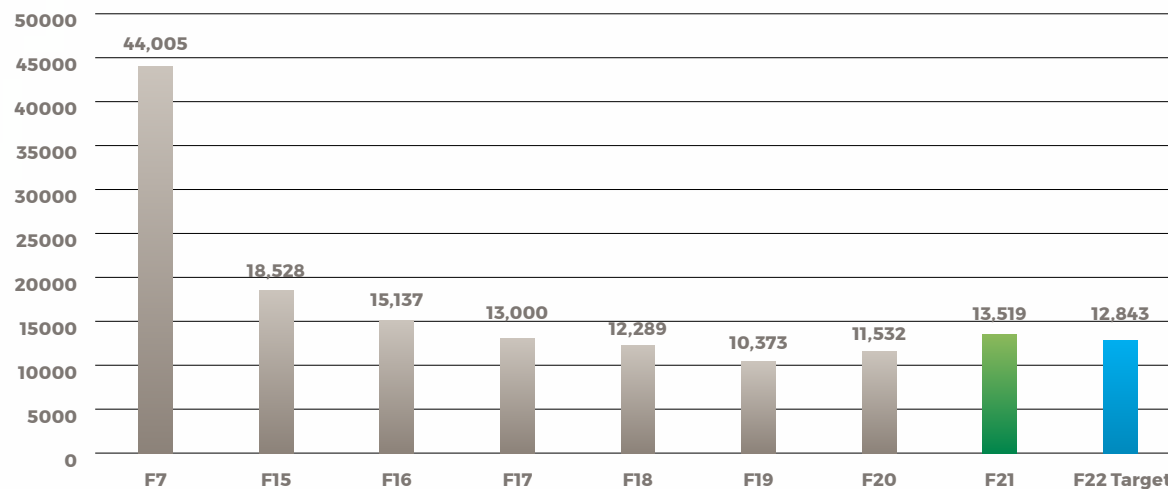
We purchase electricity from renewable sources for all our factories and locations, and in this context, all our locations have been certified with the I-REC certificate.

Climate change and adaptation

Reducing greenhouse gas emissions resulting from our activities is at the center of our efforts to combat and adapt to climate change. The energy efficiency projects we carry out in our facilities also contribute to reducing our emissions.

Although there is a slightly increase in our emissions due to the increase in alcohol production used for disinfection, we have managed to reduce our emissions by 69% compared to our base year 2007. We continue to work towards reaching our F22 target.

Greenhouse gas emission (tCO₂e)



We are going to move Karaman alcohol facility to the plant in Tarsus Organized Industry Zone. This way we would be more efficient in waste treatment and our environmental footprint will diminish. 1,200,000 m³ biogas which is produced but not used in Karaman will be used in Tarsus. As a result we will use 650,000 m³ less fossil fuel, 16,000 m³ less water, and produce 400 tons less green house gas.

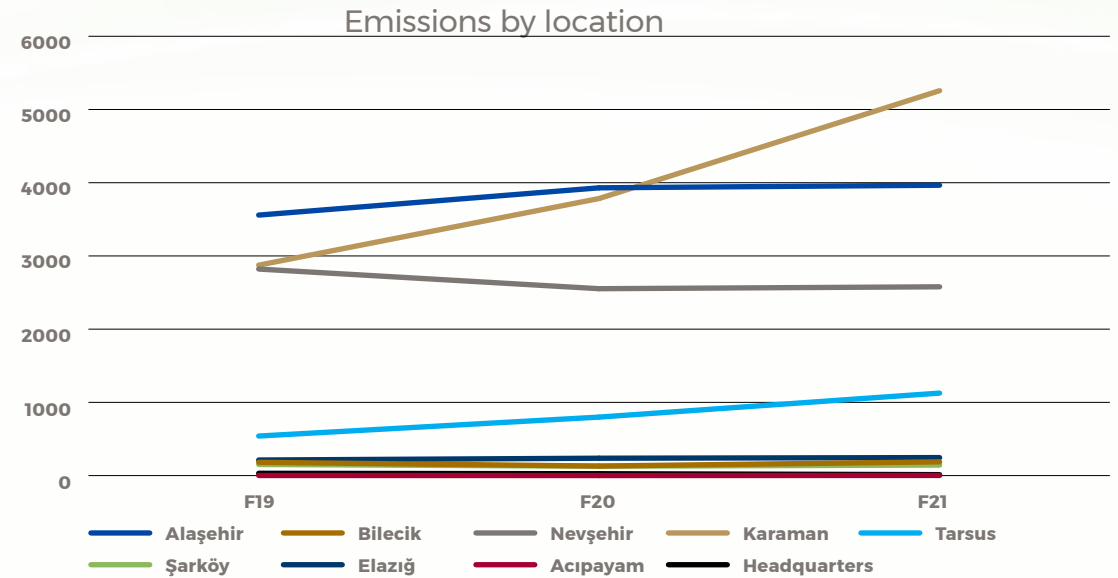
A road map to manage possible adverse effects of closing down of the plant in Karaman have been prepared upon completion of the detailed evaluations and will be put into effect in F22.

We completely fulfill our responsibility within the scope of the climate change related part of the “Society 2030” targets announced by Diageo.

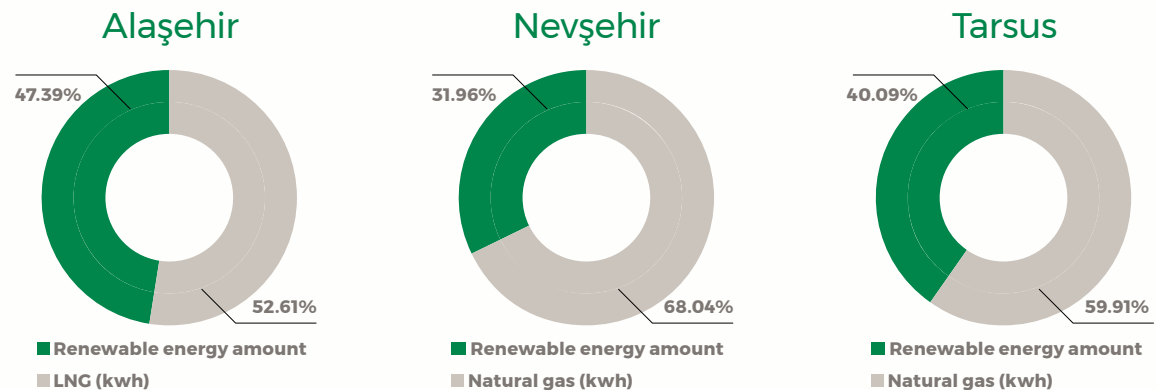
- Become Net Zero carbon in our direct operations,
- Reduce our value chain emissions by 50%,
- Making zero amount of waste that goes to landfills as part of our direct operations.



The graph on the emissions of our locations is given below. [Please click to access the data.](#)



We gain some part of our energy need in Alaşehir, Nevşehir and Tarsus from wastewater biogas and biomass production and use less fossil fuels as a result of the project.





Waste management

As a result of the increase in the population on a global scale, the change in consumption habits and the intensification of industrial activities, waste is one of the factors that put pressure on the environment. The main reason for the waste problem is the linear economy model based on buy-build-consume-dispose. While the circular economy model emerges as a solution to the waste problem, it ensures that natural resources remain in the cycle as long as possible, minimizes waste and brings along effective resource management.

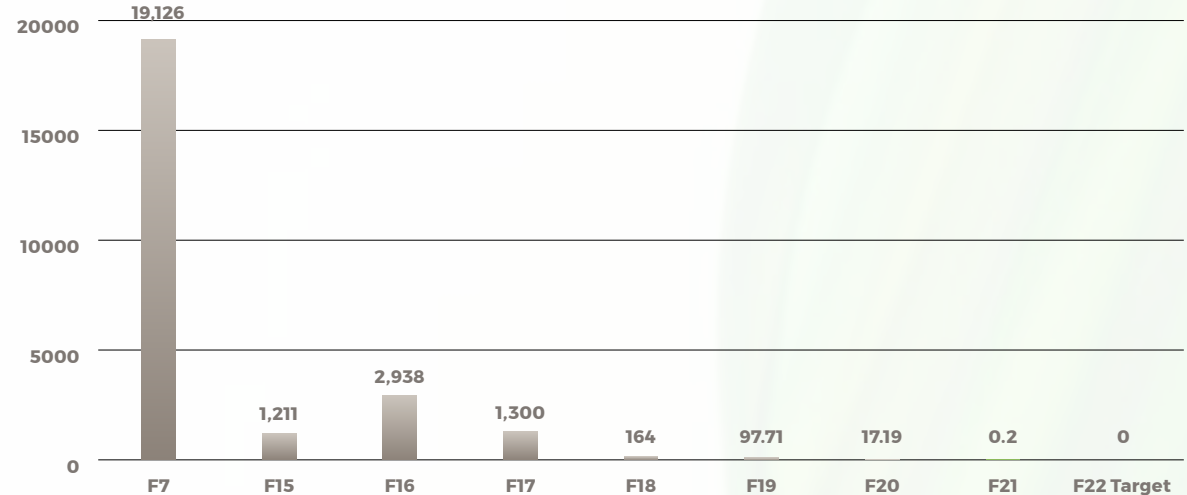
Zeroing the waste generated and sent to the ground through our operations and our supply chain is among the targets of Diageo "Society 2030". In addition, the elimination of waste with new and better methods for reuse, reduction and recycling is another target.

In this context, we carry out projects with our suppliers to adopt innovative and responsible production processes in order to reduce the consumption of raw materials obtained from natural sources, increase efficiency and reduce waste generation. With the reduction of waste, not only costs are reduced, also carbon emission and water consumption are reduced in our value chain. We are trying to minimize the environmental impact that we create with the projects implemented.

The methods required for ensuring compliance with legal requirements and disposing of wastes in the most appropriate way are defined in order to minimize the impact of solid, liquid, gas wastes and emissions on the environment and to create minimum waste in Mey|Diageo. Our methods include preventing the generation of waste, sorting wastes at the source, storage conditions, recycling, recovery and disposal with the least possible damage to the environment.

The graph showing the amount of waste going to the soil in the F21 period is given on the side.

Waste to the landfill (t)



Since the F7 era, we have been able to consistently reduce the waste going to the soil. In June 2021, we reached the goal of "zero waste to soil" in all our locations, with the wastes in our Şarköy factory sent to the biometanization unit contracted by the municipality.

We act with the principle that packaging waste is not waste. We collect nylon-plastic-derived, glass, paper-cardboard and metals that emerge in the factories and the headquarters separately in a suitable section with the name described. We give the packages we collect to licensed collection and recycling companies recommended by the municipality.

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

Other detailed information about our wastes is included in the ["Addendums"](#).


Within the framework of our understanding of “**pioneer grain-to-glass sustainability**“, the Diageo 2030 targets are as follows. As Mey|Diageo, we continue to fulfill our responsibilities in achieving these goals.

- To make all our packaging 100% recyclable,
- Increasing the recyclable material content in our packaging to 60%,
- To reducing packaging weights by reducing the packaging we use.




As Mey|Diageo, we also contribute to the waste reduction efforts of our suppliers through the projects we carry out in our supply chain. By reducing the weight of packaging in our product portfolio with the projects we do together with our suppliers, we reduced both our waste volume and our indirect carbon emissions during packaging production.


With the awareness that natural resources are not unlimited, we direct our innovation efforts. With the packaging weight projects we implemented in the F21 period, we reduced 346 tons of glass and 11 tons of paper and cardboard. While reducing the weight of our packaging, we contributed to the efficient use of resources and to the reduction of our supplier-based emissions. We prevented 242 tons of CO₂ emissions with the projects we implemented together with our suppliers to reduce packaging weight. It is equal to the amount of CO₂ that 587 red pines with a diameter of 25 cm will receive from nature. In other words, this improvement corresponds to;



Equivalent to a **vehicle** traveling **2,013,186 km** around the world **158 times**,




when a **100-watt** light bulb burns for **669 years** without pause,




1-year greenhouse gas emissions of approximately **39 people**.

We prevented 1,295 tons of CO₂ emissions with zero-to-soil waste projects carried out in the factories between F16 - F21 period. It is equal to the amount of CO₂ that 3,148 red pines with a diameter of 25 cm will receive from nature. In other words, this improvement corresponds to;



due to the emissions from the combustion of **494 tons** of coal,



1-year greenhouse gas emissions of approximately **710 people**.

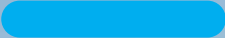
Biodiversity

We closely monitor the impacts of our factories and facilities on the ecosystem. All of our current investments have Environmental Impact Assessment (EIA) Not Required Certificate

As per the policies of Diageo, making biodiversity assessment is obligatory for new investments to be made in sensitive areas. However, in the F21 period, an assessment was made to make sure all our locations are located in sensitive areas in terms of biodiversity in accordance with Diageo environmental declarations by going beyond local legal requirements. Diageo is going to make a prioritization study covering all its operation sites and the assessment made in Turkey will be a part of this study. An action plan for Turkey will be developed based on the assessment.

Digital transformation studies

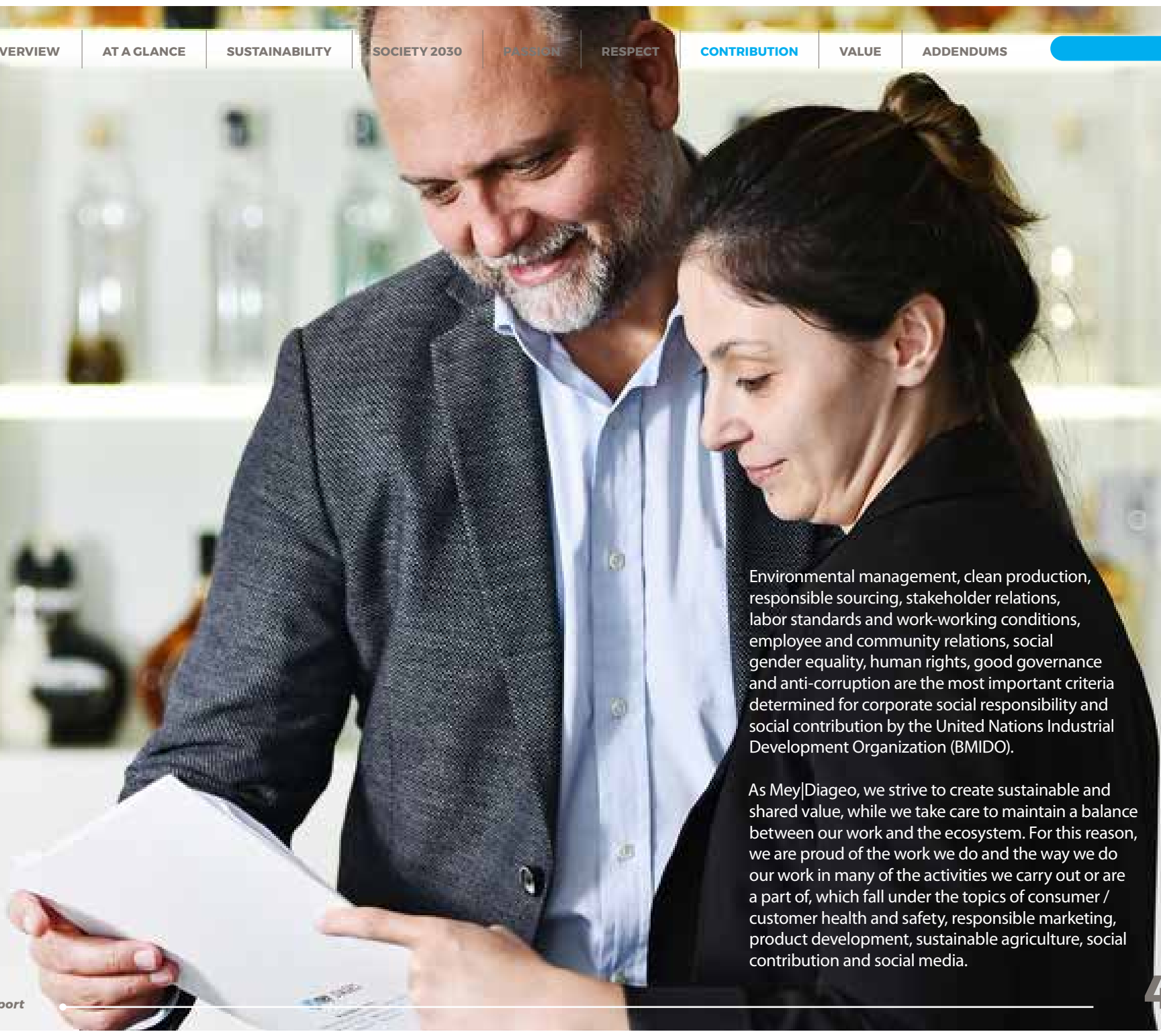
- Special consumption tax (SCT) declaration process which is one of the robotic automation processes has been automated as it was planned last year. Within the scope of Agile Transformation Project several automation processes have been prioritized and studies were initiated.
- Covid-19 precautions
 - Beacon based social distance tracking system has been implemented in factories and warehouses.
 - Office reservation system became available by taking into consideration flexible working system and Covid-19 conditions.
- Sales forecast and automatic order suggestion system backing by an artificial intelligence have been implemented with the purpose of increasing efficiency in the supplying process and achieving order optimization.
- Our future goals
 - Digitalization of innovation process in order to support it, make it traceable and reportable.
 - Expanding the IoT-based Heat & Humidity system in factories other than warehouses and positioning it as an audit support tool.



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Social contribution

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Environmental management, clean production, responsible sourcing, stakeholder relations, labor standards and work-working conditions, employee and community relations, social gender equality, human rights, good governance and anti-corruption are the most important criteria determined for corporate social responsibility and social contribution by the United Nations Industrial Development Organization (BMIDO).

As Mey|Diageo, we strive to create sustainable and shared value, while we take care to maintain a balance between our work and the ecosystem. For this reason, we are proud of the work we do and the way we do our work in many of the activities we carry out or are a part of, which fall under the topics of consumer / customer health and safety, responsible marketing, product development, sustainable agriculture, social contribution and social media.

Health and safety of consumer/customer

The spirits sector, in which we operate, is a heavily regulated sector from production to sales and marketing. Following areas are regulated by many regulations in force; the processing of raw materials / production process which needs to be in line with defined technique / product hygiene / public health and consumer rights / competition / storage, logistic, and safe delivery of the product to the end consumers / geographical indication / advertising and promotion.

As Mey|Diageo, we act in 100% compliance with all laws, and consider consumer-customer health and safety in the first place, based on international good practice examples with the awareness that our responsibility goes beyond our legal responsibilities.

Therefore, during the reporting periods, there have never been any adverse cases such as customer privacy breach or customer data loss or noncompliance with the legal requirements.

Product information and responsible marketing

The procedures and principles to be followed regarding spirits are determined by the public authority. Advertising and promotion of spirits to the consumers in any form is prohibited, within the framework of regulations for the promotion and sale of products, advertising conditions, raising consumer awareness. 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.



Customer and consumer satisfaction

Customer and consumer satisfaction studies are among the processes we carry out meticulously. As Mey|Diageo, we follow the complaints process regarding the products we manufacture, import, sell and distribute in accordance with the satisfaction criteria and the Law on the Protection of the Consumers.

We take complaints of our consumers about Mey|Diageo products through the Hotline "444 4 639" (call center). We also forward the matters conveying from different channels (such as sending an e-mail to info@mey.com.tr) to the Hotline.

If it is a product complaint, we contact the complainant within one business day after the complaint is recorded in the system and inform him/her that the product will be taken from him/her so that it can be analyzed. In line with our procedures, analysis of the product which is the subject to complaint is carried out by the senior experts in the Mey|Diageo Quality and Technical Department's Central Laboratory, and the results are disclosed as soon as possible. We have a KPI with maximum 7.5 days to complete the processes for the analysis period so that the response time to customer/consumer complaints is not prolonged and this does not cause dissatisfaction. In the reporting period, central laboratory analysis was completed in 5.9 days.

If there is a complaint about imported products bearing any brands of Diageo, the same procedure is repeated until the laboratory stage, however, this time the product which is subject to complaint is sent for the analysis to the abroad factories where the production takes place.

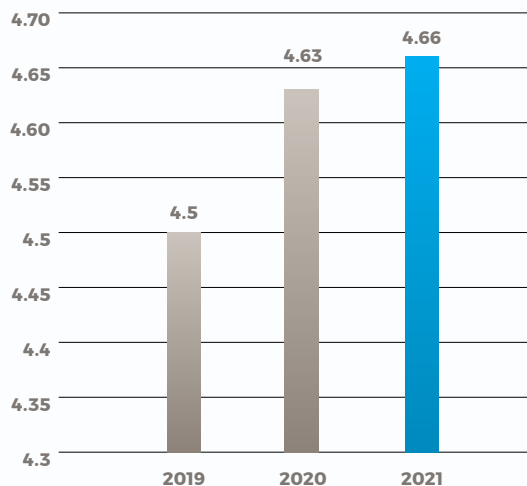
Whether originating from domestic production or imported product, the necessary information is given to the complainant in detail regarding the entire process and/or analysis results carried out regarding the complaint. In the reporting period, we have processed and finalized all of the complaints submitted to us in accordance with the procedure explained above.

Survey results

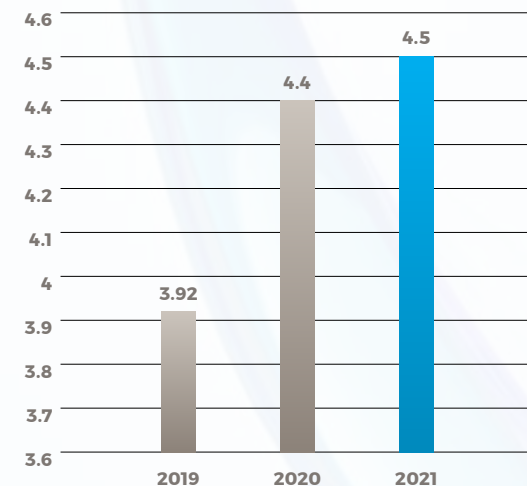
A chain store satisfaction survey was conducted to measure customer satisfaction, and the satisfaction rate emerged as 4.7 for the distributors and 4.5 for the chain stores (out of 5) in the year 2021.

In the distributor satisfaction survey, the satisfaction with the suitability of the product portfolio to consumer demands, product quality, sales support materials and usage patterns, the action taken in case of any negative situation, the speed of taking action, the quality of the product and the service provided are investigated with many questions.

Results of distributor satisfaction survey (5/5)



Results of chain stores satisfaction survey (5/5)



Quality, innovation and R&D studies



We make quality, innovation and R&D investments within the framework of the value we give to our consumers and customers and SDG 8, SDG 9 and SDG 12 targets, we develop our products, processes and develop them in a way that will make our global success sustainable and increase consumer satisfaction, and support the entrepreneurial ecosystem.

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

New products we launched during the reporting period

Raki	Yeni Raki Uzun Demleme	Raki	Altınbaş Raki 24 Ayar	Wine	Kayra Experimental Series Old Vine
Raki	Yeni Raki Giz	Raki	Yeni Raki Beykoz	Wine	Terra NY Blend

Our R&D and innovation investments continued without any interruption during the pandemic period, and the first craft Raki in the market, “Yeni Raki Uzun Demleme”, was produced in Yenilikthane by using different distillation techniques from the traditional one. A patent application has been made for the newly developed raki production technique, which is entirely specific to craft Raki, under the name of “A Method Used in Obtaining Products with Different Sensory Properties in the Raki Category”.



Craft Raki Production Facility (Yenilikthane)

As a company that gives importance to innovation, quality and continuity, we started to produce Turkey’s first craft Raki by completing the trial and development studies at the Craft Raki Production Facility (Yenilikthane) which was established in Alaşehir Spirits Factory. Yeni Raki Uzun Demleme and Yeni Raki Giz are the first craft Raki products released to the market. Thus, the term craft, which is used to describe products that go through production processes that require knowledge, mastery and patience, came to life for the first time in the Raki category. The innovation house was put into use for innovation and R&D trials in October 2019. Within the framework of our plans to position Yenilikthane as an experience center, our “New Journey-Alaşehir Experience Center” project for industry professionals started in January 2021. Our ultimate goal is to open the doors of Yenilikthane to all industry professionals in 2022.

Raki Sensory Circle project

The “Descriptive Sensory Analysis Method” is considered to be the most advanced method used by trained analysts to profile a product on all of its perceived sensory characteristics. The study carried out with this method in three provinces with participation of 16 expert sensory analysts was turned into a scientific article titled Sensory Lexicon and Major Volatiles of Raki Using Descriptive Analysis and GC-FID/MS in May 2020 by Professor Doctor Turgut Cabaroğlu from Çukurova University, Dr. Lecturer Merve Darıcı and Mey|Diageo Senior Quality, Technical and Innovation Manager Duygu Beypınar and Quality, Technical and Innovation Manager Koray Özcan. This article was published on 28 June 2021 in Foods Magazine, a respected international scientific, peer-reviewed publication in food science, published online by MDPI (Multidisciplinary Digital Publishing Institute), publisher of open access journals. The sensory circle research, conducted for products with gastronomic depth such as whiskey and wine in the spirits industry, coffee and chocolate in the food industry, was made for raki for the first time in the world with the cooperation of Mey|Diageo and Çukurova University. With the publication of the article on this study in Foods, the sensory circle of raki has been taken into the international literature and was scientifically registered. [Please click to access the article.](#)

Anise Essential Oil and Flavor Composition project

The thesis titled “The Effect of the Region on the Essential Oil and Flavor Composition of the Anise Seed (Pimpinella anisum L.)” that was prepared within the project was published in March 2021. In this study, essential oil content, aroma composition and sensory properties of anise seeds grown in different regions of Turkey were investigated by considering soil and climate characteristics.





We fulfill our responsibilities to achieve the goals of Diageo within the framework of our understanding of **“pioneering grain-to-glass sustainability”** and **“Society 2030”** targets.

- Doubling the number of farmers receiving regenerative agriculture training within the scope of sustainable agriculture,
- Supporting 150,000 smallholder farmers with innovative techniques to regenerate the land and create biodiversity to contribute to the circular economy.



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Sustainable agriculture



We continue to work for our entire ecosystem on sustainable agriculture, which is one of the fundamental issues for a sustainable world. While we directly serve purposes such as SDG1, SDG 2, SDG 8 and SDG 12, we indirectly contribute to other Sustainable Development Goals with the activities we carry out in this regard. As Mey|Diageo, which operates in the agricultural industry sector, we are aware that the future welfare of our farmers is closely related to our capacity to create sustainable, reliable and mutually beneficial cooperation. Therefore, the team of agricultural engineers give assistance to the farmers for sustainable agriculture practices while also providing seed and soil analysis support.

We carry out rigorous quality controls at every stage, from the process of growing all raw materials in the field to the production and marketing of our products. Therefore, we become able to reach the right and high-quality raw material. We consider all of our suppliers as our business partners within our ecosystem, and we work closely with our suppliers in order to supply the right quality raw material and to ensure and maintain this quality in the field. In addition, we ensure the continuity of our raw material supply at the right quality and in terms of food safety, with the analyzes we have carried out through accredited national and international external laboratories in collaboration with our own laboratories.

Agriculture in Mey|Diageo with figures

Our supply of agricultural raw materials; wheat, suma grapes, vinegrapes, raisin and anise. We purchase through our suppliers by touching 27 thousand manufacturers.

Our grape supply; we supply grapes in close cooperation with approximately 650 farmers in total, together with 450-500 farmers, including 180 direct contracts and 3 contracted suppliers.

Our vineyards:



We have a total of 50 hectares of planted vineyards, 22 hectares in Elazığ and 28 hectares in Şarköy. The vineyard area owned by our contracted farmers is around 700 hectares. Despite that it varies according to the yield and our production capacity, 7,000 to 10,000 tons of grapes are purchased every year.

Our agricultural support team:

FOOD ENGINEERS



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GRADUATED FROM AGRICULTURE AND ANIMAL HUSBANDRY RELATED DEPARTMENTS



12

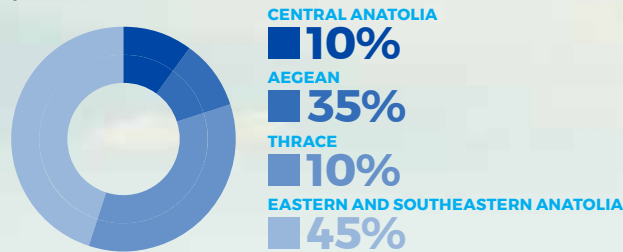
Our analysis team:

CHEMICAL ENGINEERS AND CHEMISTRY GRADUATES WORKING IN THE FIELDS OF QUALITY AND PRODUCTION, WHO ANALYZE GRAPES IN THE LABORATORY

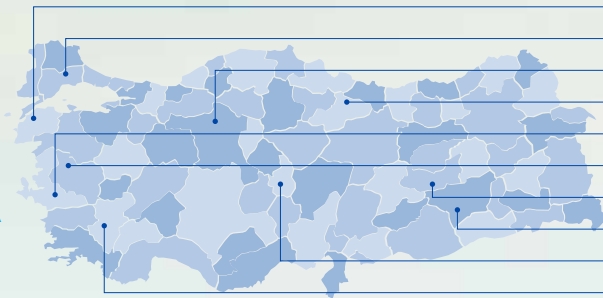


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Regional distribution of our purchases:



Grape purchase regions:



Purchase locations based on grape types:

ÇANAKKALE	KARASAKIZ
TEKİRDAĞ	SAUVIGNON BLANC, SWEET SEMILLON, SOUR SEMILLON, GAMAY, SHIRAZ, MERLOT, CABERNET SAUVIGNON
ANKARA	KALECİK KARASI
TOKAT	NARİNCE
İZMİR	CHARDONNAY, MİSKET, CABERNET SAUVIGNON, MERLOT, SHIRAZ, ZINFANDEL, SANGIOVESE
MANİSA	SULTANİYE
ELAZIĞ	ÖKÜZGÖZÜ
DİYARBAKIR	BOĞAZKERE
NEVŞEHİR	EMİR
DENİZLİ	CHARDONNAY, SAUVIGNON BLANC, MİSKET, SULTANİYE, ÇAL KARASI, SHIRAZ, KALECİK KARASI, MERLOT, CABERNET SAUVIGNON, ÖKÜZGÖZÜ

Kayra Oldvine Semillon project

Semillon, one of the grapes of Bordeaux wines of France; In the first years of the Republic, it took its place in the Thrace region as one of the investments made in Turkey's viticulture under the leadership of Atatürk. Although it has been used in wine making for many years, this precious grape fell into disrepute due to the lack of development of viticulture practices and commercial reasons. The resulting crop was blended with other grape varieties and started to be used in the production of cheap table wine.

We implemented a sustainable agriculture project in order to make Semillon regain the value it deserves and to make the grape producers and wine producers in our region remember this grape variety.

We have developed a project for the production of high-quality wine by ensuring that the vineyards are maintained and grown in accordance with the Oldvine (aged vine) concept, which is applied in many countries around the world. Within the scope of our project, we researched vineyards over 50 years old that would fit the Oldvine concept and found 65-year-old vine stock in a small grape producer's vineyard in Güzelköy. We produced Kayra Experimental Series Oldvine Semillon wine by implementing different practices in our farmer's vineyard, guaranteeing to pay according to the amount of grapes that produced in his vineyard each year.

Within the scope of our project goals;

- We created a product that reveals the value of the Semillon grape and reminds our farmers of this product, supporting the production of Semillon.
- We reminded the grape producers in the region, with an example of good practice, that even though they have aged vineyards, they can buy quality grapes by applying good techniques.
- We encouraged and supported the producer while making applications in the vineyard.
- We created and shared a good example of high value-added agricultural production by supporting agriculture.
- We have informed the producers about the things to be done with planned or organic spraying when necessary in grape cultivation for sustainable agriculture.



Before pruning



After pruning



Anise farmer certification

As Mey|Diageo, we have the Farmer Registration Certificate and we want to contribute to the development of farmers with the work we carry out on anise. In the study we carried out about anise;

- We rented approximately 4 decares of land in the Tefenni and Çaylı villages of Burdur.
- Before planting, necessary field preparation operations (tillage etc.) were carried out.
- Anise was planted in the first week of February 2021 (anise seed, fertilizer and pesticide mixture was applied at one time).
- Towards the end of March 2021, anise germination started.
- Necessary fertilizer and pesticide applications were made during the plant development period.
- After flowering and seed set, harvesting was started at the appropriate ripening time.
- In the last week of July 2021, the plants were removed from the field and left to dry for 2-3 days and the harvest was completed.
- We obtained 128 kg of anise from approximately 4 decares of land.





Aniseed breeding project

As result of the 5-year work with Ege University Faculty of Agriculture for improving the quality of aniseed, which is one of the basic raw materials of Raki, 3 types of new seeds were obtained and the registration of all three seeds named as “New 37”, “Aegean 53” and “Gold 8” was approved by the Ministry of Agriculture and Forestry. As of the year 2020, these 3 new varieties have been officially registered on behalf of Mey|Diageo.

Within the scope of this project, which lasted for 5 years, we continue our works on cultivar development and quality in anise seeds. In the reporting period, 200 decares of registered anise seeds were planted, 11.5 tons of seeds were produced, and 10.5 tons of 11.5 tons of seeds produced were distributed to farmers. It is planned to use 200 tons of anise seeds in the production of Raki in the next period.

New generation farming project

As Mey|Diageo, we are working on the following subjects within the scope of the “New generation farming” project.

- We ensure that the same amount of payment is made for men and women with help of implementation of equal pay for equal work in the vineyards and by ending the traditional practices.
- We continue fuel and fertilizer support to contribute to the declining grape production in Elazığ and Diyarbakır as of 2018.
- We provide financial and training support to our farmers in addition to the technical support on control, spraying, fertilization for the vineyards from pruning to harvest period.
- We contribute to the monitoring of the impacts of climate on raw materials and contribution to the quality cultivation with meteorology data stations established in Şarköy and Elazığ vineyards.



Social investment works and contribution to the local economy



As Mey|Diageo, we work with the goal of being a “responsible social company” beyond fulfilling our corporate social responsibility. We see ourselves as an important component of gastronomy, agriculture and tourism in Turkey and in the world. We believe that, in solidarity with these ecosystems, we will all make significant progress in a much faster and more sustainable way.

In the reporting period, we execute our ecosystem solidarity in line with the SDGs, primarily 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 reach a better tomorrow only through solidarity.

The benefit of quality communication is undeniable for anyone who wishes the world to be a better place. We are a company that whole-heartedly 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. By evaluating the feedback we receive, we 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 implemented during the reporting period are listed below.

Stakeholder comments

Banu Karamuk

BN Strategic Communications Founder & Agency President

In the journey of Mey|Diageo saying “another company is possible”; we happily support projects realized within the framework of respect for people, respect for nature and respect for their stakeholders. It is a great privilege to witness closely the goodwill, belief, effort of the entire team and their sincere struggle for a more sustainable world. We sincerely thank them for making us believe that another company is possible.



We donated 100 notebooks to Acipayam District Directorate of National Education.

We donated 25 notebooks as part of the “Computer Campaign for Our Students” initiated by the Contemporary Life Support Association.



In order to support a barrier-free life, we have made a total of 100 taverns visually barrier-free in cooperation with Blindlook.

On behalf of Mey|Diageo employees, we provided holiday support of 100 TL to 928 disadvantaged families in the Deep Poverty Network.

We supported the region after the Izmir earthquake.

- We donated 61 tablets to students whose access to technology was restricted due to the tsunami.
- We provided 2 radio sets for the relevant teams to use.
- We provided support to our 391 distributors who were completely demolished as a result of damage assessment, whose building was decided to be demolished, and whose products were damaged so that they could continue their work.
- Regardless of whether it works with Mey|Diageo, we distributed earthquake disaster and emergency kits to 5,000 points in and around Izmir.
- We provided 100,000 TL support to the Izmir Chamber of Commerce for the "Birlikten İzmir Doğar Project (Unity Creates İzmir)".



After the Izmir Earthquake, we contacted the Seferihisar and Bayraklı Municipalities and provided 20 mobile toilets for the people of Izmir who were left homeless in the earthquake.



We continued to support the sustainability of art.

- We became **T24 Almanac – Art Section** Institutional Supporter.
- During the pandemic period, we supported **Music-sen** (Music and Performing Artists Union), one of the disadvantaged groups, for 22,500 TL.
- We continued our support by renewing our Zorlu PSM Golden Seats right during the pandemic period.
- We became the institutional supporter of **KüçükÇiftlik Open Air Theatre**. The revenue from the event ticket sales was transferred to the theaters.

We supported 33 theaters by supporting the #BizdeYerinAyrı campaign of the **Theater Cooperative**. We bought a theater ticket worth 25,000 TL for the campaign.



Drink Positive Responsible consumption

The most important output of our project for our employees, which aims at conscious/responsible consumption of spirits, as well as making the right and appropriate choices, is to train “ambassadors of responsible consumption”.

In addition to the meetings held for our employees within the scope of the project, we are also working on raising awareness in general.

IWSA

We see ourselves as an important component of gastronomy in Turkey and in the world. Because the history, traditions and preparation methods, serving methods and sensory effects of the beverages are an integral part of gastronomy. We believe that being in solidarity with the gastronomy ecosystem, in which we are included naturally and fatefully, will contribute to both our company and the development of the ecosystem.

We have the responsibility to build an ecosystem that offers international service, quality and experience, gender-equality inclusivity. One of our investments in this field is the International Wine & Spirits Academy - IWSA, which is approved by the Ministry of National Education (MEB), and which we established to train tourism and gastronomy professionals and raise the service standards of the sector employees.

The number of waiters and sommeliers we have trained within IWSA has exceeded tens of thousands. Those who want to learn about wine and Raki culture can also benefit from IWSA's digital library and attend workshops.

Some of the trainings and workshops held during the reporting period are listed in next page.

Stakeholder comments

Fisun Eşki

General Coordinator of the Theater Cooperative

We are a social cooperative established in 2019, working to strengthen and sustain the economic, social and legal aspects of private theaters while enriching their artistic production. While working for the solution of rooted problems go back many years, we encountered the Covid-19 crisis in 2020, which deeply injured the entire culture-art ecosystem. Unfortunately, this crisis has created painful stories for the whole field, including the closed theaters and stages, professionals who cannot practice their profession and struggle for their lives.

In this period, in addition to our work with public institutions and organizations, we implemented the projects “Bizde Yerin Ayrı (You Are Unique for Us)” in May 2020 and the Theater Cooperative Summer Meetings in August 2021 in order to raise funds for private theaters that had to stop all their activities due to the Covid-19 outbreak. With individual and institutional support, we had the opportunity to raise funds for 33 theaters with the campaign of “Bizde Yerin Ayrı” and 37 theaters with the Summer Meetings.

We think that one of the most important pillars of national development is cultural development and we care about the contribution of the private sector to this field. We would like to thank Mey|Diageo for caring about the problems we are experiencing during the pandemic period, purchasing tickets from both campaigns and supporting the sustainability of culture and arts.

Stakeholder comments

Necla Zarakol

Chairperson of the Board of Zarakol Communications

Our cooperation with Mey|Diageo is already one of the best examples of the company’s “sustainability” philosophy. It has been a very instructive process for us, too, to think about what needs to be done in the communication aspect of the business, to implement it, to participate in the solution if there is a problem, and then to evaluate the lessons and results we have learned in all kinds of good, standard or negative events that have occurred since the establishment of the company, planned or spontaneously. There were many opportunities to consolidate the fact that the company whose end product is spirits is also an agro-industrial corporation in the last year. After the disasters such as the pandemic, earthquakes and fire, which started in 2020 and continued in the last year, support activities were performed for everyone who is or not in the ecosystem of the institution. Collaboration has been made with the Deep Poverty Network, which works with the people deeply impoverished by the pandemic. The studies carried out by the diversity and inclusion committee were supported; efforts were made to raise awareness among the public and decision makers against the negativities caused by illegal products all of these were very important; and instructive and truly socially beneficial works were carried out for both sides. In addition to all these, I would like to say that the launch of the Innovation Shop, which will enlarge the ecosystem and strengthen the consumer bond with new and different products, is one of the most important pillars of the company’s sustainability philosophy.



Wine Trainings*

- Anatolian Grapes (Ayça Budak & Levon Bağış)
- WSET-1. Level Wine Proficiency program (Neyran Ayan)
- WSET-2. Level Wine Proficiency program (Ayça Budak/Özge Ergun)
- From Grape to Glass in 10 Questions (Özge Ergun)

* Wine trainings are given by our field team to the employees in the sector in different regions from Izmir to Bursa.

Raki Trainings*

- Anise Academy 1st Level (Ayça Budak & Duygu Beypınar)

* Raki trainings are given to sector employees in different regions from Istanbul to Antalya by our field team in their companies.



Wikipedia

Prepared jointly by its users in many languages; Content was prepared for Mey|Diageo on Wikipedia which is, a free, independent, no-fee ad-free and non-profit internet encyclopedia. In addition to our company information, our activities on sustainability were included in the content with details.



Prejudice-free Ideathon

In the seventh year of establishment of PWN Istanbul (Professional Women's Network Istanbul), we underlined the gender equality, which is now accepted as undisputed, while emphasizing the impositions and helpless acceptances that we unwittingly come across, take for granted, and sometimes apply without questioning, in daily life, education, communication and business world and We co-sponsored the 'Yargılamaithon: Önyargısız Ideathon' (Judgment!thon: Prejudice-free Ideathon) organized to discuss prejudices and restrictive behaviors.

Stakeholder comments

Naz Kavran

Venue Owner of KüçükÇiftlik Park / GM URU

During the last 2 years we all witnessed how fragile our livelihoods and our support systems are. Every man/woman and every corporation experienced a never-seen-before deprivation and uncertainty. Fragile sectors such as arts & culture and entertainment were the ones most affected and needed the most support, firstly from the private sector. However, in our country there wasn't enough backing for the art. Therefore, it's very valuable when companies such as Mey|Diageo step up and make a difference.

When you put music and theater first, dive into diverse projects no questions asked and contribute to making moments in arts history; it's all about sustaining community culture and a certain lifestyle. I believe what Mey|Diageo brings to the table is not only the corporate culture and principle but the hope for a better future.

Investing in Crypto Art

Non-Fungible Token (NFT) is one of the most interesting digital data of recent years, and it is a concept that may concern many works produced in the digital environment. In this way, Mey|Diageo bought the world's first Raki NFT in May 2021, adding a new one to its innovative contributions in the field of culture and arts. It has also added the NFT of Ankara Whiskey, the first and last whiskey produced in Turkey, to its digital art collection. Label and bottle designer Erhan Özden designed NFT, which was included in the Mey|Diageo archive for 11,960 TL, implying the production date of Ankara Whiskey.

Stakeholder comments

Gözde Yolaç Savaş

Hybrid Community, Society to-be Founder and Creative Director

As a team that always finds it exciting to generate ideas on sustainability and focus on issues that are good for the world, we found new inspirations on every page of the Sustainability Report, where we had the chance to examine Mey|Diageo's corporate approach in depth!

We helped Mey|Diageo reach mass of people by announcing its sustainability goals for a 'life worth celebrating', its approaches to improving the world and our lives, in an innovative and creative format. The concept, which we created with the aim of internalizing the approach that brings a new interpretation to the concept of corporate social responsibility by our valuable guests with whom we come together at online meetings, has also set an example for various brands and institutions. I believe that this valuable report, which will be published every year for our planet and our future, will become a benchmark for the studies to be carried out to convey to the society, and will raise the bar a little more each time due to the success of this reference project.

I am proud to be a part of this project in which we collectively experience the feeling of being kind to the planet, and I wish the glimmer of goodwill to touch everyone.



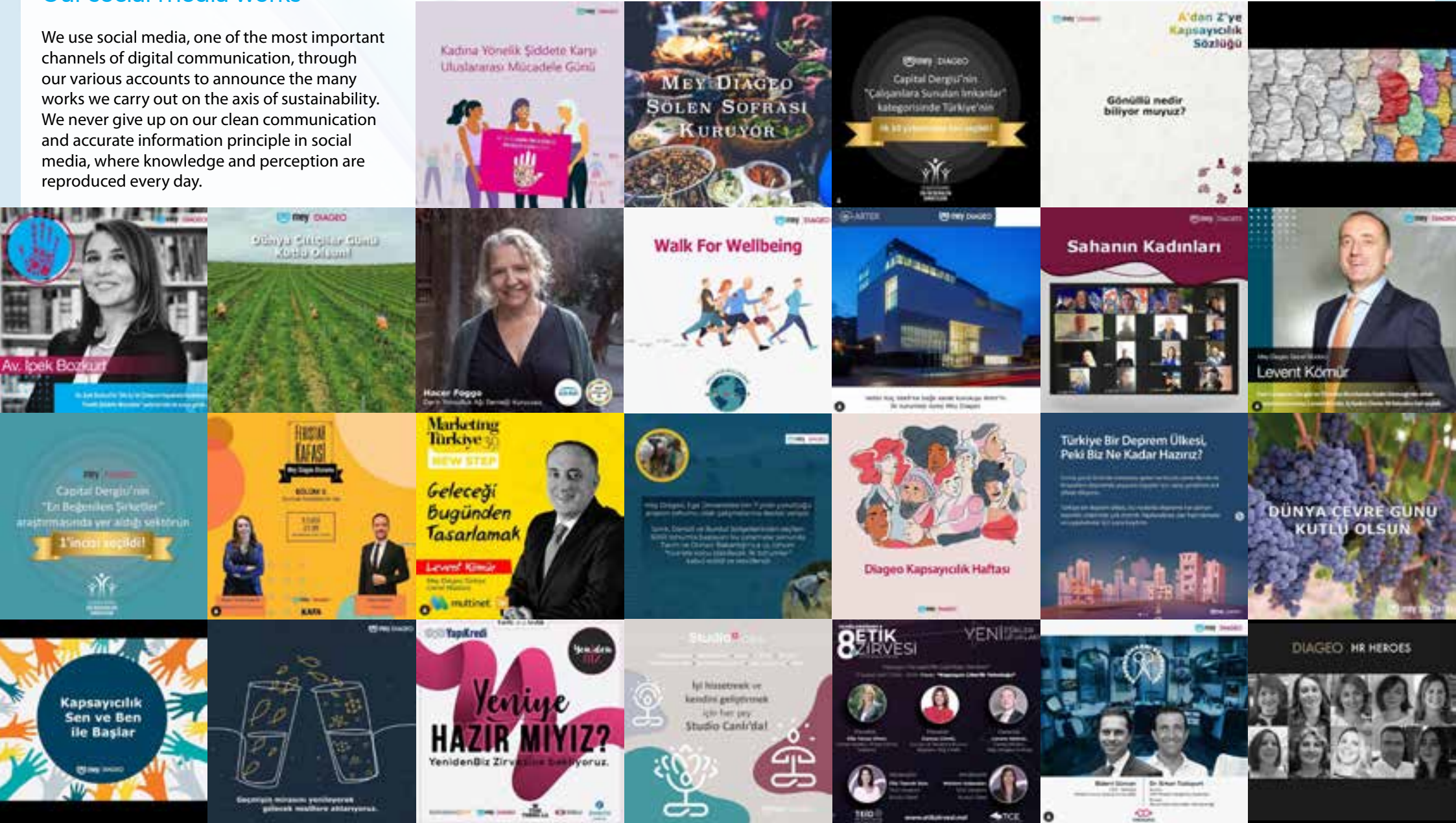
Support for the T24 Almanac Art Section

Mey|Diageo became the institutional supporter of the art section, which accepts the cultural arts as the most important key to social development and sharing, and to carry the values of the past to the future.



Our social media works

We use social media, one of the most important channels of digital communication, through our various accounts to announce the many works we carry out on the axis of sustainability. We never give up on our clean communication and accurate information principle in social media, where knowledge and perception are reproduced every day.





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Value our employee

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As Mey|Diageo, in cooperation with our employees, we strive for being the champion in inclusion and diversity. We primarily observe the fundamental rights of our employees, who are our most valuable resource, in all our activities and give utmost importance to their health and safety. In addition to these, we are working towards realizing our passion for performance by prioritizing the personal and professional development of our employees within the scope of our leadership standard “to earn through our work practices”, “to inspire with our company’s purpose”, “to shape the future” and “to invest in talent”.

We are well aware that growing together with our values, “pioneering grain-to-glass sustainability”, and the employee engagement is very important to achieve our non-financial goals as well as the financial goals.

Our employees are the heroes of our performance that we achieved during this reporting period. In this context, the understanding of “decent work” is one of the fundamental values that determine our way of doing business. Our employees are categorized under two groups as “monthly wage employees” and “hourly wage employees” and we make indefinite term contracts with all employees. We are proud that all of our hourly wage employees within MEYA company are unionized.

As an employer brand, we carry out and report our activities in order to ensure that our employees provide services in a healthy and safe working environment in world standards and create high quality products and brands competing in the world markets.

We share the latest news from our company, our investments in sustainability, career stories of our employees, and our culture of inclusion and diversity, on our career pages on Instagram, Facebook, LinkedIn and Spotify, so that our work with people and our employees is better known in our ecosystem.

Detailed tables on basic indicators providing information such as employee profile and employee rights are part of our report ([see the Addendums](#)).



Inclusion and diversity

“Our main goal is to achieve the balance between men and women one day and reach the level where we celebrate being just human”

Levent Kömür
General Manager

We, as Mey|Diageo, attach great importance to and show sensitivity towards inclusion and diversity. Our purpose is to make everyone working in our company feel the freedom clearly to reflect their unique characteristics in every aspect. Because we believe that a corporate culture that we will love and appreciate will be created through our diversities, differences and a working environment where all of these are proudly presented and mutually recognized.

The most important reason why we make inclusion and diversity one of our working principles is that it makes a sustainable contribution to our teammates, customers and ultimately our business with different ideas, experiences and backgrounds. We believe that we will become a more successful company that our employees are proud to be a part of when we have an employee distribution that reflects our values about customer and consumer diversity.

As a company that knows the importance of listening and the richness of polyphony, we continue our inclusion and diversity activities under the leadership of our Inclusion and Diversity Committee, which consists of volunteers.

We would like to share our attitude towards inclusion and diversity with all our stakeholders and everyone through the Inclusion and Diversity Manifest prepared as a guide to explain why we pay utmost importance to this matter and our company's purpose and principles.



Our Manifesto for Inclusion and Diversity

Our understanding of inclusion and diversity is one of our most important features that differentiate us in the competitive environment of the business world. We strive to be a pioneering company that promotes these concepts.

Our aim is; Everyone working at Mey|Diageo should be able to feel the freedom to reflect their unique characteristics in every way. Because we believe that a corporate culture that we will all love and appreciate; will be formed only with a mutually agreed working environment recognizing and appreciating our diversity, our differences and enabling them proudly presented.

The most important reason for us to make inclusion and diversity one of our working principles; is that they would both provide sustainable contribution to our teammates with different ideas, experiences and backgrounds, to our customers and ultimately to our business. We believe that we will be a more successful and productive company that our employees are proud to be a part of when we have an employee distribution that reflects our consumer diversity.

Therefore, an important part of the job description of each of us would be to accept and value, the differences in perspectives of our friends, internalize them and reconsider our own assumptions accordingly.

One more step to get closer towards equal opportunity and fairness in inclusion and diversity **our principles that we take as a guide for ourselves** are as follows;

As Mey|Diageo, **our basic principles** in all our processes are **justice and transparency...** We focus on the areas where either we perform well or need to improve every year by developing "Justice Map" throughout the company. We will continue to renew "Justice Map" every year to display a better performance.

As a natural consequence of our understanding of inclusivity and diversity in recruitment and especially promotion **we provide equal opportunity to everyone without any discrimination** in our processes.

We stand against harassment and all kinds of discrimination against or between our employees. Based on the sensitivity and importance of the subject, we have absolutely no tolerance; in other words, we have a "**zero tolerance**" policy. As an example of this we stand by with the women with a "Policy and Handbook of Violence Against Women" published and circulated across the Company.

We support the strengthening and existence of women in social and economic life and also **support the efforts to increase the women labor participation rate in business branches** that appear to be male dominated. We also support the efforts to increase the number of women and to ensure balanced representation in senior management positions. We are aware that by ensuring gender balance it will speed up elimination of other inequalities of opportunity in business life.

We put our awareness and commitment of inclusion and diversity into all our internal and external discourses. We are also committed to reflecting of our stance on every aspect of our communication via social media posts and **away from discriminatory stereotypes such as gender, language, religion, ethnicity** in our job postings. **We use expressions that emphasize our inclusiveness.**

In order to contribute to increasing the awareness of all our stakeholders, from our customers to our suppliers, **we invite all our stakeholders to our inclusion events.**

As a company that believes in the power of inclusion and diversity, we will continue this struggle until we reach a better world.

As Mey|Diageo;

- In order to see where we are good at and what we can do better in our inclusion and diversity efforts, we hold focus group workshops within the company, listen to the expectations of our employees and prepare future action plans.
- As a company that knows the importance of listening and the richness of polyphony, we continue our inclusion and diversity activities under the leadership of our Inclusion and Diversity Committee, which consists of volunteers.
- We would like to explain our stance and on inclusion and diversity to our employees, customers, all our stakeholders and everyone who follows us, with our Inclusion and Diversity Manifesto, which explains why inclusion and diversity is important to us, our purpose and principles, and which we have prepared to guide ourselves while producing pioneering policies.

Some of our other studies on inclusion and diversity are as follows:

Justice map

We proceed within the framework of our basic principles of justice and transparency in all our processes. Every year, we focus on seeing our good aspects and determining our development areas by creating a "Justice Map" throughout the company.

Equality of opportunity

As a natural result of our understanding of inclusion and diversity, we provide equal opportunities for everyone in our recruitment and particularly promotion processes without any discrimination.

Zero tolerance

We stand against all kinds of discrimination and harassment against or between our employees. We absolutely have no tolerance in this matter based on the sensitivity and importance of the subject; in other words, we have a "zero tolerance" policy. As an example of this, we stand by the women and against the possible problems with the "Violence Against Women Policy and Handbook" published throughout the company.

Balanced gender representation

We support the strengthening of women's presence in social and economic life and the increase in their rate of participation in the workforce. We work to increase the number of women in jobs that appear to be male-dominated and to ensure a balanced representation of genders in the senior management.

Inclusive communication language

We are committed to reflecting our awareness of inclusion and diversity in all our discourses, and in all areas of our internal and external communications. In our social media posts and job postings, we use expressions that emphasize our independent inclusion and are far from discriminatory stereotypes such as gender, language, religion, ethnicity.

The A to Z inclusive dictionary

We have the A to Z Inclusiveness Glossary, which has thought-provoking and informative content about the word meanings of inclusive concepts and their effects on us.



Local and ethnic cookbook

We are aware that our ethnic distribution is not just about numbers. One of the first issues that come to mind when ethnic identity is mentioned, we prepared a "Local and Ethnic Cookbook" with the recipes we learned from our elders.

We Learn Together project

In order to develop the muscles of inclusivity and diversity in our field teams, we implemented the project, which is a learning journey where our female employees and managers develop each other by mutually sharing, where the valuable experiences of our female employees will shed light on us. To date, 24 female employees in the field teams have participated in the one-on-one mentoring program.

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Empowerment of women employees

As Mey|Diageo, we are recognized as a company without a glass ceiling for female employees in Turkey. We are proud of having achieved the 50/50% balanced representation target at the management level set by Diageo for 2030 ten years ago. While expanding the application of equal pay for equal work, which is part of the “new generation farming” project we have implemented, we aim to create employment for women in our vineyard.

44%
SENIOR
WOMEN
MANAGER

The rate of women managers, which was 22% in 2016, increased to 42% over the years. This rate reaches 44% for senior manager positions.

57%
WOMEN
DIRECTOR

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

50/50%
BALANCED
REPRESENTATION

10 years ago we have achieved the target of 50/50% balanced representation in the management level set by Diageo for 2030.

%41
WOMEN
EMPLOYEE
PROMOTION

41% of our employees who were promoted in 2021 are women.

%92
WOMEN
EMPLOYMENT
IN 3 VINEYARDS

We aim primarily to create employment for women in our 3 vineyards in Elaziğ and Şarköy. We have reached 85% female representation in our vineyards.

Increasing the number of female employees is one of the main issues we focus on. We do not include statements that may cause gender discrimination in our job postings. In line with our fair approach in our human resources policies, we evaluate female and male applications equally, depending on their competence and experience in recruitments. In the evaluation process of the applicants, if there are men and women with the same competencies, we try to prefer female candidates. We do not discriminate positively, but we strictly apply the principle of gender equality; therefore, we do not preserve their competent duties from them. In promotions, we encourage our female employees to be included in the application processes and receive training to strengthen their development areas by providing the necessary feedback after the evaluation processes.

We continue our efforts to gradually increase the number of our female employees, which was 21% in the F21 period, to 30% by the end of the F25 period.

As a responsible social company, we are in close contact with our stakeholders operating on issues such as women’s empowerment and gender equality within the ecosystem. We make joint projects with associations such as Professional Women Network (PWN), Yenidenbiz, Turkishwinn and Yanındayız.

Roundtable meetings

We bring our General Manager Levent Kömür and our female employees in the field team together at monthly online meetings. A total of 89 people attended seven meetings held so far. Not only Mey|Diageo female employees, but also female employees of our distributors can participate in these meetings, where we aim for an inclusive perspective and sustainable change in the field.

Combating Violence Against Women

We organized three webinars to raise awareness about gender equality and to solve the problems women face in the business world. Our first webinar was on “combating violence against women” with Lawyer İpek Bozkurt.



Barber’s Shop Talks

In barber shop talks, where we listen to gender equality in men’s spaces with the words of men; we had a pleasant conversation with Bülent Gürcan and Erkan Tozluyurt, the Founding Members of the ‘Yanıındayız Derneği (We Standby You Association)’, highlighting equality among the concepts of gender, and looking at it from the perspective of being human.





Policy and Handbook of Violence Against Women

We stand against all kinds of discrimination and harassment against or between our employees. We absolutely have no tolerance in this matter based on the sensitivity and importance of the subject; in other words, we have a “zero tolerance” policy. As an example of this, we stand by the women and against the possible problems with the “Policy and Handbook of Violence Against Women” published throughout the company.



Menopause awareness employee handbook

We have prepared an in-house guide for employees and department managers on menopause, a natural phase in human life. With the help of this guide, we aim to learn the unknown things about menopause and be conscious about what are the necessary resources for support, so that our teammates who experience menopause symptoms feel that they can continue to perform and develop, and that department managers can have the knowledge and understanding to support them.



Panel of civil society movements on gender equality

We came together with the NGOs that work on gender equality and cooperate with us; under the moderation of Nur Ger, the Founding President of We Standby You, Özlem Yeşildere, Chairman of the Board of Directors of Re-Us Association, Aylin Olsun, Chairman of the Board of Directors of PWN Istanbul, and Meltem Azbazdar, our Mey|Diageo Inclusivity and Diversity Committee Leader; and talked about what we wonder about inclusion and diversity.



Strong women summit

Our Human Resources Talent Acquisition Manager Didem Alev attended the Strong Women Summit'21 event organized by Marmara University Synergy Club as part of 8 March International Women's Day.

Women of the field

We are proud of the fact that we have successfully completed our project, which we gave information about in the last reporting period. We have achieved great success in our journey to create opportunities in different roles that can be formed by strengthening the areas of development, especially co-mentoring, training focused on inclusion and diversity, assigning female candidates in open positions in the field during the recruitment process, increasing the permanence of women in the sales organization and strengthening their development areas.

- We increased the number of female employments from 14% to 40% in field team recruitment.
- In the previous period, 9 female employees in the field team left their jobs, but our female employees did not leave their jobs during the F21 period.
- We increased the representation of women in the field team from 7% to 9%.
- We completed the mentoring program with 51 participants.

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Human resources practices

We have always had transparent communications with our employees, who are among our primary stakeholders. Within this context, all HR procedures such as the defined “personnel selection and placement”, “rewards”, “talent management”, “performance management” and “employment contract termination” can be easily accessed.

As Mey|Diageo, which prioritizes the development of employees, we offer the basic training open to all personnel throughout the year in the table below. In addition to these training sessions, we provide different training sessions for the employees at various levels. We repeat our training sessions regularly and when necessary, as per the legal requirements or changing work conditions. Our training hours table, which includes basic OHS and environmental trainings, is given below.

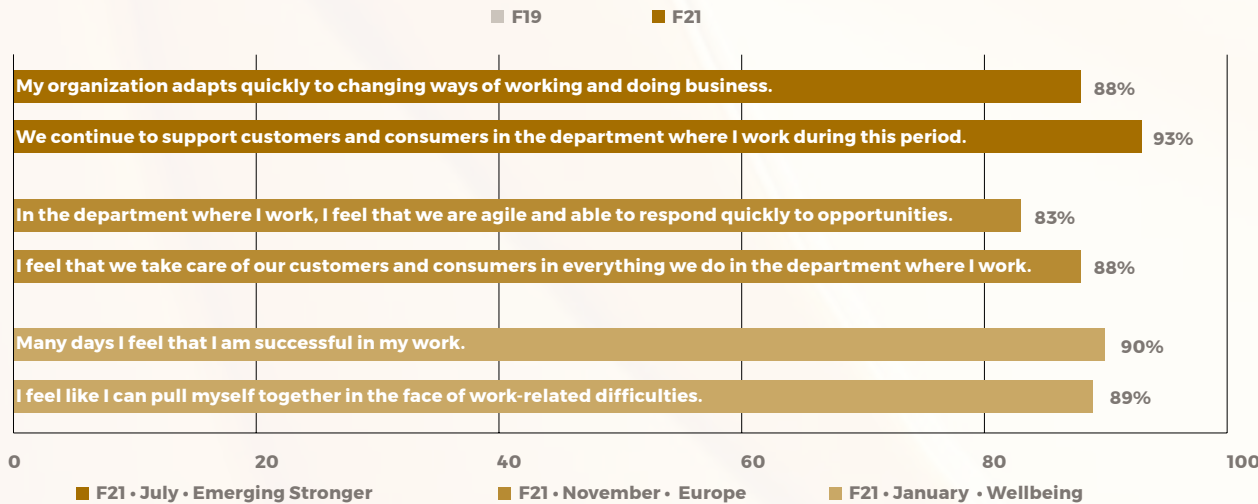
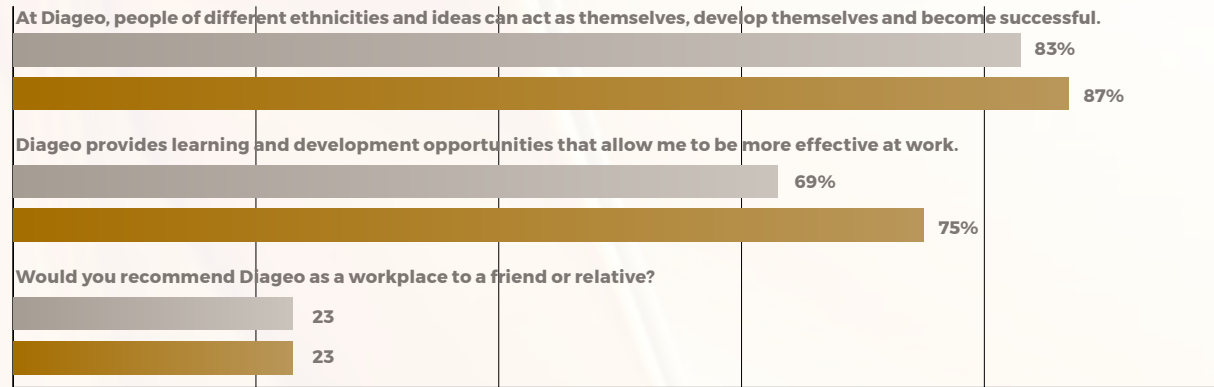
	F19	F20	F21
Mandatory Trainings	787	3,407	1,512
Inclusion and diversity	28	2,082	164
Starting work	444	1,145	1,033
Technical trainings	19,794	23,562	6,527
Development of competencies	5,237	7,313	2,971
Total Hours of Training	26,290	37,509	12,207
Training hour per person	26.72	38.71	13.46

Educations

- What is Aqua vita? • 5S principle training • Recruitment orientation • Meaningful conversations for today and the future • Information security orientation • Unconscious prejudices • We lighten together • Division change orientation • Chocolate passion with Börte Özenç • Steam boiler operator • Burcu Ateş and tango and love • Work permits, securing • Work permit regulation • Labor legislation and employee rights • Awareness of environmental regulation • Environmental trainings • Environmental refresher trainings • Covid-19 information training • Covid-19 information and taking precautions • Covid-19 environmental cleaning instruction • Covid precautions package • Covid-19 maintaining social distance • Covid-19 refresher training • Covid-19 basic prevention principles • Earthquake preparedness and living with earthquake • Diageo purpose and pride video • Diageo crisis management and business continuity • Diageo marketing rules • Honesty in Diageo cyber security • Digital workshop • Digital workshop outlook training • My digital orientation journey • E-quality training • Ergonomics and manual lifting and carrying training • Co-mentoring • Production legislation trainings • Competition law training • Diageo money laundering prevention • Personal data protection (KVKK) training • Gift and hospitality rules • Reputation management in the workplace • Product training • Shelf visibility and display practices • Competition law test • Basic OHS and environmental trainings • Data privacy training • Manager orientation program • Feedback workshop • Life-saving rules • My HR development journey • Analysis training with conductivity meter and ph meter • First aid refresher training • Retort cleaning training • Challenging racial prejudices • Facing racial prejudices • Business ethics and conflict of interest training • Labor law training • Work accident and safety rules • Construction machinery safety instruction trainings • OHS environment board training • ISO 45001 transition information training • Internal auditor training • Women’s health and menopause • Quality and food safety with online training • Entrance to the closed area • Inclusive leadership • Inclusiveness starts with you and me • Career coaching programs • Chemical, physical and ergonomic risk trainings • Safety precautions in winter conditions • Standard training of brand supporters • Health and trust in independent work • Menopause awareness guide • Mentoring training • Distant emotions • Introduction to MS Teams • Orientation days • Processing of special quality personal data • People make the brand • Policy and management systems scope training • Reverse mentoring • Risk reporting and near miss training • Safetytalk - hazardous energy • Health education • Wine talks • Zero waste trainings • Work related trainings • Traffic on site • Johnnie Walker is Calling with Ümit Savaş • Working with improper hand tool • Asset care assessment • Fire safety training • Fire safety and drill training • Designer thinking • New leaders reading book • Safe driving on the roads • Working at height trainings • Zoom usage techniques

Your voice

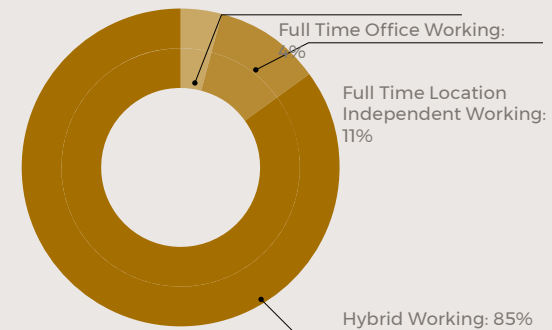
The “Your Voice” survey, which we conduct regularly, continues to be the voice of every individual working under the roof of Diageo in the world and in our country. We share feedback openly and transparently with our organization. We are proud of the areas where we scored high, and we add the areas with lower scores to our development plans. The results of the surveys conducted in the F21 period given below.



Yeni Bi' Başlangıç (A New Beginning)

In June 2020, we shared a survey with our employees and asked their preferences regarding their working model. 85% of our employees stated that they want to work in a hybrid model, that is, they want to work from the office on certain days of the week and independently of the location on certain days. We signed protocols with each of our employees on the working model they chose. At this point, it was important for us to produce a solution in line with the preferences of our employee.

We Asked Mey|Diageo Headquarters Employees Which Working Model Do You Prefer for **A New Beginning**?



We named our new working model “A New Beginning” and established a project group that brought together our employees from different departments and generations in order to ensure that it was sufficiently inclusive.

A New Beginning project group was established to develop application suggestions in line with the needs of our employees and to identify development areas and ensure that employees and management take relevant actions.

Forced and compulsory labour

In Mey|Diageo, we announce to our employees the working days & hours, official, general and weekend holidays by defining them in advance. Due to the nature of the job or the increase in production, overtime work can be done from time to time with the approval of the employees as well. We pay the wages related to overtime work within the framework of the conditions written in the Labor Law No. 4857, as specified in the Law.

Our employees can easily access all relevant documents, especially the job description, on the system.

During the reporting period in our company, there has been no incident about forced and compulsory labour.

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Union and collective bargaining agreement

In the year 2004, Tekel's spirits production was taken out of the state's control, and the factories, facilities and brands of MEYA company were privatized. In addition to the factories and facilities, the workers working at Tekel continued to work at MEYA as union members, with some of their rights reserved. In this context, we regularly communicate with MEYA and TEKGIDA-İŞ 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 Agreement. Within this context, we will make collective bargaining agreements with unions organized in our factories. Our target is to ensure the continuity of peace in labor by signing a collective bargaining agreement with MEYA and TEKGIDA-İŞ union every two years.

100% of the "Hourly Wage" personnel within MEYA are unionized. There is at least one union representative in each factory depending on the number of employees. Our factory managers and human resources managers make regular meetings with the union representatives.

Occupational health and safety

OHS board meetings are held monthly at our factories and quarterly at our headquarters which are in the less risky hazard class. The main purpose of these meetings is to discuss the risks in the relevant position and to prepare action plans.

OHS training sessions are monitored annually through employee-based training plans. As Mey|Diageo, we have an annual 18 person/hour OHS training target in our factories. We record the activities of the personnel participating in the training with the preliminary and final exams.

Risk-based competitions are organized within the scope of OHS leaders of the month; and we assign the leaders and reward them according to the detected risks and actions.

Information about the hazard classes of our facilities and the accidents experienced are in the "addendums".

Child labour



Pursuant to the Labor Law No. 4857 on child labor in our country, those who are not over the age of 15 cannot be recruited, but as an exception, those who are over the age of 14 and have completed their primary education can be employed in light jobs that will not interfere with their development and education and with limited working periods.

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

Addendums

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Management systems

Sales Offices



Warehouses



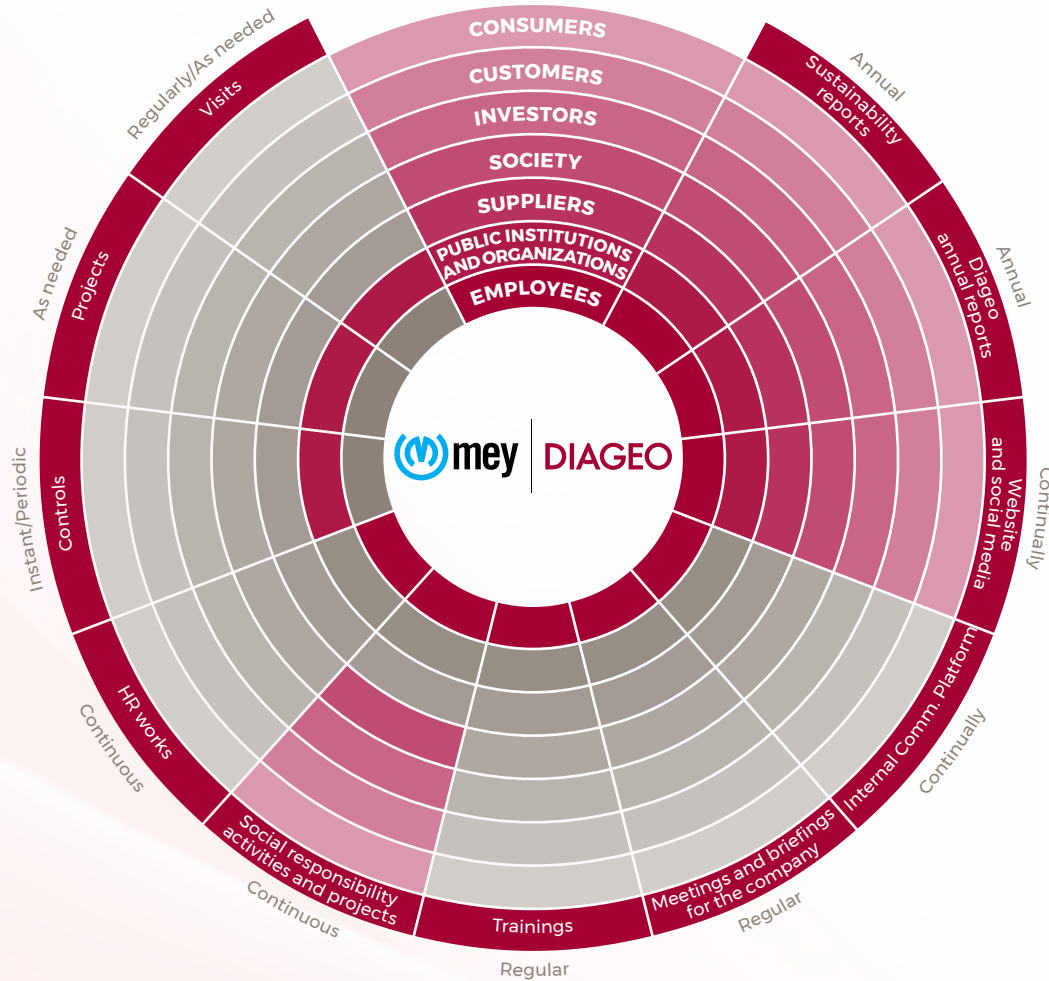
Headquarters and factories



Stakeholder map and communication

We care about understanding the expectations of our stakeholders and meeting their expectations, in this context, we try to carry out a participatory process while paying attention to the inclusion of all stakeholders in our ecosystem. Any person, organization or community that is affected by Mey|Diageo's activities or that affects Mey|Diageo's activities is qualified as our stakeholder. We aim transparent and positive dialogue 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, communication frequencies and expectations of our stakeholders. Our stakeholder map is regularly reviewed, and necessary changes are made within the scope of situations that arise while carrying out our activities. The importance of strong stakeholder relationships was once again understood in the Covid-19 period. In this context, we continue to support our employees, suppliers, industry branch in which we operate and our people.



Memberships

Manufacturers and Importers Association of Alcoholic Beverages (ALKİDER)



Spirits Manufacturers and Importers Platform

British Chamber of Commerce in Turkey (BCCT)



Ethics and Reputation Association (TEİD)



Istanbul Chamber of Industry



Istanbul Chamber of Commerce



Istanbul Fresh Fruit and Vegetable Exporters Association



Corporate Communicators Association



Brand Protection Group



Professional Women's Association (PWN)



Scotch Whiskey Association (SWA)



Wine Producers Association (ŞARAPDER)



Turkish Industry and Business Association (TÜSİAD)



Federation of Turkish Food and Beverage Industry Associations (TGDF)



Union of Chambers and Commodity Exchanges of Turkey (Turkish Beverage Industry Assembly Membership)



UN Global Compact Turkey



YenidenBİZ Association



Tables

Respect for the environment

Raw material purchase amounts (t)

	F19	F20	F21
Fresh grape	69,676	101,425	126,076
Raisin	20,703	6,423	10,978
Anise	4,338	3,583	2,555
Wheat	9,135	12,922	17,006
Vinegrape	7,386	9,420	6,231

Water use

Location	Mains Water (m³)			Ground water (m³)			Underground water (m³)			Reused water (m³)		
	F19	F20	F21	F19	F20	F21	F19	F20	F21	F19	F20	F21
Alaşehir	191,376.00	158,403.00	161,375.00				7,652.00					
Bilecik							21,503.00	16,466.00	20,161.00			
Nevşehir							56,060.00	56,965.00	66,248.00			
Karaman							66,402.00	86,581.00	125,392.00	1,809.00		
Tarsus	43,089.00	44,386.00	65,620.00									
Şarköy	15,790.86	15,629.00	13,597.00									
Elazığ	2,032.00	2,644.00	1,936.00				16,890.00	17,762.00	16,446.00	3,219.00	1,246.00	1,167.00
Acıpayam	1,514.00	1,946.00	1,808.00									
Headquarters	284.73	262.74	33.43									

Water

Water efficiency (l/l) (The amount of water used for 1 liter 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 Target	10.36

Wastewater

Location	Discharge to the receiving environment after in-house treatment (m³)			Sent outside the facility for treatment (m³)		
	F19	F20	F21	F19	F20	F21
Alaşehir	211,754.00	176,656.00	191,131.00			1,008.99
Bilecik	12,423.00	7,731.00	6,776.00			
Nevşehir	29,932.00	28,129.00	41,069.00			
Karaman				18,727.00	24,632.00	38,291.00
Tarsus				2,847.7	40,265.00	45,886.00
Şarköy			11,573.00	14,861.00	12,753.00	
Elazığ				17,17.00	18,114.00	16,534.00
Acipayam						
Headquarters						

Energy

Energy use

Location	Electricity (Tj)			Fossil fuels (Tj)			Renewable resources (Tj)		
	F19	F20	F21	F19	F20	F21	F19	F20	F21
Alaşehir	32.21	29.16	30.27	69.07	76.41	77.05	9.75	44.71	161.74
Bilecik	4.16	3.80	4.47	3.50	2.45	3.57			
Nevşehir	15.56	12.32	13.47	54.69	49.57	50.04		18.79	25.99
Karaman	9.96	11.73	13.37	55.86	73.58	102.26			
Tarsus	7.56	8.34	9.07	10.45	15.39	21.87		8.11	34.09
Şarköy	7.01	7.51	7.59	2.85	2.43	2.71			
Elazığ	2.29	2.17	2.62	4.08	4.58	4.73			
Acipayam	2.19	2.71	2.74	0.02	0.01	0.03			
Headquarters	0.14	1.39	1.23	0.61	0.53	0.25			

Climate change and adaptation

Greenhouse gas emission (tCO₂e)

Location	F19	F20	F21
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 Target			12,843

Location	Emissions (tCO ₂ e)		
	F19	F20	F21
Alaşehir	3,557.80	3,930.30	3,965.79
Bilecik	181.61	130.9	187.72
Nevşehir	2,820.68	2,552.47	2,578.41
Karaman	2,873.98	3,784.5	5,256.89
Tarsus	540.04	798.73	1,126.42
Şarköy	151.53	128.03	143.50
Elazığ	212.57	237.26	245.76
Acipayam	1.23	0.44	1.92
Headquarters	31,29	25.42	12.99

Waste management

Waste type (t)

Waste type	F19	F20	F21
Non-hazardous	31,882.73	29,842.19	66,501.71
Hazardous	35.7	41.55	19.15

Packaging waste (t)

	F19	F20	F21
Paper-cardboard	345.56	357.54	353.04
Plastic	302.80	163,8	187.90
Glass	402,1	497.37	208.81
Metal	212.61	262.83	90.15
Wood	534.44	557.97	584.60

Evaluation of non-hazardous wastes (%)

	F19	F20	F21
Reused/Recycled	98.08	98.2	97.91
Transformed into energy	1.62	1.68	1.58
Sent to sanitary landfill	0.30	0.04	0.0002
Other		0.16	0.51

Social contribution

Survey results

Distributor satisfactionsurvey results (5/5)

2019	4.50
2020	4.63
2021	4.66

Key account satisfaction survey results (5/5)

2019	3.92
2020	4.4
2021	4.5

Value our employee

Employee profile

Distribution of employees based on gender (women/men (W/M))

	F19		F20		F21	
	W	M	W	M	W	M
MEYI	143	386	143	379	139	345
MEYA	70	384	66	381	64	359
Percentage	22%	78%	22%	78%	22%	78%

W/M distribution by employment type

	F19		F20		F21	
	W	M	W	M	W	M
MEYI Monthly wage employee	143	386	143	379	139	345
MEYA Monthly wage employee	69	115	65	113	63	108
MEYA Hourly wage employee	1	269	1	268	1	251

W/M distribution in recruitment

	F19		F20		F21	
	W	M	W	M	W	M
MEYI Monthly wage employee	18	58	18	48	20	19
MEYA Monthly wage employee	16	6	6	11	6	4
MEYA Hourly wage employee	1	14	0	12	0	0

Number of permanent andsub-employers and W/M distribution

F20			F21		
W	M	Total	W	M	Total
67	356	423	141	396	537

W/M and age distribution of promoters

	Under 30		30-50		50+		
	W	M	W	M	W	M	
							F19
MEYİ Monthly wage employee	12	4	18	17			
MEYA Monthly wage employee	4	1	10	11			1
							F20
MEYİ Monthly wage employee	2	1	7	15			
MEYA Monthly wage employee	1	0	0	3			
							F21
MEYİ Monthly wage employee	5	12	13	28	1		
MEYA Monthly wage employee	8	4	15	17			

W/M distribution of promoters

	F19		F20		F21	
	W	M	W	M	W	M
MEYİ Monthly wage employee	30	21	9	16	19	40
MEYA Monthly wage employee	14	13	1	3	23	21

Distribution of the total number of employees by W/M and geographical regions of Turkey

	F19		F20		F21	
	W	M	W	M	W	M
İstanbul	147	207	146	202	138	187
Denizli		6		6		6
Alaşehir	13	134	21	118	9	122
Bilecik	6	30	5	31	6	30
Diyarbakır		1		1		
Elazığ	7	20	7	19	6	18
Karaman	3	30	3	30	3	28
Nevşehir	7	75	6	67	5	63
Tekirdağ	6	31	7	42	5	38
Mersin	10	28	3	34	4	32
Adana	2	20	3	19	3	18
Ankara	8	34	6	33	7	31
Antalya	6	32	5	31	6	29
Bursa	4	28	3	30	5	26
Gebze		3		3		2
İzmir	6	45	5	47	5	44
Muğla		24	1	24	1	21
Samsun		10		11		9
Total	225	758	221	748	203	704

Age and W/M distribution of employees

	Under 30		30-50		50+	
	W	M	W	M	W	M
						F19
MEYİ Monthly wage employee	47	39	94	338	2	9
MEYA Monthly wage employee	23	32	46	290	2	62
						F20
MEYİ Monthly wage employee	34	27	104	342	5	10
MEYA Monthly wage employee	23	43	41	289	2	49
						F21
MEYİ Monthly wage employee	25	19	111	318	3	8
MEYA Monthly wage employee	18	43	44	281	2	35



Employee turnover rate

	F19	F20	F21
Total	15%	12%	12%

Age and W/M distribution of the employees in the management level

	Under 30		30-50		50+	
	W	M	W	M	W	M
	F19					
MEYI Monthly wage employee			13	16	1	2
MEYA Monthly wage employee			4	8		4
	F20					
MEYI Monthly wage employee			12	16	4	3
MEYA Monthly wage employee			3	8		3
	F21					
MEYI Monthly wage employee			14	16	2	3
MEYA Monthly wage employee			4	7		3

Number of disabled employees, age and W/M distribution

	Under 30		30-50		50+	
	W	M	W	M	W	M
	F19					
MEYI Monthly wage employee	1		1	3		
MEYA Monthly wage employee			3	3		
	F20					
MEYI Monthly wage employee	1		1	3		
MEYA Monthly wage employee		1	2	4		
	F21					
MEYI Monthly wage employee			2	3		
MEYA Monthly wage employee		1	1	4		

Employee rights

Rights given to the employees	Monthly wage employee	Hourly wage employee (Unionized employees)
Wage	x	x
Internet Payment	Under certain circumstances	
Ergonomic support	Under certain circumstances	
Maternity Leave	x	x
Paternity Leave	x	x
Holiday Allowance	x	x
Seniority Award	x	
Sales Premium		Certain Positions
Annual premium	Certain Positions	
Health Insurance	x	
Life Insurance	x	
Meal Payment	Under certain circumstances	Under certain circumstances
Relocation Payment	x	
Transportation Payment	x	
Rent Payment	Under certain circumstances	
Telephone and Mobile Line	Under certain circumstances	
Vehicle allocation	Certain Positions	
Private transfer support	Under certain circumstances	
Social help		x
Product help		x
Birth payment		x
Death payment		x
Marriage payment		x
Bonus		x
Complementary health insurance		x
Seniority incentive bonus		Under certain circumstances
Vehicle help	Under certain circumstances	Under certain circumstances
Ticket meal card	x	
Car help	Under certain circumstances / positions	
Lodging	Under certain circumstances	
GM award	x	
Birthday Leave	x	x

Empowerment of women employees

At Mey|Diageo, maternity leave is determined as 26 weeks and paternity leave as 4 weeks. In this context, the number of employees who benefit from maternity/parental leave and the distribution of genders are given below.

Number of employees benefiting from maternity/parental leave

	F19		F20		F21	
	W	M	W	M	W	M
MEYİ	7	31	6	15	4	22
MEYA	2	31	5	22	5	17

Return to work and retention at work after birth*

	F19		F20		F21	
	Return	Retention	Return	Retention	Return	Retention
MEYİ	100%	86%	100%	100%	40%	40%
MEYA	100%	100%	100%	100%	100%	100%

* The return to work period of a personnel who went on maternity leave is F22. Said personnel is not included in the calculations.

Unionized employee rate

	F19	F20	F21
Total	27%	28%	28%

Performance evaluation

5 th year service award	Plate + gift voucher for 2,250 TRY*
10 th	Plate + gift voucher for 3,800 TRY*
15 th	Plate + gift voucher for 5.750 TRY* + "A special night where we will celebrate your contributions to our mission of renewing the legacy of the past and transferring it to the future"
20 th	Plate + Journey to the roots of our company: Edinburgh Trip
25 th	Plate + Journey to the roots of our company: Dublin Trip

*Clothing, technology, stationery, tourism or precious accessory options

Employees subject to regular performance evaluation

	F19		F20		F21	
	W	M	W	M	W	M
MEYİ	143	386	143	379	139	345
MEYA	69	116	65	113	63	108

Occupational health and safety

Hazard class	Factory, facility, warehouse and office
Slightly Hazardous	Center Offices
Hazardous	Elazığ, Şarköy and Acıpayam Factory / Alaşehir, Nevşehir and Gebze Warehouse
Very Hazardous	Alaşehir, Bilecik, Karaman, Nevşehir and Tarsus Factory

	Factory, facility, warehouse, office	Gender	Type of accident
F21	Karaman	M	Loss of time
F21	Acıpayam	M	Loss of time
F21	Karaman	M	Medical intervention
F21	Elazığ	M	Loss of time
F21	Sales	M	Loss of time
F21	Sales	W	Loss of time
F21	Sales	W	Loss of time
F20	Alaşehir	M	Medical intervention
F20	Şarköy	M	Medical intervention
F20	Elazığ	W	Loss of time
F20	Headquarters	M	Loss of time
F19	Alaşehir	M	Loss of time
F19	Karaman	M	Medical intervention
F19	Alaşehir	M	Medical intervention

Products available on the market during the F21 period

RAKI

Yeni Rakı 1937
Yeni Rakı Yeni Seri
Yeni Rakı Ala
Yeni Rakı Ustaların Karışımı
Yeni Rakı Uzun Demleme
Yeni Rakı Giz
Tekirdağ Rakısı
Tekirdağ Rakısı Trakya Serisi
Tekirdağ Rakısı Altın Seri
Tekirdağ Serisi Altın Seri Rezerv
Tekirdağ Rakısı NO:10
Kulüp Rakı
Altınbaş Rakı
Altınbaş 24 Ayar
İzmir Rakısı
İzmir Rakısı Yaş Üzüm
İzmir Rakısı Göbek
Herdem İzmir Sakızlı
Tayfa Rakı
Civan Rakı

WHISKEY

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

İstanblue
Smirnoff
Ketel One
Binboa
Gilbey's
Bazooka

TEQUILA

Don Julio Blanco
Don Julio 1942

RUM

Captain Morgan
Captain Morgan Gold
Zacapa

LIQUOR

Nazen
Baileys
Safari
Archers
Sheridan's
İstanblue Mixx

GIN

Gordon's
Gordon's Pink
Tanqueray
Tanqueray Ten
Gilbey's
Cin Adalin

WINE

Kayra Imperial
Kayra Versus
Kayra Vintage
Kayra Cameo
Kayra Madre
Kayra Heritage
Kayra Experimental Series
Buzbağ Rezerv
Allure
Terra
Leona
Buzbağ
Tılsım Life
Cumartesi
Güzel Marmara
Cielo Blush
Ruffino Prosecco
Chateau Bel Air
Terre Allegre

UNGC Principles index

Human Rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and	Value our employee (page 58-67)
	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;	Business ethics and fight against corruption (page 29) Inclusion and diversity (page 60) Empowerment of women employees (page 63) Child labour (page 67) Forced and compulsory labour (page 67) Union and collective bargaining agreement (page 67) Employee profile (page 74)
	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;	Respect for the environment (page 32-40)
	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.	Business ethics and fight against corruption (page 29)

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GRI content index

GRI Standard	Disclosure	Related topic	Page number
GRI 101: Foundation 2016			
GRI 102: General Disclosures 2016			
Organisational profile			
102-1	Name of the organization	Mey Diageo briefly Company identification	8 9
102-2	Activities, brands, products, and services	Brands and products	12 78
102-3	Location of headquarters	Corporate profile	11 Inside back page
102-4	Location of operations	About the report Mey Diageo briefly Corporate profile	3 8 11
102-5	Ownership and legal form	Mey Diageo briefly Company identification	8 9
102-6	Markets served	Mey Diageo at a glance Corporate profile	8 12
102-7	Scale of the organization	Mey Diageo briefly Corporate profile Economic performance Employee rights	8 11 28 76
102-8	Information on employees and other workers	Value our employee Employee profile	58 74
102-9	Supply chain	Sustainable supply chain Sustainable agriculture	31 47
102-10	Significant changes to the organization and its supply chain	Highlights in the reporting period Sustainable supply chain Sustainable agriculture	6 31 47
102-11	Precautionary principle or approach	Our management systems policy Ethics and compliance Business ethics and fight against corruption Effective risk management	25 28 29 30
102-12	External initiatives	About the report General Manager letter Sustainability at Mey Diageo Raki Sensory Circle project Aniseed breeding project Empowerment of women employees	3 4 18 46 50 63
102-13	Membership of associations	Memberships	71

GRI Standard	Disclosure	Related topic	Page number
Strategy			
102-14	Statement from senior decision-maker	General Manager letter	4
Ethics and integrity			
102-16	Values, principles, standards, and norms of behavior	Bussiness ethics and fight against corruption	29
Governance			
102-18	Governance structure	Sustainability management Corporate governance	20 28
Stakeholder engagement			
102-40	List of stakeholder groups	Stakeholder map and communication	70
102-41	Collective bargaining agreements	Union and collective bargaining agreement	67
102-42	Identifying and selecting stakeholders	Stakeholder map and communication	70
102-43	Approach to stakeholder engagement	Stakeholder map and communication	70
102-44	Key topics and concerns raised	Sustainability at Mey Diageo Society 2030: Spirit of Progress Effective risk management Stakeholder map and communication	18 22 30 70
Reporting practice			
102-45	Entities included in the consolidated financial statements	About the report	3
102-46	Defining report content and topic boundaries	About the report Sustainability at Mey Diageo	3 18
102-47	List of material topics	What matters most–to our stakeholders and to our business	19
102-48	Restatements of information		NA
102-49	Changes in reporting		NA
102-50	Reporting period	About the report	3
102-51	Date of most recent report		May 24, 2021
102-52	Reporting cycle		Annual
102-53	Contact point for questions regarding the report	About the report	3
102-54	Claims of reporting in accordance with the GRI Standards	About the report	3
102-55	GRI content index	GRI content index	80
102-56	External assurance		Not subject to external audit



GRI Standard	Disclosure	Related topic	Page number
Material topics			
GRI 200 Economic standards			
GRI 201 Economic performance 2016			
GRI 103 Management approach 2016			
103-1	Explanation of the material topic and its boundary	Sustainability at Mey Diageo	18
103-2	The management approach and its components	Sustainability management Reporting period performance	20 23
103-3	Evaluation of the management approach	Contribution to the Sustainable Development Goals Reporting period performance	21 23
201-1	Direct economic value generated and distributed	Economic performance Social investment works and contribution to the local economy	28 51
201-2	Financial implications and other risks and opportunities due to climate change	Our management systems policy Effective risk management Respect for the environment	25 30 32
GRI 203 Indirect economic impacts 2016			
GRI 103 Management approach 2016			
103-1	Explanation of the material topic and its boundary	Sustainability at Mey Diageo	18
103-2	The management approach and its components	Sustainability management Reporting period performance	20 23
103-3	Evaluation of the management approach	Contribution to the Sustainable Development Goals Reporting period performance Social contribution	21 23 41
203-1	Infrastructure investments and services supported	Highlights in the reporting period Quality, innovation and R&D studies	6 45
203-2	Significant indirect economic impacts	Highlights in the reporting period Sustainable supply chain Quality, innovation and R&D studies Sustainable agriculture Social investment works and contribution to the local economy	6 31 45 47 51

GRI Standard	Disclosure	Related topic	Page number
GRI 204 Procurement practises 2016			
GRI 103 Management approach 2016			
103-1	Explanation of the material topic and its boundary	Sustainability at Mey Diageo	18
103-2	The management approach and its components	Sustainability management Reporting period performance	20 23
103-3	Evaluation of the management approach	Contribution to the Sustainable Reporting period performance Reporting period performance Social contribution	21 23 41
204-1	Proportion of spending on local suppliers	Highlights in the reporting period Sustainable supply chain Sustainable agriculture Social investment works and contribution to the local economy	6 31 47 51
GRI 205 Anti-corruption 2016			
GRI 103 Management approach 2016			
103-1	Explanation of the material topic and its boundary	Sustainability at Mey Diageo	18
103-2	The management approach and its components	Sustainability management Reporting period performance	20 23
103-3	Evaluation of the management approach	Contribution to the Sustainable Development Goals Reporting period performance	21 23
205-2	Communication and training about anti-corruption policies and procedures	Bussiness ethics and fight against corruption Effective risk management	29 30
GRI 206 Anti-competitive behavior 2016			
GRI 103 Management approach 2016			
103-1	Explanation of the material topic and its boundary	Sustainability at Mey Diageo	18
103-2	The management approach and its components	Sustainability management Reporting period performance	20 23
103-3	Evaluation of the management approach	Contribution to the Sustainable Development Goals Ethics and compliance	21 28
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Ethics and compliance	28

GRI Standard	Disclosure	Related topic	Page number
GRI 300 Environmental standards			
GRI 301 Materials 2016			
GRI 103 anagement approach 2016			
103-1	Explanation of the material topic and its boundary	Sustainability at Mey Diageo	18
103-2	The management approach and its components	Sustainability management Reporting period performance	20 23
103-3	Evaluation of the management approach	Contribution to the Sustainable Development Goals Sustainability management Respect for the environment	21 20 32
301-1	Materials used by weight or volume	Raw materials	34
301-2	Recycled input materials used	Waste management	38
GRI 302 Energy 2016			
GRI 103 Management approach 2016			
103-1	Explanation of the material topic and its boundary	Sustainability at Mey Diageo	18
103-2	The management approach and its components	Our sustainability management Reporting period performance	20 23
103-3	Evaluation of the management approach	Contribution to the Sustainable Development Goals Sustainability management Respect for the environment	21 20 32
302-1	Energy consumption within the organization	Energy	36
302-3	Energy intensity	Energy	36
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GRI 303 Water and effluents 2018			
GRI 103 Management approach 2016			
103-1	Explanation of the material topic and its boundary	Sustainability at Mey Diageo	18
103-2	The management approach and its components	Our sustainability management Reporting period performance	20 23
103-3	Evaluation of the management approach	Contribution to the Sustainable Development Goals Sustainability management Respect for the environment	21 20 32
303-3	Water withdrawal	Water	34
303-4	Water discharge	Water	34
303-5	Water consumption	Water	34

GRI Standard	Disclosure	Related topic	Page number
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GRI 103 Management approach 2016			
103-1	Explanation of the material topic and its boundary	Sustainability at Mey Diageo	18
103-2	The management approach and its components	Sustainability management Reporting period performance	20 23
103-3	Evaluation of the management approach	Contribution to the Sustainable Development Goals Sustainability management Respect for the environment	21 20 32
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity	40
304-2	Significant impacts of activities, products, and services on biodiversity	Biodiversity	40
GRI 305 Emissions 2016			
GRI 103 Management approach 2016			
103-1	Explanation of the material topic and its boundary	Sustainability at Mey Diageo	18
103-2	The management approach and its components	Sustainability management Reporting period performance	20 23
103-3	Evaluation of the management approach	Contribution to the Sustainable Development Goals Sustainability management Respect for the environment	21 20 32
305-1	Direct (Scope 1) GHG emissions	Climate change and adaptation	36
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GRI 306 Waste 2016			
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103-2	The management approach and its components	Sustainability management Reporting period performance	20 23
103-3	Evaluation of the management approach	Contribution to the Sustainable Development Goals Sustainability management Respect for the environment	21 20 32
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GRI 103 Management approach 2016			
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103-2	The management approach and its components	Sustainability management Reporting period performance	20 23
103-3	Evaluation of the management approach	Contribution to the Sustainable Development Goals Sustainability management Reporting period performance Social contribution	21 20 23 41
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103-2	The management approach and its components	Sustainability management Reporting period performance	20 23
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103-3	Evaluation of the management approach	Contribution to the Sustainable Development Goals Sustainability management Value our employee	21 20 58
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GRI 103 Management approach 2016			
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103-2	The management approach and its components	Sustainability management Reporting period performance	20 23
103-3	Evaluation of the management approach	Contribution to the Sustainable Development Goals Sustainability management Value our employee	21 20 58
404-1	Average hours of training per year per employee	Human resources practices	65
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404-3	Percentage of employees receiving regular performance and career development reviews	Human resources practices	65
GRI 405 Diversity and equal opportunity 2016			
GRI 103 Management approach 2016			
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103-3	Evaluation of the management approach	Contribution to the Sustainable Development Goals Sustainability management Value our employee	21 20 58
405-1	Diversity of governance bodies and employees	Employee profile Inclusion and diversity Empowerment of women employees	74 60 63
GRI 406 Non-discrimination 2016			
GRI 103 Management approach 2016			
103-1	Explanation of the material topic and its boundary	Sustainability at Mey Diageo	18
103-2	The management approach and its components	Sustainability management Reporting period performance	19 22
103-3	Evaluation of the management approach	Contribution to the Sustainable Development Goals Sustainability management Value our employee	21 20 58
406-1	Incidents of discrimination and corrective actions taken	Employee profile Inclusion and diversity Empowerment of women employees	74 60 63

GRI Standard	Disclosure	Related topic	Page number
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GRI 103 Management approach 2016			
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103-3	Evaluation of the management approach	Contribution to the Sustainable Development Goals Sustainability management Value our employee	21 20 58
408-1	Operations and suppliers at significant risk for incidents of child labor	Child labour	67
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103-1	Explanation of the material topic and its boundary	Sustainability at Mey Diageo	18
103-2	The management approach and its components	Sustainability management Reporting period performance	20 23
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GRI 103 Management approach 2016			
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103-3	Evaluation of the management approach	Contribution to the Sustainable Development Goals Sustainability management Value our employee	21 20 58
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GRI 416 Customer health and safety 2016			
GRI 103 Management approach 2016			
103-1	Explanation of the material topic and its boundary	Sustainability at Mey Diageo	18
103-2	The management approach and its components	Sustainability management Reporting period performance	20 23
103-3	Evaluation of the management approach	Contribution to the Sustainable Development Goals Sustainability management Social contribution	21 20 41
416-1	Assessment of the health and safety impacts of product and service categories	Management systems	69
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GRI 417 Marketing and labeling 2016			
GRI 103 Management approach 2016			
103-1	Explanation of the material topic and its boundary	Sustainability at Mey Diageo	18
103-2	The management approach and its components	Sustainability management Reporting period performance	20 23
103-3	Evaluation of the management approach	Contribution to the Sustainable Development Goals Sustainability management Social contribution	21 20 41
417-1	Requirements for product and service information and labeling	Health and safety of consumer/customer Product information and responsible marketing	43 43
417-2	Incidents of non-compliance concerning product and service information and labeling	Health and safety of consumer/customer Product information and responsible marketing	43 43
417-3	Incidents of non-compliance concerning marketing communications	Product information and responsible marketing	43



GRI Standard	Disclosure	Related topic	Page number
GRI 418 Customer privacy 2016			
GRI 103 Management approach 2016			
103-1	Explanation of the material topic and its boundary	Sustainability at Mey Diageo	18
103-2	The management approach and its components	Sustainability management Reporting period performance	20 23
103-3	Evaluation of the management approach	Contribution to the Sustainable Development Goals Sustainability management Social contribution	21 20 41
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Health and safety of consumer/customer	43

SASB index

The US-based SASB sets out sustainability reporting standards for various sectors. The adjacent table summarises our response to the sector-specific standard for alcoholic beverage companies.

Topic	SASB metric	Code	Our response/Reference
Energy Management	(1) Total energy consumed (2) percentage grid electricity (3) percentage renewable	FB-AB-130a.1	See GRI 302 in this document.
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	See GRI 303 in this document.
	Description of water management risks and discussion of strategies and practices to mitigate those risks	FB-AB-140a.2	See GRI 303 in this document.
Responsible Drinking & Marketing	Percentage of total advertising impressions made on individuals at or above the legal drinking age	FB-AB-270a.1	Within the framework of the provisions of the legislation, advertising and promotion of alcoholic beverages to consumers is prohibited under any circumstances.
	Number of incidents of non-compliance with industry or regulatory labeling and/or marketing codes	FB-AB-270a.2	See GRI 417 in this document.
	Total amount of monetary losses as a result of legal proceedings associated with marketing and/or labeling practices	FB-AB-270a.3	See GRI 416 in this document.
	Description of efforts to promote responsible consumption of alcohol	FB-AB-270a.4	See page 53 of the report.
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	See GRI 301 in this document.
	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	FB-AB-410a.2	See GRI 301 in this document.
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	See page 31 of the report.
Ingredient Sourcing	Percentage of beverage ingredients sourced from regions with High or Extremely High Baseline Water Stress	FB-AB-440a.1	See page 34 of the report.
	List of priority beverage ingredients and description of sourcing risks due to environmental and social considerations	FB-AB-440a.2	See GRI 301 in this document.
Activity	Volume of products sold		See page 28 of the report.
	Number of production facilities		See page 11 of the report.
	Total fleet road miles traveled		

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	General Manager's statement (page 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	Top management (page 9)
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.	What matters most—to our stakeholders and to our business (page 20)
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 (page 28) Business ethics and fight against corruption (page 29)
	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 (page 28) Business ethics and fight against corruption (page 29)
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 (page 30)



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	Energy (page 36)
	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	Society 2030 : Spirit of Progress (page 22) Climate change and adaptation (page 36)
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 (page 40)
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	Society 2030 : Spirit of Progress (page 22) Water (page 34)



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)	Employee profile (page 74)
	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	Value our employee (page 58) Employee rights (page 76)
	Wage level (%)	Ratios of standard entry level wage by gender compared to local minimum wage	Value our employee (page 58)
	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	Value our employee (page 58)
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 (page 67)
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 (page 65)



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	Employee profile (page 74)
	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: <ul style="list-style-type: none"> - 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 (page 28) Employee rights (page 756) Social investments work and contribution to the local economy (page 51)
	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	Economic performance (page 28)
Innovation of better products and services	Total R&D expenses	Total costs related to research and development	Quality, innovation and R&D studies (page 45) Economic performance (page 28)
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	Economic performance (page 28)



2021

SUSTAINABILITY REPORT

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