



**ADAMAR**  
International Maritime Services Inc.



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International Maritime Services Inc.



**Sustainability Report**  
**2022**



*Taner TOPKARA*  
Managing Director

## Message from Managing Director

During the year 2022, along with the continuous changing process that our company went through, we have realized that as ADAMAR there are more we can do for sustainability. We organised meetings with our employees, debated with them and all together we set 17 sustainability goals.

We made plans regarding the realization of our targets and what needs to be done within the framework of sustainability and decided to implement these plans as of 2023. Taking into consideration the importance of this project, we have taken it out of the borders of Turkey, by involving not only our offices in Izmir, Istanbul, Mersin, Hatay and Kocaeli but also our international offices in China, the Netherlands and Greece. In order co-operate with national and international non-governmental organizations on the sustainability activities we have held meetings and already planned more for the future.

In the pursuance of the sustainability goals we are aiming to comply with the published guidelines and the international standards. We want and we consider it as our social responsibility to contribute primarily in the fields of health, environment, climate, risk management, social and economic development and consequently to obtain an active role in every area where sustainability is involved.

Our vision is to fulfill this task, involve our partners in our project and together to make a faster change. Having in mind that all this process is only the beginning and believing that there will be great leaps in the realm of sustainability, we promise that our engagement and our efforts towards sustainability will be increased year by year.



## Our Sustainability Goals

Topics	Sustainability Goals	Sustainable Development Goals	2023
Globally			
Modernization	Number of Passenger Cars	SKA 9 SKA 13	26
	Number of Freight Vehicles		80
	Number of Electric Vehicles		0
	Number of Forklifts		0
	Number of Electric Forklifts		15
	Average of Vehicle Model Year		3
Climate Change, Greenhouse Gas Emissions & Fuel Efficiency	Annual Fuel Consumption	SKA 4 SKA 7 SKA 9 SKA 13	16.227484,77LT
	Training Hours Per Person		20
	Number of Staff Receiving Sustainability Training		50
	Sustainability Training Hours Per Person		8
Waste Management	Amount of Wood Waste	SKA 4 SKA 12	120 KG
	Amount of Plastic Waste		250 KG
	Amount of Metal Waste		0 KG
	Glass Waste Amount		30 KG
	Amount of Paper Waste		500 KG
	Number of Personnel Receiving Waste Management Training		30
	Waste Management Training Per Person Training Time		8
Resource Efficiency & Natural Resource Use	Annual Paper Usage Amount	SKA 6 SKA 12	12.750 KG
	Annual Electricity Usage		648441,20 KW
	Annual Natural Gas Usage Amount		627002,11 KW
	Annual Water Use		841,80 ML



For Human				
Security	Work Accident	SKA 3	0	
	Vehicle Accident	SKA 12	2	
Customer Satisfaction	Customer Satisfaction Rate	SKA 12	%99	
	Customer Complaint Resolution Rate		%99	
Employee Health & Safety & Welfare	Number of Personnel Receiving OHS Training	SKA 4 SKA 8	356	
	OHSAS Training Per Person Training Hours		16	
	Total Number of Employees		500	
	Number of newly hired personnel ( Last 1 Year)		144	
	Workforce turnover		20	
	Employee Satisfaction Rate		%90	
Innovation	Number of Recommendations per Year	SKA 9	10	
	Proposal implementation rate		9	
Diversity and Gender Equality	White Collar Female/Male Ratio	SKA 5 SKA 10	0,85	
	Blue Collar Female/Male Ratio		0,64	
	White Collar Women/Men Salary Ratio		EQUAL	
	Blue Collar Women/Men Salary Ratio		EQUAL	
	Number of Disabled Personnel		10	
	Number of Convicted Personnel		0	
Adding Value to Society	Number of social projects donated annually	SKA 3 SKA 4	10	
	Annual Donation Amount	SKA 10	200.000 TL	
Governance				
Business Ethics and Ethical Behavior	Number of Unethical Events	SKA 16	0	0
	Number of Bribes and Corruption		0	0
	Number of Legal Liability Penalties		0	0
	Legal Liability Penalty Amount		0	0
For Development				
To Economic Development Contribution to	Number of Customers	SKA 8 SKA 12	1 1 0 1	1400
	Number of Suppliers		3 0 7 7	4077

# Part 1

## Organization and Reporting Practice



### **GRI 2-1 Company Name**

ADAMAR International Maritime Services Inc. is our company name. The following logo is used in our activities.



### **GRI 2 -1 Headquarters Address**

Our legal company headquarters address “Coraklar Mahallesi 5003 Sokak No:26 Aliaga Organize Sanayi Bolgesi ALOSBI, Aliaga Izmir Turkiye”.

### **GRI 2-1 Branch Offices**

ADAMAR International Maritime Services Inc. carries out its activities at the following addresses.

#### **Our Local Branches;**

Istanbul Tuzla Branch - Aydınlı Birlik Osb Mahallesi Dogu Caddesi No:6/1 ve No:8 Tuzla Istanbul

Istanbul Branch - Cilek Mahallesi 63147 Sokak Mega Center A Blok No:25 Akdeniz Mersin

Hatay Branch - Denizciler Mahallesi 131. Sokak No:20 Iskenderun Hatay Türkiye

Kocaeli Branch - S.S Istanbul Mermerciler Kucuk Sanayi Sitesi 18. Sokak No:16 Dilovası Kocaeli Turkiye

**International Branches;**

**China Office**

No. 28, Huanzhen West Road, Donggang Town, Xishan District, Wuxi/Jiangsu/China

**Hong Kong Office**


Room No. 206,2/F Axa Southside, 38 Wong Chuk Hang Road, Wong Chuk Hang, Hong Kong

**Netherlands Office**

Hafenstraat 2b, 2984AC, Ridderkerk, The Netherlands.

**Greece Office**

Lr. Politexneioy & Agioy Konstantinoy 7 Zip Code 18531 Piraeus

 **GRI 2-1 Legal Status**



**Turkey**

ADAMAR International Maritime Services Inc. was established with the status of a joint stock company in accordance with the Turkish Commercial Laws and Regulations. The Company's Signatory and 100% shareholder is Mr. Taner Topkara



**China**

KAAN TRADING WUXI COMPANY was established with limited liability company status in accordance with Chinese trade laws and regulations. The 100% shareholder is Mr. Taner Topkara.



**Netherlands**

Adamar B.V. - Established with the status of a limited liability company 100% shareholder is Mr. Taner Topkara.



**Greece**

Adamar International Maritime Services Inc. SA -Wholly affiliated with Turkey. The 100% shareholder is Mr. Taner Topkara.

 **GRI 2-2 Other Organizations Within the Company**

There is no other organization under Adamar International Maritime Services Inc.

It carries out all its activities in companies established at the addresses mentioned above.



 **GRI 2-3 About the Sustainability Report**

ADAMAR International Maritime Services Inc. first published its sustainability report in 2022. It started to prepare in December and aimed to continue preparing it in December every year. Financial reporting is also carried out within the same report, within the same period. The prepared reports are published every year in January of the following year. If you have any questions about the report, you can contact us as below.

ADAMAR Dış Ticaret ve Denizcilik Hizmetleri Sanayi Ticaret A.S.  
Coraklar Mah. 5003 Sk. No:26 ALOSBI Zip Code:35800 Aliaga Izmir / Turkiye  
+90 232 616 17 19  
+90 232 616 20 01

[adamar@adamarine.com](mailto:adamar@adamarine.com) ; [sales@adamarine.com](mailto:sales@adamarine.com) ; [humanresources@adamarine.com](mailto:humanresources@adamarine.com)

 **GRI 2-4 Evaluation of Old Reports**

ADAMAR International Maritime Services Inc. will report its first sustainability report in 2022. There is no report to which the information prepared before the preparation can be compared.

 **GRI 2-5 Report Responsibility**

Sustainability report of ADAMAR International Maritime Services Inc. has been prepared by the senior management of Adamar Inc. The accuracy of the information in the report is under the assurance of Adamar Inc.



## Part 2

# Activities and Employees

### **GRI 2-6 Activities**

Our main activity is to provide food, consumables, technical materials and technical services to the cruise and merchant vessels which provide cargo services in the international waters.

ADAMAR International Maritime Services Inc. provides services to the companies which operate the cruise and merchant vessels that sail in the international sea routes.

### **GRI 2-7 Employee Structure**



Female



Male

<b>Total Number of Employees</b>	150	325
<b>Blue Collar Employee</b>	50	186
<b>White Collar Employee</b>	100	139

**Equality of Women & Men**

	Turkish	Chinese	Greek	Mali	Spanish	Albanian
<b>Total Number of Employees</b>	465	5	2	1	1	1

**Citizenship Equality**

### **GRI 2-8 Subcontracted Worker**

All personnel working within ADAMAR International Maritime Services Inc. are registered within the company in accordance with the legal legislation of the country where they are located.

No subcontracted or seasonal workers are employed.





 **GRI 2-13 Transfer of Responsibility**

Change of committees established within ADAMAR International Maritime Services Inc. In case of need, this change is re-determined with an ethical, transparent, fair and accountable management approach in all its activities by fully complying with all relevant laws and regulations.

 **GRI 2-14 Main Responsibility**

ADAMAR International Maritime Services Inc. committees established within the company are responsible for reviewing and approving reported information, including the organization's priority issues, in line with sustainability policies.

 **GRI 2-15 Conflict of Interest**

ADAMAR International Maritime Services Inc. and other shareholders of overseas companies It is not possible for there to be a conflict of interest between shareholders because it does not exist.

 **GRI 2-16 Submission of Suggestions and Complaints**

Suggestions and complaints established within ADAMAR International Maritime Services Inc. evaluation system and ethics line. Incoming requests are evaluated by senior management and related committees. There was no application to the ethics line in 2021.

 **GRI 2-17 Collective Knowledge**

ADAMAR International Maritime Services Inc. leads all branches and departments. It organizes training organizations for its employees at every level of the organization, from the top manager to the lowest employee, to transfer their knowledge and experience to each other.

 **GRI 2-18 Performance Evaluation**

ADAMAR International Maritime Services Inc. on economy, environment and people in auditing the management of its effects, its financial records are audited by an independent auditing parties. This assessment is made depending on the laws of the respective country. A sustainability committee has been determined for sustainability policies and targets. Evaluation, reporting and development are monitored by this committee.

 **GRI 2-19 Remuneration Policy**

In ADAMAR International Maritime Services Inc., the lowest wage is the legal minimum wage amount. Year-end performance-based fee is given. All personnel are provided with complementary health insurance and personal accident insurance. Meals and road shuttle service are also provided. In addition, shopping gift vouchers are given to the staff on special occasions.

 **GRI 2-20 Compensation Determination Process**

ADAMAR International Maritime Services Inc. human resources department and senior management determine the wages of the employees. Human Resources employees' salaries are determined and increased according to their work capabilities, duration of continuity, ethical rules and performance. In addition, the salaries of all employees with the same status, the same level of education, the same department, they pay attention and care to their proximity to each other.

## Part 4

# Strategy, Policy and Implementation

### **GRI 2-22 The Sustainability Message**

On behalf of ADAMAR International Maritime Services Inc., our General Manager Mr. Taner TOPKARA's message is stated at the beginning of the report.

### **GRI 2-23 Policies**

ADAMAR International Maritime Services Inc. , within the scope of the following policies has been created and implemented. These policies have been communicated to all our employees by e-mail. It is explained in orientation trainings at job entrances. In addition, awareness trainings organized within the institution are explained to the employees in certain periods and trainings. It has been announced on [www.adamarine.com](http://www.adamarine.com) e-mail address to enable it to reach our other stakeholders.

#### **Policies**

Annex-3	Our Quality Policy
Annex-4	Our Environmental Policy
Annex-5	OHSAS Policy
Annex-6	Food Safety Policy
Annex-7	Sustainability Policy
Annex-8	Social Responsibility Policy
Annex-9	Alcohol and Drug Policy
Annex-10	Equal Employment Policy
Annex-11	Anti-Bribery and Anti-Corruption Policy
Annex-12	Modern Slavery Policy
Annex-13	Information Security Policy

### **GRI 2-24 Policy Enforcement**

The procedure to support the policies prepared by ADAMAR International Maritime Services Inc. instructions and plans have been prepared. It has been assigned personnel to ensure the implementation of these documents and it has been ensured that they are permanent for our company. It has set targets in support of policies and performances are monitored and evaluated every year through review meetings.

### **GRI 2-25 Adverse Situations**

ADAMAR International Maritime Services Inc. has procedures for the complaints from customers; there is a complaint registration system. It also measures customer performance through customer satisfaction surveys once a year. There is a communication procedure. And in case of warnings and penalties from official institutions and authorities, it establishes a corrective action procedure for the detection and correction of the situation. Monitor the results of this procedure annually and at the end of the year the management are evaluated in review meetings.











### **GRI 2-26 Evaluation of recommendations, recommendations and reports**

ADAMAR International Maritime Services Inc. has a proposal evaluation system. It evaluates suggestions and reports from its employees, customers, suppliers or other stakeholders. It records the decisions taken according to the results of the evaluation.

Customer feedback	Sales Department
Purchase feedback	Purchasing Department
Employee feedback	Human Resources Department
Government feedback	Senior Management

### **GRI 2-28 Membership Associations**

As ADAMAR International Maritime Services Inc., we are the member of the following associations;

	Turkish Ship Suppliers Association
	International Marine Purchasing Association
	International Ship Suppliers Services Association
	Aliaga Chamber of Commerce
	Gebze Chamber of Commerce
	Istanbul Chamber of Commerce
	Chamber of Shipping
	Mersin Chamber of Commerce and Industry
	Aegean Region Chamber of Industry
	Aegean Exporters Association

## Part 5:

# Stakeholder Engagement

	<b>GRI 2-29 Stakeholders</b>
<b>YMM</b>	Certified Public Accountant Serpil Ulunay Financial Consultancy Service
 <b>HRT</b> BAĞIMSIZ DENETİM ANONİM ŞİRKETİ	Independent Auditor HRT Independent Audit Joint Stock Company (Harun Reşit Tokcan) Independent Audit Service
 <b>İNKE</b> inspection norm known in europe	İNKE Quality Management Systems Training Consultancy Human Resources Co. Ltd. Management Systems Standards Consultancy Services
	Dmr Environmental Engineering Services Environmental Consultancy Service
 <b>ARAZ</b> ÇEVRE MÜHENDİSLİK	Araz Environmental Engineering Services Environmental Consultancy Service
 Ekoglobal İSG	Ekoglobal OHSAS-Joint Health and Safety Unit Occupational Health and Safety Service

 **GRI 2-30 Collective Agreement**

There are no staff members under collective agreement with the trade union within ADAMAR International Maritime Services Inc. Employee rights are provided within the framework of the legal rights of employees in the country where we are located.

The wage determination of the employees within ADAMAR International Maritime Services Inc. is carried out jointly by the Human Resources department and the senior management. Human Resources Employees' salaries are determined and increased according to their abilities, continuity periods, ethical rules and performances. In addition, the salaries of all employees with the same status, the same level of education, the same department, they pay attention and care to their proximity to each other.

**GRI 3 Priority Topics**

<p><b>1. Ending Poverty</b></p>	<ol style="list-style-type: none"> <li>1. It supports the charity organization operating in the national and international arena. It makes donations in certain periods.</li> <li>2. It provides books, food and clothing, furniture and technology devices to national and international non-governmental organizations.</li> <li>3. It informs employees and stakeholders about poverty in the international arena.</li> <li>4. It follows the people and institutions that are committed to sustainability in the international arena through social media and is in constant communication to learn up-to-date information remains.</li> </ol>
<p><b>2. Ending Hunger</b></p>	<ol style="list-style-type: none"> <li>1. It supports the charity organization operating in the national and international arena. It makes donations in certain periods.</li> <li>2. It warns all its employees and stakeholders that they should consume local fruits and vegetables. It supports the production of local vegetables and fruits.</li> <li>3. It warns all its employees and stakeholders not to buy fruits that they do not want to eat or do not like, and against waste.</li> <li>4. To all employees and stakeholders on the environmental impact of the meat industry informs and warns them to consume less meat.</li> </ol>
<p><b>3. Healthy Individuals</b></p>	<ol style="list-style-type: none"> <li>1. It supports the charity organization operating in the national and international arena. It makes donations in certain periods.</li> <li>2. It warns all employees and stakeholders to have the necessary vaccinations for their children and themselves against diseases and supports all staff with vaccinations.</li> <li>3. It informs its employees about the importance of organ donation.</li> <li>4. It informs its employees about blood donation. And it supports blood donation to the Turkish Red Crescent.</li> </ol>
<p><b>4. Qualified Education</b></p>	<ol style="list-style-type: none"> <li>1. It supports educational institutions operating in the national and international arena in a certain period. It makes donations in certain periods.</li> <li>2. It collects the books belonging to all its employees and stakeholders in certain periods and donates them to schools and non-governmental associations in need.</li> <li>3. It supports all its employees and stakeholders to receive training, supports their participation in courses, university and second university studies.</li> <li>4. It supports the schools in the province and district where it is located to meet the needs of the schools.</li> </ol>
<p><b>5. Gender Equality</b></p>	<ol style="list-style-type: none"> <li>1. It observes an equal salary policy for all its employees regardless of men and women. It informs its employees about the "Equal Pay for Equal Work Policy".</li> <li>2. It informs all its staff and stakeholders about preventing sexual harassment at work, on the street, at home, in the virtual environment, and not to remain silent.</li> <li>3. Supports the presence of women leaders and managers in senior management.</li> <li>4. Sharing housework, not doing household chores by one person to children believes that it is necessary to explain equality from the ground up and supports this together with its employees and stakeholders.</li> </ol>
<p><b>6. Clean Water</b></p>	<ol style="list-style-type: none"> <li>1. It supports educational institutions operating in the national and international arena in a certain period. It makes donations in certain periods.</li> <li>2. It ensures that all its employees benefit fully from health services with the social security institution and complementary health insurance.</li> <li>3. It provides hygiene and sanitation trainings to its employees at certain periods. The employees transfer this information to their environment and that hygiene and It is stated that they have a social duty to inform them about sanitation</li> </ol>

	<p>4. All employees are trained on the importance of water, its protection and the prevention of its consumption within and outside the company. In this sense, photocell measures such as taps, short bath times, drip irrigation are taken.</p>
<b>7. Accessible and Clean Energy</b>	<ol style="list-style-type: none"> <li>1. It supports energy institutions operating in the national and international arena in a certain period. It makes donations in certain periods.</li> <li>2. Our staff is informed about reducing the use of air conditioning and turning it off at night, especially when there is an opportunity to use it.</li> <li>3. Warnings are given about turning off unnecessary lights, unplugging unused devices.</li> <li>4. All personnel are informed about the need to pay attention to the use of electricity and other energy sources.</li> <li>5. Staff are informed about the importance of using rechargeable batteries instead of disposable batteries.</li> <li>6. As a company and employees, we support investment in the use of solar energy.</li> <li>7. It is aimed to use solar energy in heating and electrical energy. The staff is informed about this.</li> </ol>
<b>8. Decent Work and Economical Growth</b>	<ol style="list-style-type: none"> <li>1. It supports and donates to institutions that support the global economy operating in the national and international arena in a certain period.</li> <li>2. Instead of cheap products, the staff is informed about the preference of healthy, recyclable, green energy-produced products.</li> <li>3. Taking into account international practices, informative meetings and workshops are organized about the training, career and contribution of personnel to the economy.</li> <li>4. Personnel are informed that preferring local producers is the biggest opportunity for the growth of the local economy. Many of the suppliers are local</li> <li>5. It is aimed to consist of producers.</li> </ol>
<b>9. Industry, Innovation and Infrastructure</b>	<ol style="list-style-type: none"> <li>1. Industry, technological development and infrastructure operating in the national and international arena support the institutions in certain periods; donates.</li> <li>2. It supports internet access, access to information and use of people inside and outside the institution. People who do not have this technology are informed that the access of the internet should be supported.</li> <li>3. The infrastructure works within our company are updated every year and supported by new investments.</li> <li>4. Start-ups that want to establish a new company are supported.</li> <li>5. Needs Mentoring is provided.</li> </ol>
<b>10. Reducing Inequalities</b>	<ol style="list-style-type: none"> <li>1. It supports and donates to institutions that support equality between women and men operating in the national and international arena in certain periods.</li> <li>2. Everyone is equal, regardless of gender, race, sexual orientation, social background, and physical ability. This policy has been shared with all employees; unconditionally it is stated in each training that it is supported.</li> <li>3. All workplace rights are distributed to everyone without discrimination with an equal policy. And they are informed that employees should maintain the same equality in their whole lives.</li> <li>4. They periodically visit local shelters, orphanages or minority community centres to discuss their needs and wishes and support their wishes that can be met.</li> </ol>



<b>11. Sustainable Cities and Living Spaces</b>	<ol style="list-style-type: none"> <li>1. Supporting sustainability operating in the national and international arena institutions in a certain period. It makes donations in certain periods.</li> <li>2. It provides training to all employees in certain periods for sustainability.</li> <li>3. A shuttle service is provided to prevent employees from coming to individual work and to reduce the use of natural resources.</li> <li>4. Receiving services and products from local businesses is supported. All employees are informed about this.</li> <li>5. Projects are supported in slums for safe housing. To build houses, repair existing ones, create public or green spaces.</li> <li>6. In the slums, needs and what needs to be done are supported.</li> <li>7. The importance of public spaces for all of us is explained to all employees. It is explained that it is the responsibility of all of us to irrigate the greenery, prune the trees, and reforest activities, renovate and clean the sports fields and playgrounds.</li> </ol>
<b>12. Sustainable Cities and Living Spaces</b>	<ol style="list-style-type: none"> <li>1. Supporting sustainability operating in the national and international arena institutions in a certain period. It makes donations in certain periods.</li> <li>2. Our company and our employees reduce packaging consumption as much as possible. Reusable packaging is used. And the staff is informed about the sensitivity of this issue.</li> <li>3. Our company operates with the strategy of working with companies that have and support sustainability practices of their suppliers.</li> <li>4. Support is provided for the renewal of usable products. Research is being done to meet some needs second-hand. The staff is informed about this.</li> <li>5. It is in a special effort not to throw away all food products. Sending food that should not be thrown away or discarded to animal shelters supports.</li> </ol>
<b>13. Climate Action</b>	<ol style="list-style-type: none"> <li>1. Supporting sustainability operating in the national and international arena institutions in a certain period. It makes donations in certain periods.</li> <li>2. Food and garden waste are delivered to municipal waste collection areas for recycling.</li> <li>3. All products used are checked for environmental friendliness and their packaging and labels. In addition, verification is carried out by requesting a certificate. Personnel are informed that the same sensitivity should be paid attention to in the individual purchases of the personnel.</li> <li>4. It supports a policy that companies should eat less meat at lunch and be vegetarian one day a week. In addition, our staff informs that the meat production industry has a great impact on the environment.</li> <li>5. The carbon footprint impact has been calculated. And targets have been set for the reduction of carbon emissions. All staff have been informed about this.</li> <li>6. Paper, glass, plastic, metal and old electronics are collected separately. And it is delivered to licensed recycling companies. All personnel have been informed about the collection of waste.</li> <li>7. Great care is taken to select reusable products. All staff is trained on eco-friendly bag for shopping and plastic reuse to reduce your waste on how to use a re-usable water bottle or a glass.</li> </ol>

	<ol style="list-style-type: none"> <li>9. The importance of cycling and walking as much as possible in terms of both health and environment was explained to the staff. Public transport as far as transportation its use is supported to avoid individual use as much as possible.</li> <li>10. To reduce your paper usage, it avoids printing on paper. And instead electronic devices or carriers are used. Staff have been informed about the strategy in this regard.</li> <li>11. The non-purchase of pets is supported as a company. The local animal shelter is supported to visit the local animal shelter at certain periods and to eliminate its deficiencies. In addition, in the organized industrial zone where it is located, animals operates to meet their needs.</li> </ol>
<p><b>14. Life in Water</b></p>	<ol style="list-style-type: none"> <li>1. Supporting sustainability operating in the national and international arena</li> <li>2. institutions in a certain period. It makes donations in certain periods.</li> <li>3. The use of plastic materials is prevented as much as possible within the company. As a company aware that plastic waste somehow reaches the oceans, it has informed all its employees.</li> <li>4. It supports social projects for the cleaning of seas and oceans.</li> <li>5. In achievable cases, a verb provides human resources. It informs its employees about this.</li> <li>6. Glass bottles were distributed to all staff to reduce the use of bottled water. Targets for reducing the use of plastics have been shared with staff.</li> <li>7. Local producers are preferred for seafood. The staff is also informed about this.</li> </ol>
<p><b>15. Terrestrial Life</b></p>	<ol style="list-style-type: none"> <li>1. Supporting sustainability operating in the national and international arena</li> <li>2. institutions in a certain period. It makes donations in certain periods.</li> <li>3. To reduce your paper usage, it avoids printing on paper. And instead it uses electronic devices or carriers. Staff have been informed about the strategy in this regard.</li> <li>4. The non-purchase of pets is supported as a company. The local animal shelter is supported to visit the local animal shelter at certain periods and to eliminate its deficiencies. In addition, in the organized industrial zone where it is located, animals</li> <li>5. operates to meet their needs. It informs its personnel about this.</li> <li>6. Paper, glass, plastic, metal and old electronics are collected separately. And it is delivered to licensed recycling companies. All personnel have been informed about the collection of waste.</li> <li>7. The importance of public spaces for all of us is explained to all employees. It is explained that we are all responsible for watering the greenery, pruning the trees, and afforestation activities, renovating and cleaning the sports fields and playgrounds.</li> <li>8. It supports the company and individually with its memberships in animal protection associations.</li> <li>9. It does not buy and sell products tested by animal experiments. That all employees should not use these products</li> <li>10. information is provided.</li> <li>11. Food and garden waste are delivered to municipal waste collection areas for recycling.</li> </ol>

<p><b>16. Peace, Justice and Strong Institutions</b></p>	<ol style="list-style-type: none"> <li>1. It supports peace-supporting institutions operating in the national and international arena in certain periods. It makes donations in certain periods.</li> <li>2. Support is provided to the victims of war.</li> <li>3. It aims to always be in an effort to fulfill its responsibility to criticize and support the decisions taken by official institutions that do not harm people and the planet.</li> <li>4. It supports social associations and organizations to support women and children.</li> </ol>
<p><b>17. Partnership for Goals</b></p>	<ol style="list-style-type: none"> <li>1. It supports peace-supporting institutions operating in the national and international arena in certain periods. It makes donations in certain periods.</li> <li>2. To support exports by purchasing products from developing countries. On products that help to specify the products of local producers in developing countries. It always pays attention to the 'Fair Trade' label and aims to conduct international trade with this policy.</li> <li>3. Cooperation with non-governmental organizations working for the global goals of sustainability is in. It is aware of its responsibility to contribute with various projects to achieve the goals until 2030.</li> </ol>

**GRI 201-2 Financial consequences and other risks and opportunities from climate change**

ADAMAR International Maritime Services Inc. moves its customers with climate changes reduced international trade and reduced shipping if their capabilities are affected

In this case, business and financial processes are greatly affected by this. For this reason, it supports all formations related to climate change.

**GRI 201-3 Defined benefit plan obligations and other retirement**

ADAMAR International Maritime Services Inc. has a separate fund for pension and salary payments it does not need management. They make payments from their own legal accounts.

**GRI 202-1 Proportion of senior management hired from the local community**

ADAMAR International Maritime Services Inc. employees

Number of Employees	475
Number of Domestic Employees	465
Number of Foreign Employees	10
Domestic Employee Ratio	%98
Proportion of Foreign Employees	%2

### GRI 203 Indirect Economic Impacts

**GRI 203-1 Infrastructure investments and supported services**

ADAMAR International Maritime Services Inc. has decided to construct a new warehouse to support its activities.

It is planned to be operational in 2024. It is planned to be established on an area of approximately 4000 m<sup>2</sup>. No financial support is used to do this.

**GRI 203-1 Significant indirect economic impacts**

ADAMAR International Maritime Services Inc., together with its stakeholders, together with its national and internationally established companies, indirectly benefits the economy with its customers, employees.

### GRI 204 Purchasing Applications

**GRI 204-1 Proportion of expenditure on local suppliers**

ADAMAR International Maritime Services Inc., with regard to the suppliers it works with, domestic and foreign rates are given below.

Number of Domestic Suppliers	2827
Number of Foreign Suppliers	250
Domestic Supplier Ratio	0,91
Foreign Supplier Ratio	0,08

**GRI 205 Anti-Corruption**
 **GRI 205-1 Operations assessed for corruption-related risks**

ADAMAR International Maritime Services Inc. continues its fight against corruption in every operation. Its business has determined the company rules and the anti-bribery and anti-corruption policy. The anti-bribery and anti-corruption policy is given as Annex-11.

Number of Bribery Cases	0 ( Zero)
The amount of the amount found to have been taken in bribes	0 ( Zero)
Number of Corruption Cases	0 ( Zero)
Amount found to have been received for corruption	0 ( Zero)

 **GRI 205-2 Communication and training on anti-corruption policies and procedures**

ADAMAR International Maritime Services Inc. prepared to fight against corruption. It has announced the policy to all its stakeholders at certain intervals and provided training to its employees.

Number of People Receiving Anti-Bribery and Anti-Corruption Training	White Collar	Blue Collar
		28
Proportion of Total Staff Receiving Training	43	
Proportion of Suppliers Informed	%90	

 **GRI 205-3 Confirmed cases of corruption and measures taken**

ADAMAR International Maritime Services Inc. Anti-bribery anti-corruption policy. The rules regarding the penalties to be given in case of being determined as necessary have been determined. Summaries of the penalties imposed under these rules are given below.

Number of Dismissed Personnel	0 ( Zero)
Number of Terminated Contracts	0 ( Zero)
Number of Lawsuits Filed	0 ( Zero)

**GRI 206 Conduct Against Competition**



**GRI 206-1 Legal proceedings for anti-competitive conduct, antitrust and monopoly practices**

ADAMAR International Maritime Services Inc., anti-competitive behavior, anti-trust or to comply with legal practices initiated under national or international laws designed to regulate monopoly practices. It acts with the awareness that competition also supports economic efficiency and sustainable growth. There is no transaction initiated or lawsuit filed on behalf of ADAMAR International Maritime Services Inc.

**GRI 207 Tax**

**GRI 207-1 Tax Approach**

ADAMAR International Maritime Services Inc. undertakes to work in accordance with the tax laws of the countries where it is located and to fulfill its responsibility in a timely manner. It cooperates with the parties to prepare the necessary official accruals and to control the actions made.

	Certified Public Accountant Serpil ULUNAY Financial Consultancy Service
	Independent Auditor HRT Independent Audit Joint Stock Company (Harun Reşit Tokcan) Independent Audit Service

**GRI 207-2 Tax governance, control and risk management**

ADAMAR International Maritime Services Inc. Responsibility for taxation. It belongs to the Accounting and Finance units. The main responsibility lies with Mr. Taner TOPKARA as the company official. Tax Laws and their timeliness are frequently checked. And the risks are eliminated. The organization has committed to comply with all laws and regulations. And it has provided the necessary infrastructure and trained human resources for this.

**GRI 207-3 Managing stakeholder engagement and tax concerns**

ADAMAR International Maritime Services Inc. tax authorities and other official offices in Turkey fulfills all its responsibilities towards institutions in a timely and complete manner. Periodically, the independent audit organization has the records of HRT Independent Audit Joint Stock Company checked.

**GRI 301-1 Materials used as Weight and Volume**

ADAMAR International Maritime Services Inc. The materials it uses to manufacture and package products are summarized below.

Ingredients	Quantity (Weight or Volumes)	
	Recyclable	Non-Recyclable
Raw materials	-	-
Paper & Cardboard	850 KG	0 KG
Plastic	400 KG	0 KG
Wooden	200 KG	0 KG

**GRI 301-2 Recyclable materials used**

ADAMAR International Maritime Services Inc. recyclable materials used rate is given below.

$$\text{Percentage of recovered products and packaging materials used} = \frac{\text{Used recycled products and packaging Materials}}{\text{Quantity of Product Purchased}} \times 100$$

$$\text{Percentage of recovered products and packaging materials used} = 62,50$$

**GRI 301-3 Recycled materials sold**

ADAMAR International Maritime Services Inc. recyclable materials used rate is given below.

$$\text{Percentage of recovered products and packaging materials} = \frac{\text{Sold recovered products and packaging Materials}}{\text{Quantity of Product Sold}} \times 100$$

$$\text{Percentage of recovered products and packaging materials} = 37,50$$

**GRI 302-3 Energy Density**

ADAMAR International Maritime Services Inc. energy consumption as in-house electricity It is used in heating, cooling, lighting and transportation. Outside the institution, it is used for transportation. Most types of energy used intensively are electricity, fuel oil and gasoline.

**GRI 302-4 Reduction of Energy Consumption**

ADAMAR International Maritime Services Inc. In order to reduce energy consumption, saving light bulbs, A+++ electricity-saving heating and cooling equipment and vehicles, gasoline and diesel vehicles that consume less fuel are preferred. In addition, savings are achieved with maximum optimization of vehicle routes and the shortest distances and round-trip full shipment.

Annual Electricity Consumption Saved	Approximately 12.100 KW
Annual Fuel Consumption Saved	Approximately 13.450 LT

 **GRI 302-5 Reduction in energy requirements of products and services**

ADAMAR International Maritime Services Inc. product production, protection of food products and takes the following actions to reduce the energies used for its transport.

1. He replaced lighting bulbs with saving bulbs.
2. It has optimized the frequency of opening and closing the doors of the refrigerators.
3. Prefers A+++ heating and cooling equipment.
4. It prefers vehicles with high fuel economy.
5. It optimizes shipment, route and load.

### GRI 303 Water and Wastewater

 **GRI 303-1 Topics that interact with water**

ADAMAR International Maritime Services Inc. water during the provision of products and services consumption is not directly related. Water consumption is used during maintenance and cleaning, and for domestic use.

 **GRI 303-2 Methods for the disposal of waste water**

The water used in ADAMAR International Maritime Services Inc. is discharged to the water drain in the industrial zone or to the municipal waste water sewer.



**GRI 303-3 Quantities of Water Used**

The summary about the waters used in ADAMAR International Maritime Services Inc. and the amount is given below.

Type of Water Used	Amount
Surface Water	0
Groundwater	0
Seawater	0
Water Produced	0
Water Received from 3rd Parties	%100

**GRI 303-4 Quantities of Water Discarded**

The summary about the discarded water from ADAMAR International Maritime Services Inc. and it's amount is given below.

Type of Discarded Water	Amount
Surface Water	0
Groundwater	0
Seawater	0
Water Produced	0
Water Received from 3rd Parties	%100



## GRI 304 Biodiversity



### ***GRI 304-1 Protected Areas, Operations in Biodiverse Areas***

ADAMAR International Maritime Services Inc. During the activities are located. It is not at a critical distance from a protected area where it will affect biodiversity in locations. However, in some of its operations, it delivers on and off the coast. Therefore, it pays utmost attention to this operations.



### ***GRI 304-2 Impacts of Products and Services on Biodiversity***

During the activities ADAMAR International Maritime Services Inc. has no negative effect on biodiversity.



### ***GRI 304-3 Protected or restored habitats***

ADAMAR International Maritime Services Inc. supports biodiversity through social associations.



### ***GRI 304-4 IUCN National conservation list with red list species and habitats in affected areas***

There is no impact on IUCN red list species or biodiversity that is on the national protected list with habitats in affected areas during its operations.

## GRI 305 Emissions

### **GRI 305-1 Direct Emissions**

Events that take place in the course of ADAMAR International Maritime Services Inc. products and services no measurements have been made in 2022 regarding emissions. Therefore, it does not have an emission measurement result or report that it can write on the report. This measurement is aimed to be realized in 2023.

### **GRI 305-2 Indirect Emissions**

Events that take place in the course of ADAMAR International Maritime Services Inc. products and services no measurements have been made in 2022 regarding emissions. Therefore, an emission that he can write in the report it does not have a measurement result or report. This measurement is aimed to be realized in 2023.

### **GRI 305-3 Other Indirect Emissions**

Events that take place in the course of ADAMAR International Maritime Services Inc. products and services no measurements have been made in 2022 regarding emissions. Therefore, it does not have an emission measurement result or report that it can write on the report. This measurement is aimed to be realized in 2023.

### **GRI 305-4 Emission Intensity**

Events that take place in the course of ADAMAR International Maritime Services Inc. products and services no measurements have been made in 2022 regarding emissions. Therefore, it does not have an emission measurement result or report that it can write on the report. This measurement is aimed to be realized in 2023.

### **GRI 305-5 Reduction of Greenhouse Gas Emissions**

Events that take place in the course of ADAMAR International Maritime Services Inc. products and services no measurements have been made in 2022 regarding emissions. Therefore, it does not have an emission measurement result or report that it can write on the report. This measurement is aimed to be realized in 2023.

### **GRI 305-6 Emissions of ozone-depleting substances (ODS)**

Events that take place in the course of ADAMAR International Maritime Services Inc. products and services no measurements have been made in 2022 regarding emissions. Therefore, an emission that he can write in the report. It does not have a measurement result or report. This measurement is aimed to be realized in 2023.

### **GRI 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other important air emissions**

Events that take place in the course of ADAMAR International Maritime Services Inc. products and services no measurements have been made in 2022 regarding emissions. Therefore, it does not have an emission measurement result or report that it can write on the report. This measurement is aimed to be realized in 2023.

**GRI 306 Wastes**

**GRI 306-1 Waste and Waste-related impacts**

Waste from the activities of ADAMAR International Maritime Services Inc. Metal Wastes are classified as Plastic Wastes, Paper and Metal Wastes, Wood Wastes, Glass Wastes and electronic wastes.


**GRI 306-2 Waste Management**

ADAMAR International Maritime Services Inc. activities include the following wastes is indicated. It has determined waste collection points to collect wastes and ensures that the wastes are collected at waste collection points. It receives environmental consultancy services to bring its legal responsibility in this regard. Their wastes are given to companies that have a legal waste collection license.

**GRI 308 Environmental Assessment of Suppliers**

**GRI 308-1 New suppliers screened using environmental criteria**

ADAMAR International Maritime Services Inc. conducts supplier evaluations to all suppliers it works with. This supplier assessment includes environmental activities.

Number of Suppliers	3077
Supplier Evaluation Average	90


**GRI 308-2 Negative Environmental Impacts in the Supply Chain and Actions Taken**

ADAMAR International Maritime Services Inc. has all of its activities. It checks whether its suppliers are working in accordance with environmental legislation.

ADAMAR International Maritime Services Inc. does not work with the suppliers which have a negative impact on the environment and who do not reduce or eliminate their impact on the environment.

**GRI 401 Employment**

**GRI 401-1 New employee recruitment and employee turnover**

ADAMAR International Maritime Services Inc. Details of the personnel working in are given below.

Employee Age Diversity	18-25	26-31	32-36	37-45	Over 45
	87	115	79	105	89

**Age Distribution**



Female



Male

<b>Total Number of Employees</b>	150	325
<b>Blue Collar Employee</b>	50	186
<b>White Collar Employee</b>	100	139

**Equality of Women & Men**

	Turkish	Chinese	Greek	Mali	Spanish	Albanian
<b>Total Number of Employees</b>	365	5	2	1	1	1

**Citizenship Equality**

<b>Employee Change Rate</b>	%27,5
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**Employee Change Rate**

**GRI 401-2 Social benefits for employees**

ADAMAR International Maritime Services Inc. provides the following social rights and supports to its full-time employees.

Complementary Health Insurance	✓
Legal permits (Maternity, Funeral, Breastfeeding)	✓
Annual Leave	✓
Retirement	✓
Performance Premiums	✓
Food and Transport Assistance	✓
Eid bonuses and support packages	✓
Gift Cards	✓


**GRI 401-3 Maternity Leave**

ADAMAR International Maritime Services Inc. has the following summary about the maternity leave used.

Number of Staff Entitled to Maternity Leave	6	6
Number of Staff on Maternity Leave	6	6
Number of Employees Returning to Work After Maternity Leave	6	6
Staff who return to work after maternity leave and continue to work 12 months after returning to work number	6	6

$$\begin{aligned}
 \text{Return to Work Rate} &= \frac{\text{Total returning to work after maternity leave}}{\text{number of employees}} \times 100 \\
 &= \frac{\text{Will return to work after taking maternity leave}}{\text{total number of employees}} \times 100
 \end{aligned}$$

**Return to Work Rate = 100**

$$\begin{aligned}
 \text{Job Retention Rate} &= \frac{\text{After returning to work following parental leave}}{\text{Total number of employees remaining for 12 months}} \times 100 \\
 &= \frac{\text{in previous reporting period(s)}}{\text{Total number of employees returning from parental leave}} \times 100
 \end{aligned}$$

**Job Retention Rate = 100**

### GRI 402 Employee & Management Relations


**GRI 402-2 Minimum notification periods for operational changes**

ADAMAR International Maritime Services Inc. would like to inform its employees and representatives that they are important.

Notice is usually given at least one week's notice prior to the implementation of significant operational changes that may affect the extent of the case. The responsibility for informing the Human Resources department of new tasks related to the changes from these notifications belongs to the Human Resources department.

The company does not have a collective agreement. However, the notice period is specified in the personnel employment contracts.

**GRI 403 Occupational health and safety**

**GRI 403-1 Occupational health and safety management system**

ADAMAR International Maritime Services Inc. has established and implements the Occupational Health and Safety management system.

In this regard, it also has a certificate under the ISO 45001 occupational health and safety standard. In accordance with the legal obligation, an Occupational Safety Specialist and a Workplace Physician visit the company to check occupational safety risks and occupational diseases at certain periods. This service is obtained from a supplier. In accordance with the legal regulations, this control is provided by independent persons.

Occupational Health and Safety operates in accordance with the Labor Law and the Occupational Health and Safety Regulation and the regulations and communiqués published within the Ministry of Labor and Social Security.

All insured personnel employed by ADAMAR International Maritime Services Inc. are subject to these rules and are under control within the scope of these activities. No workspaces, units, or individuals are excluded.



	<p>Ekoglobal Joint Health and Safety Unit Occupational Health and Safety Service</p>
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 **GRI 403-2 Hazard identification, risk assessment and case study**

Related hazards in the activities of ADAMAR International Maritime Services Inc. in order to identify and evaluate risks on a routine and non-routine basis and to eliminate hazards and minimize risks, the risk assessment was made by the EKOGLOBAL Joint Health and Safety Unit and delivered to the company.

As a result of the risk assessment, actions were taken to eliminate and minimize the risks. The risks were tried to be minimized with the use of necessary personal protective equipment, warning signs and trainings.

EKOGLOBAL has sufficient competence in this regard by the relevant ministry.

 **GRI 403-3 Occupational Health Services**

ADAMAR International Maritime Services Inc. in its activities related to personnel health, the records can only be accessed by the workplace physician under the responsibility of the EKOGLOBAL Joint Health and Safety Unit.

No information about the health reports, examination results, findings and suspicious situations of the persons is shared with anyone, including the senior management. All kinds of health-related reports are kept in the locker of the workplace physician.

All employees have been trained within the scope of the KVKK Personal Data Protection Law on the fact that they should not share their health and other personal data with anyone from the institution. And this information is kept within the institution only by the workplace physician. Workplace computers have the necessary infrastructure to prevent third-party access within the scope of KVKK and Information Security. All computers have a user password defined.

In addition, the company has ISO 27001 Information Security certification. For this, it has appointed an information security officer. In addition, it receives support from the supplier regarding the infrastructure for the protection of information.



 **GRI 403-4 Worker participation, consultation and communication on occupational health and safety**

Occupational health and safety in the activities of ADAMAR International Maritime Services Inc. supports worker participation in the development, implementation and evaluation of the management system. For this, he elected a workers' representative. It uses a bulletin board to provide workers with access to and communication of information on occupational health and safety. It also informs its employees by e-mail.

Monthly meetings are held on occupational health and safety with the participation of EKOGLOBAL Joint Health Unit Occupational Safety Specialist, Workplace Physician and company responsibilities. The Workers' Representative also participates in these meetings and is supported to represent the workers.

 **GRI 403-5 Worker training on occupational health and safety**

Orientation at the first job in the activities of ADAMAR International Maritime Services Inc. Within the scope of the training, they are subjected to training within the scope of all risks determined in the risk analysis at the workplace.

In addition, OHS trainings are organized by the Occupational Safety Specialist and the Workplace Physician once a year on issues such as legal rights from the relevant laws and regulations, risks within the scope of occupational safety, risks in terms of occupational diseases, hygiene and sanitation.

Training organizations are also made for work accidents, near-miss incidents and emergencies.

 **GRI 403-6 Promotion of occupational health**

ADAMAR International Maritime Services Inc. is committed to the government-provided social benefits of all its employees.

has taken out complementary health insurance outside the rights of the assurance institution (SSI). Private health institutions that have an agreement with this insurance within the scope of the insurance policy can use the services of having a health examination and benefiting from the necessary testing and imaging services for the health examination and using the outpatient or inpatient treatment services according to the severity of their diseases.



**GRI 403-7 Prevention and mitigation of occupational health and safety effects directly related to work**

ADAMAR International Maritime Services Inc. through its business relationships, activities, products or has carried out a risk assessment to prevent or mitigate significant adverse occupational health and safety impacts and related hazards and risks directly linked to its services. According to this risk assessment, it has taken all necessary occupational safety measures to ensure that the risks do not affect the employees with the meetings it has held.

**GRI 403-8 Workers within the scope of the occupational health and safety management system**

All of our personnel working within ADAMAR International Maritime Services Inc. have been evaluated within the scope of occupational health and safety laws and regulations. There are no personnel who are subcontracted or part-time employed without being within the institution who are not subject to occupational safety laws and regulations.

Total Number of Personnel	475
Total Evaluated within the Scope of Occupational Safety Number of Staff	475
Total assessed within the scope of Occupational Safety staff percentage	% 100
Subcontracted personnel who cannot be from outside the institution Number	0

**GRI 403-9 Work-Related Occupational Diseases**

The assessment of occupational diseases identified within ADAMAR International Maritime Services Inc. is summarized below.

Types of Occupational Diseases Related to Activities	There is no known occupational disease
Number of Occupational Disease Cases	0
Occupational Disease Number of fatal cases	0

**GRI 404 Education and Training Activities**
 **GRI 404-1 Average training hours per employee per year**

Training organizations are carried out for all personnel working within ADAMAR International Maritime Services Inc. according to the training plan made every year. Summary information about the trainings is given below.

Criteria	Female	Male
Total Number of Personnel	150	325
Number of Personnel Trained	150	325

Criteria	White Collar	Blue Collar
Total Number of Personnel	239	236
Number of Personnel Trained	239	236

$$\text{Average training hours per employee} = \frac{\text{Total number of training hours given}}{\text{Employees}} \times 100$$

total number of workers

$$\text{Average training hours per employee} = 36$$

$$\text{Female Average training hours} = \frac{\text{Total number of training hours given to women}}{\text{Employees}} \times 100$$

Total number of female employees

$$\text{Female Average training hours} = 36$$

$$\text{Men Average training hours} = \frac{\text{Total number of training hours given to men}}{\text{Employees}} \times 100$$

Total number of Male employees

$$\text{Men Average training hours} = 36$$

$$\text{White Collar Average training hours} = \frac{\text{Total number of training hours given to White Collar Employees}}{\text{Total number of White employees}} \times 100$$

$$\text{White Collar Average training hours} = 36$$

$$\text{Blue Collar Average training hours} = \frac{\text{Total number of training hours provided by blue collar Employees}}{\text{Total number of Blue Collar employees}} \times 100$$

$$\text{Blue Collar Average training hours} = 36$$

**GRI 404-2 Programs to develop employee skills and transition assistance programs**

Training for all personnel working within ADAMAR International Maritime Services Inc. identifies its needs and completes the lack of training it finds within its own structure or with the support of its stakeholders. It supports the trainings requested by the employees. Trainings are not only within the company but also evaluate those who can contribute to their own careers and act with the awareness and awareness that the main purpose is to contribute to the development of the person.

**GRI 404-3 Percentage of employees whose performance and career progress are regularly tracked**

All personnel working within ADAMAR International Maritime Services Inc. performance and career development are monitored. The performance criteria of the personnel are determined by the Human Resources department. Career roadmaps have been communicated to the employees themselves. And that status and the training they need to achieve the titles are included in their training plans throughout their working life.

**GRI 405 Diversity and Equal Opportunity**

**GRI 405-1 Diversity of governance bodies and their employees**

At ADAMAR International Maritime Services Inc., attention is paid to the diversity and distribution of opportunities among employees. It is aimed to be synchronized in the next working period by paying attention to incompatible situations or spreads.

Employee Age Diversity	Under 30	31-50 Ages	51 Years and Older
	245	219	11
<b>Age Distribution</b>	Female		Male
<b>Total Number of Employees</b>	150		325
<b>Blue Collar Employee</b>	50		186
<b>White Collar Employee</b>	100		139

**Equality of Women & Men**

	Turkish	Chinese	Greek	Mali	Spanish	Albanian
<b>Total Number of Employees</b>	465	5	2	1	1	1

**Citizenship Equality**

**GRI 406 Anti-Discrimination Activities**

***GRI 406-1 Cases of discrimination and corrective measures taken***

Within ADAMAR International Maritime Services Inc., it evaluates with high sensitivity whether there is discrimination on the basis of race, color, sex, religion, political opinion, national origin or social origin and sets rules for its prevention.

Discrimination Criteria	Number of Cases
Race	0
Colour	0
Gender	0
Religion	0
Politics	0
Perspective on Life	0
National Origin	0
Social Origin	0

**GRI 407 Freedom of Association and Collective Bargaining**

***GRI 407-1 Operations and suppliers at risk by organizing and collective bargaining***

ADAMAR International Maritime Services Inc.'s employees or suppliers certain rules have been set by the senior management and the legislator to prevent the establishment of a union that will prevent it from harming the institution. In addition, there are currently no employees working with collective bargaining agreements. Adverse situations that may occur in national and international companies from which it receives goods from its suppliers

Due to the availability of alternative suppliers for the risk assessment, no risk calculated according to the risk assessment has been identified.

**GRI 408 Child Labor**

***GRI 408-1 Operations and suppliers at significant risk for child labour cases***

No organization within ADAMAR International Maritime Services Inc. and child labor is not allowed in the facilities.

**GRI 409 Forced and/or Compulsory Labor**

***GRI 409-1 Operations and suppliers at risk in the event of forced or forced labour***

No staff at ADAMAR International Maritime Services Inc. is forced labor against their will or forced labor for something is not allowed.

**GRI 410 Security Practices**

***GRI 410-1 Operations and suppliers at risk in the event of forced or forced labour***


Security personnel working at ADAMAR International Maritime Services Inc. are located at the entrance of each campus. These personnel are preferred from the personnel trained by competent stakeholders. In addition, training activities continue within the company.

Total Number of Security Personnel	5
Number of Personnel Trained	5
Proportion of Trained Security Personnel	100

**GRI 411 Human Rights**
 **GRI 411-1 Incidents of violations involving Human Rights**

ADAMAR International Maritime Services Inc. can be considered as a violation of Human Rights events are summarized.

Number of Human Rights Violations	0 (Zero)
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**GRI 413 Local Communities**
 **GRI 413-1 Community engagement, impact assessments and development programmes and operations**

ADAMAR International Maritime Services Inc. is committed to its own employees and the environment, biodiversity and evaluates its effects on society with committees organized periodically.

 **GRI 413-2 Operations that have significant current and potential negative impacts on communities**

ADAMAR International Maritime Services Inc. has significantly impacted local communities. There is no operation with existing and possible negative effects. It carries out only trading activity, storage and transportation activity.

**GRI 414 Supplier Social Assessment**
 **GRI 414-1 New suppliers screened using social criteria**

ADAMAR International Maritime Services Inc. has all of its activities supplier evaluation is carried out. Social impact within this supplier assessment and activities.

Number of Suppliers	3077
Supplier Evaluation Average	90

 **GRI 414-2 Negative social impacts in the supply chain and measures taken**

ADAMAR International Maritime Services Inc. has all of its activities whether it works in accordance with the social security and social rights of its suppliers and the general rules of the society checks. It does not work with suppliers who have a negative social impact and do not correct negative social impacts.

**GRI 415 Public Policy**
 **GRI 414-1 New suppliers screened using social criteria**

ADAMAR International Maritime Services Inc.'s support to government agencies from its activities as tax. Other than that, it did not provide any financial support.

**GRI 416 Customer Health and Safety**
 **GRI 416-1 Assessment of the health and safety impacts of product and service categories**

ADAMAR International Maritime Services Inc. uses all products and supplies It provides services by taking official laws and regulations as a reference. Products with food products, health reports and management systems certificates are traded. Non-food products also prefer CE certified, Loyd approved and management systems certified products and services according to their class is.

**GRI 416-2 Cases of non-compliance with the health and safety effects of products and services**

Regarding the products and services of ADAMAR International Maritime Services Inc., itself, It applies the corrective action procedure in all matters such as the operations it carries out, the products it receives, the services it receives, customer complaints, supplier evaluations, legal legislation penalties. It defines the activity and carries out all the necessary activities so that it does not happen again.

**GRI 417 Marketing and Labeling**

**GRI 417-1 Product and service information and labeling requirements**

ADAMAR International Maritime Services Inc. uses content on all products it uses information, environmental and occupational safety, information about the necessary information for its use, information about the disposal of the product. It has informed the suppliers about this. Products that have been checked according to the input control procedure and passed the conformity assessment of the products coming from their suppliers customers.

**GRI 417- 2 Cases of non-compliance with product and service information and labeling**

ADAMAR International Maritime Services Inc. is concerned with the labeling of products, itself, It applies the corrective action procedure in all matters such as the operations it carries out, the products it receives, the services it receives, customer complaints, supplier evaluations, legal legislation penalties. It defines the activity and carries out all the necessary activities so that it does not happen again. So far, no adverse events have been encountered.

**GRI 417- 3 Cases of non-compliance with marketing communications**

ADAMAR International Maritime Services Inc., including advertising, promotion and sponsorship It applies the corrective action procedure in all matters related to marketing communications, such as the operations it conducts, the products it receives, the services it receives, customer complaints, supplier evaluations, legal legislation penalties. It defines the activity and all the necessary things to prevent it from happening again activities. So far, no adverse events have been encountered.

**GRI 418 Customer Privacy**

**GRI 418-1 Verified complaints about breaches of customer privacy and loss of customer data**

ADAMAR International Maritime Services Inc. respects the confidentiality of all clients' information. For this, it has the necessary technical infrastructure, competent personnel and adequate security measures. In this regard, it has ISO 27001 Data Protection Certificate.

Number of incoming customer complaints about Information Security	0 ( Zero )
Information from government agencies	0 ( Zero )
Number of cases detected	0 ( Zero )

## GRI Content Index

<b>Declaration of use</b>	ADAMAR International Maritime Services Inc. has reported the information specified in this GRI content index with reference to the GRI Standards for the period 2016-2021
<b>GRI 1 used</b>	GRI 1: Base 2021

<b>GRI STANDARD</b>	<b>EXPLANATION</b>
<b>GRI 2: General Remarks 2021</b>	2-1 Organizational details
	2-2 Organizations included in the organization's sustainability reporting
	2-3 Reporting period, frequency and point of contact
	2-4 Restatement of information
	2-5 External assurance
	2-6 Activities, value chain and other business relationships
	2-7 Employee
	2-8 Non-employee workers
	2-9 Management structure and composition
	2-10 Nominating and electing the highest governance body
	2-11 Head of the highest governance body
	2-12 The role of the highest governance body in overseeing the management of impacts
	2-13 Transfer of responsibility for impact management
	2-14 The role of the highest governance body in sustainability reporting
	2-15 Conflicts of Interest
	2-16 Communicating critical concerns
	2-17 Collective knowledge of the highest governance body
	2-18 Evaluation of the performance of the highest governance body
	2-19 Pricing policies
	2-20 Fee determination process
	2-21 Total annual wage rate
	2-22 Statement on the sustainable development strategy
	2-23 Policy commitments
	2-24 Placement policy commitments
	2-25 Processes for recovering from adverse effects
	2-26 Mechanisms for seeking advice and raising concerns
	2-27 Compliance with laws and regulations
	2-28 Membership associations
	2-29 Stakeholder engagement approach
	2-30 Collective bargaining agreements
<b>GRI 3: Priority Topics 2021</b>	3-1 The process of identifying priority issues
	3-2 List of priority topics
	3-3 Management of priority issues
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed
	201-2 Financial consequences and other risks and opportunities from climate change
	201-3 Defined benefit plan obligations and other retirement plans
	201-4 Financial aid from the state



<b>GRI 202: Market Presence 2016</b>	202-1 Standard entry-level wage rates by gender compared to the local minimum wage
	202-2 Proportion of senior management hired from the local community
<b>GRI 203: Indirect Economic Impacts 2016</b>	203-1 Infrastructure investments and supported services
	203-2 Significant indirect economic impacts
<b>GRI 204: Purchase Applications 2016</b>	204-1 Proportion of expenditure on local suppliers
<b>GRI 205: Anti-Corruption 2016</b>	205-1 Operations assessed for corruption-related risks
	205-2 Communication and training on anti-corruption policies and procedures
	205-3 Confirmed cases of corruption and measures taken
<b>GRI 206: Anti-Competitive Conduct 2016</b>	206-1 Legal proceedings for anti-competitive conduct, antitrust and monopoly practices
<b>GRI 207: Tax 2019</b>	207-1 Tax Approach
	207-2 Tax governance, control and risk management
	207-3 Stakeholder engagement and managing tax concerns
	207-4 Reporting by country
<b>GRI 301: Materials 2016</b>	301-1 Materials used by weight or volume
	301-2 Recycled input materials used
	301-3 Recycled products and their packaging materials
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization
	302-2 Energy consumption outside the enterprise
	302-3 Energy density
	302-4 Reduction of energy consumption
	302-5 Reduction in energy requirements of products and services
<b>GRI 303: Water and Waste Water 2018</b>	303-1 Interactions with water as a shared resource
	303-2 Management of impacts related to water discharge
	303-3 Water withdrawal
	303-4 Dewatering
	303-5 Water consumption
<b>GRI 304: Biodiversity 2016</b>	304-1 Owned, leased, managed operating sites within or adjacent to areas of high biodiversity value, other than protected areas and protected areas
	304-2 Significant impacts of activities, products and services on biodiversity
	304-3 Habitats are being protected or restored
	304-4 IUCN Red List types and national conservation list types with habitats in areas affected by operations
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions
	305-2 Energy indirect (Scope 2) GHG emissions
	305-3 Other indirect (Scope 3) GHG emissions
	305-4 GHG emission intensity
	305-5 Reduction of greenhouse gas emissions
	305-6 Emissions of ozone-depleting substances (ODS)
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other important air emissions

<b>GRI 306: Waste 2020</b>	306-2 Management of significant waste-related impacts
	306-3 Waste generated
	306-4 Waste disposed of
	306-5 Waste to be disposed of
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers screened using environmental criteria
	308-2 Negative environmental impacts in the supply chain and measures taken
<b>GRI 401: Employment 2016</b>	401-1 New employee recruitment and employee turnover
	401-2 Benefits for full-time employees but not for temporary or part-time employees
	401-3 Parental consent
<b>GRI 402: Labor/Management Relations 2016</b>	402-1 Minimum notice periods for operational changes
<b>GRI 403: Work Health and Safety 2018</b>	403-1 Occupational health and safety management system
	403-2 Hazard identification, risk assessment and case study
	403-3 Occupational health services
	403-4 Worker participation, consultation and communication on occupational health and safety
	403-5 Worker training on occupational health and safety
	403-6 Promotion of workers' health
	403-7 Prevention and reduction of occupational health and safety impacts directly related to business relationships
	403-8 Workers within the scope of the occupational health and safety management system
	403-9 Work-related injuries
	403-10 Work-related illness
<b>GRI 404: Education and Teaching 2016</b>	404-1 Average training hours per employee per year
	404-2 Programs to upgrade employee skills and transition assistance programs
	404-3 Percentage of employees who receive regular performance and career development reviews
<b>GRI 405: Diversity and Equal Opportunities</b>	405-1 Diversity of governance bodies and employees
	405-2 The ratio of women's basic salaries and wages compared to men's
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective measures taken
<b>GRI 407: Freedom of Association and Collective Bargaining</b>	407-1 Operations and suppliers where freedom of association and the right to collective bargaining may be at risk
<b>GRI 408: Child Craftsmanship 2016</b>	408-1 Operations and suppliers at significant risk for child labour cases
<b>GRI 409: Forced or Forced Labor</b>	409-1 Operations and suppliers at significant risk for forced or forced labour
<b>GRI 410: Security Applications</b>	410-1 Security personnel trained in human rights policies or procedures

<b>GRI 411: Domestic Peoples' Rights 2016</b>	411-1 Cases of violations involving the rights of indigenous peoples
<b>GRI 413: Local Communities 2016</b>	413-1 Operations including local community engagement, impact assessments and improvement programmes
	413-2 Operations with significant current and potential negative impacts on local communities
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers screened using social criteria
	414-2 Negative social impacts in the supply chain and measures taken
<b>GRI 415: Public Policy 2016</b>	415-1 Political contributions
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories
	416-2 Cases of non-compliance with the health and safety effects of products and services
<b>GRI 417: Marketing and Labeling 2016</b>	417-1 Product and service information and labeling requirements
	417-2 Cases of nonconformities related to product and service information and labeling
	417-3 Cases of non-compliance with marketing communications
<b>GRI 418: Customer Privacy 2016</b>	418-1 Verified complaints about breach of customer privacy and loss of customer data