

Sustainability Impact Report

2021 | 2022





Everything About Climate + Number of Harmony + Natural Identification

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ABOUT THE REPORT



ABOUT THE REPORT

Semtrio Eğitim ve Danışmanlık Hizmetleri A.Ş is a sustainability consultancy company offering best-in-class services to businesses in environmental and corporate sustainability since 2016 with a people-oriented approach and successful management in economic, environmental, and social pillars.

We are proudly sharing our performance in **“Environmental, Social, and Governance (ESG)”**, approach to corporate sustainability, sustainability strategy, achievements, and goals with our first sustainability report.



🌱 **As a member of the “Global Reporting Initiative (GRI) Community”, our sustainability report has been prepared in accordance with the GRI Standards.**



🌱 **It also includes our efforts and progress in 4 pillars (Human Rights, Labour, Environment, Anti-Corruption) within the scope of the world’s largest corporate sustainability initiative, UN Global Compact, of which we are a member since 2021.**

Semtrio has reported in accordance with the GRI Standards for the period January 1, 2021 – December 31, 2022. This report covers our business operations in our headquarters in Istanbul and the London office.

As Semtrio, we would appreciate hearing your thoughts and suggestions about our sustainability report and sustainability efforts.

👉 You can contact us at:
sustainability@semtrio.com

MESSAGE FROM THE CEO



CEO
İlker TURAN

At Semtrio, our journey to become the industry-leading sustainability-focused service provider in Türkiye started in 2016. In today's world, in the face of the speed and scale of the climate crisis, businesses encounter high risks of vulnerability and instability. We aim to lead businesses through this ever-changing environment of uncertainty and thus reinforce climate adaptation and resilience.

The world is undergoing a massive transition and laws are adjusting accordingly. Governments and policymakers are taking actions to regulate polluters and emitters. On top of that, climate litigation is on the global agenda and snowballing into a significant risk for businesses. With our extensive experience in the sustainability sector, we offer businesses a strategic roadmap in aligning their corporate strategies with regional and global regulations to eliminate climate-related risks.

We set out to drive transformational change in the business world and are proud to share our accomplishments and milestones with our first sustainability report. 2021-2022 marked our exponential growth and the achievement of many ambitious targets.

We offered industry-specific sustainability solutions up to the highest global standards, striving to build up climate-resiliency and navigate businesses towards net zero.

As the top sustainability company in Türkiye, we expanded our business operations globally and strive to become one of the industry-leading companies worldwide.

Our wide-ranging services provide end-to-end solutions, paving the way for future-proof and climate-resilient businesses.

We embrace a holistic approach to sustainability, across its four pillars: social, environmental, economic, and human. Semtrio is a CDP Accredited Provider in the climate change, science-based targets, and software modules. Our CDP-accredited carbon management software, Co₂nnectorPro, performed an outstanding success to secure a best-in-class position in Türkiye and peaking interest globally.

Technological innovation, corporate sustainability, and social responsibility are at the core of our business culture. With our extensive know-how and experience, we support the transition to Industry 5.0.

At the intersection of technology and scientific know-how is the opportunity to advance towards a sustainable and people-centered industry. Driven by research and innovation, we work towards realizing climate pledges in line with science-based targets.

With the social dimension of sustainability in mind, we are proud to be the highest-rated B Corp in Türkiye with an B Impact Assessment Score of 128.3. As a Certified B Corporation, we are committed to contributing to an impact-focused economy, leading the change in the business world, and creating value with our products and services.

Semtrio's services offered within this scope are Carbon B Radical, Radical Transformation, and SDGs and the B.

Sustainable business practices are the cornerstone of our governance and company culture. We partnered with mission-aligned stakeholders across the value chain, supporting social and sustainable development.

At Semtrio, we are building an inclusive, collaborative, and welcoming work environment with the well-being of our employees at the forefront. We are proud to have been awarded the B Corp Best for the World in the Workers impact area. Thus, we maintain our high social and environmental performance aligned with the UN Sustainable Development Goals.

Our dedication to Environmental, Social, and Governance is reflected through our global accreditations and certifications encompassing the three pillars of ESG. We are a participant of the United Nations Global Compact, acknowledging the Ten Principles on human rights, labor, environment, anti-corruption, and applying those principles to our governance.

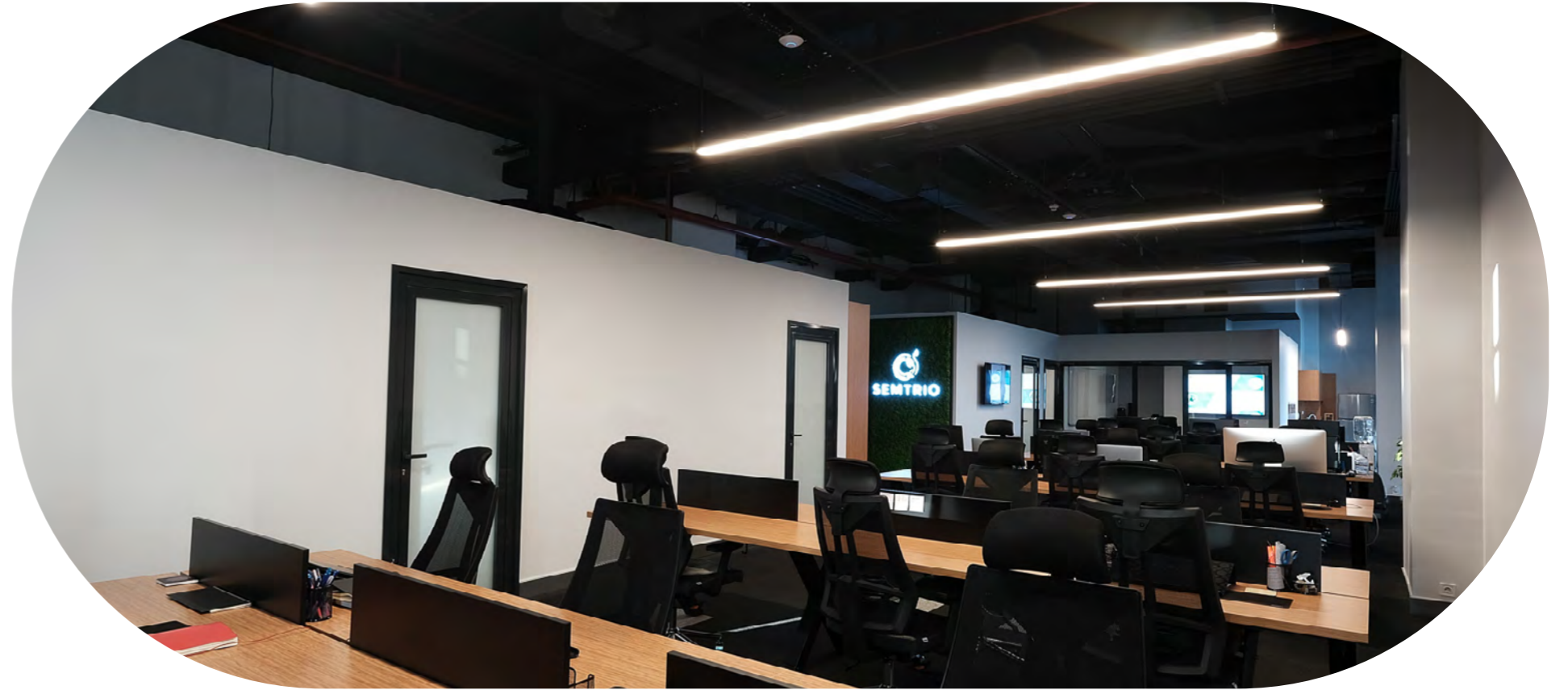
Our first sustainability report marks a major milestone in our journey, demonstrating our efforts for many years and our progress across all pillars of sustainability and social development. I would like to express my gratitude to all our employees and stakeholders on behalf of Semtrio for embracing our forward-looking and integrated approach throughout our collaboration and partnership. I look forward to the upcoming years full of potential as we move forward in the frontier of sustainability.

ABOUT SEMTRIO

Semtrio is an international company delivering best-in-class environmental and corporate sustainability services with its offices located in Istanbul and London. Established in 2016 to help businesses fulfill their net zero goals,

Semtrio is the
highest rated
B Corp in Türkiye.

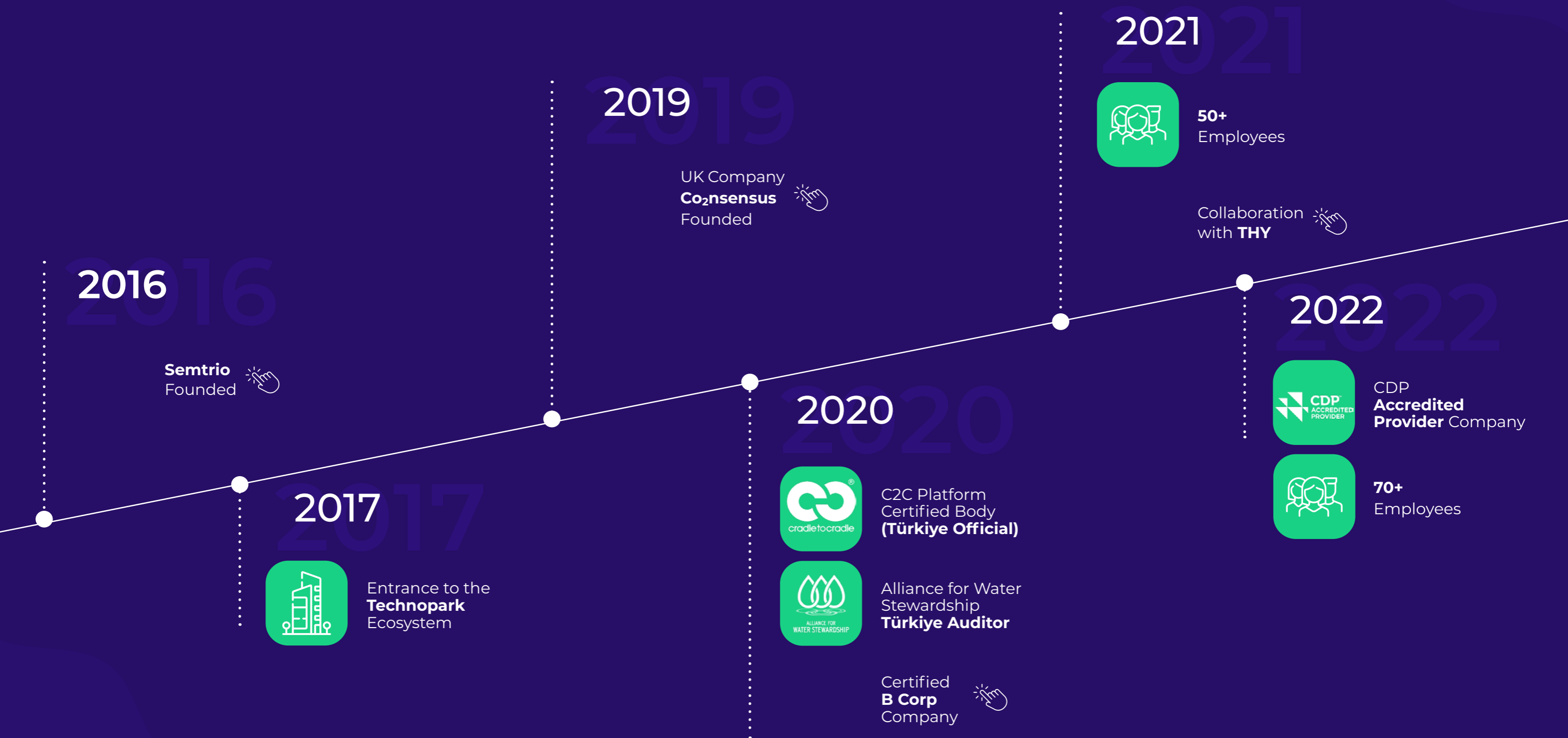
🌲 **Today, we continue our journey with 72 employees and guide businesses with our sustainability management services in accordance with globally recognized and most up-to-date standards.**



We offer businesses from the finance and reel sector a wide range of consultancy services including setting targets and strategies in their sustainability journey, compliance with international regulations, and reporting in the pathway to a low-carbon economy.

In addition, Semtrio supports companies with digital solutions together with its partners. We provide companies with a competitive edge to certify their operations, comply with regulations and accordingly implement the latest requirements, and stand out in terms of accountability.

MILESTONES



OUR VALUES

WE VALUE

OUR PLANET



Our planet, nurturing us and making life possible, deserves much better. We wish to help restore nature and revive life on earth.

TRANSPARENCY



We dream of a business world where information is publicly available, and transparency is at the forefront. Thus, we embrace a transparent and accountable approach to relationships with our customers, employees, and stakeholders.

INNOVATION



Our services and products are always up-to-date and innovative. We conduct our development and improvement processes in line with international standards with practical methods that make us stand out from our competitors.

OUR CUSTOMERS



Our customers are equally important to us as the ecosystem we strive to protect. Therefore, we constantly improve ourselves to better understand and meet their needs.

EQUALITY



We are aware that a sustainable world is only possible with social equality. We incorporate the equal opportunity principle into our business culture and welcome everyone irrespective of their religion, language, race, and gender.

PARTNER COMPANIES

Co₂nsensus is a comprehensive carbon calculation and offsetting platform, allowing users to manage their emissions. From events to shipping to daily tasks, the all-in-one solution is suitable to offset in a wide range. With Co₂nsensus, individuals looking to compensate for their emissions and enterprises aiming to balance their emissions can offset with just a few clicks.

We are dedicated to developing solutions and offering services to mitigate the climate crisis.

🌳 **We aim to minimize the total carbon footprint by offering individuals and businesses practical, innovative, and smart solutions.**

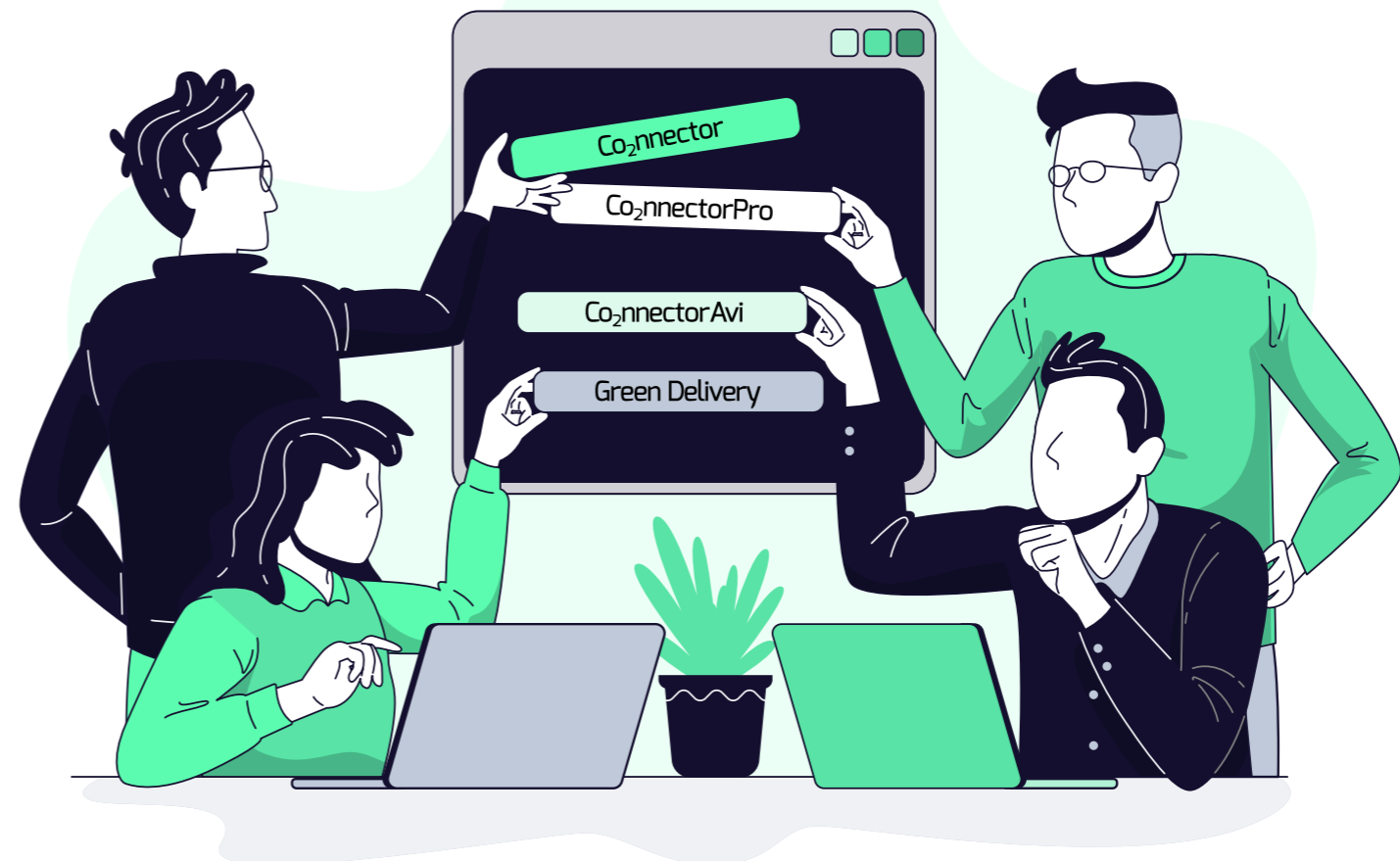
Co₂nsensus has the following products under its umbrella:

Co₂nnector offers individuals carbon calculation, analysis, and offsetting.

Co₂nnectorPro is a software service developed to effectively manage corporate carbon footprint. We calculate corporate carbon footprint based on carbon emissions, cost, product, revenue, and performance in accordance with the ISO 14064-1 standard.

Co₂nnectorAvi is a customized software for airline companies to offset flight-related emissions.

Green Delivery is a tailored API designed for e-commerce and shipping companies, offering environmentally friendly and carbon-neutral delivery services.



We offer innovative sustainability solutions tailored to the needs of all, particularly the Textile, Automotive, Iron-Steel, and Finance sectors, with our specialized team and best-in-class consultancy services.

At Semtrio, we recognize the responsibility of the business world to human rights and environmental protection. Therefore, we are proud to be a participant of the **“UN Global Compact”**.

In addition, as a **“Climate Positive Business”** we compensate for the emissions from all our operations and reduce more from the atmosphere to minimize our carbon footprint.



[Click here to see all the services Semtrio offers.](#)

OUR SUSTAINABILITY JOURNEY

🌱 In a world where development and growth are not limited, we positively steer change with reliable partnerships.

By integrating technology, innovation and our commitment to environment and nature, we chart a course towards a brighter tomorrow with our esteemed collaborators.

Because
in unity,
there is
strength.



OUR SUSTAINABILITY JOURNEY

Sustainability in Semtrio

🌲 **We believe that in a rapidly changing world and in dealing with some of the global challenges that come with this change, cooperation within all segments of society, including the business world, is the key.**

In this context, we act with the goal of creating a positive impact on the world.

As a company that operates on a global scale and guides companies, we constantly monitor environmental, social, economic, political and technological changes in order to maintain a successful performance.

In 2016, we started our sustainability journey and today we have a perspective that addresses sustainability in all its aspects. We not only guide our customers in the field of sustainability, but also shed light on the future, both through our internal work and through the work we do to raise public awareness.



Sustainable Governance

At Semtrio, as we prepare for the future, we integrate sustainable governance into our entire value chain and thus carry out our efforts to spread the idea of sustainability.

Our commitments and actions serve topics such as planetary health, employee welfare, inclusiveness and governance, and thus we grow our positive impact by guiding ourselves with our company values. We continuously improve our operations and management structure in line with the service we provide.

Our sustainability department consists of sustainability consultants, team leaders and project managers. At the same time, our departments are divided into two as numerical data calculation and reporting.

All sustainability coordination within the company is carried out by our Sustainability Director, while our Sustainability Department reports directly to the CEO.

OUR SUSTAINABILITY JOURNEY

Building a better future,

with our services as the foundation.

Our Value Creation Model

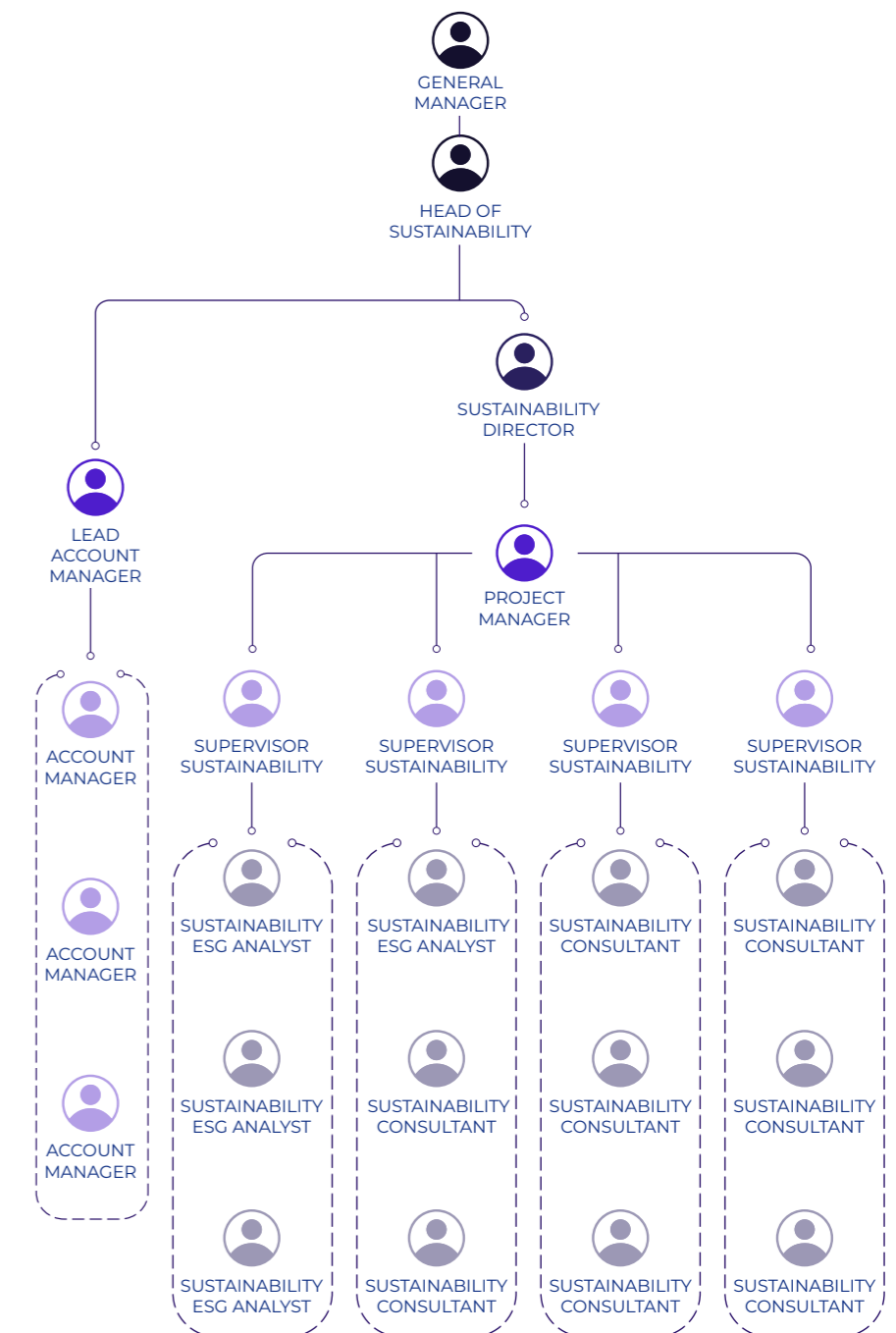
Our company, which has B Corp Certificate, creates value with both its commitments and practices by considering its social and environmental performances as well as its profit-oriented activities. With the capital we generate, our number of employees doubled in the reporting year and the number of services we provide increased in direct proportion. While fully utilizing our production capacity, we continue to lead the sector and generate innovative ideas with our R&D department.



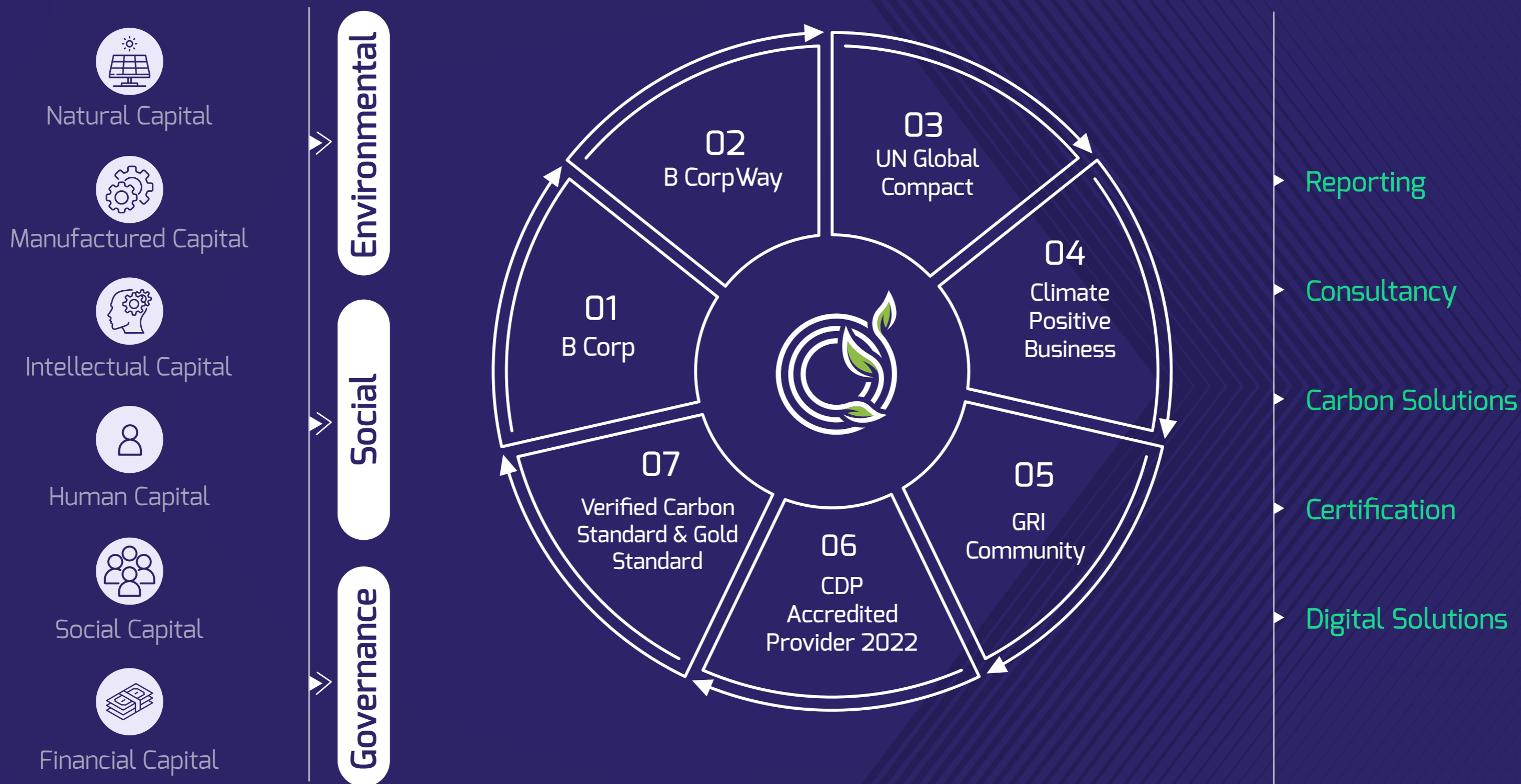
VALUE CREATED BY SEMTRIO:

- Reputation through customer satisfaction
- Operational profitability
- Reduction in carbon footprint
- Commitment to excellence in service
- Our services are the tools we use to create value and impact in the world.

Sustainability Management Structure



OUR SUSTAINABILITY JOURNEY



OUR SUSTAINABILITY JOURNEY

Our Commitments

B Corp

As Semtrio,
we are the
**highest rated
B Corp company**
in Türkiye with
128 points!

B Corp Certified companies are those organizations that, through their actions and commitments, show a holistic approach to corporate responsibility, balancing both profit-driven efforts with a clear and determined commitment to enhance their social and environmental performance.

B Corps, which play an active role in solving social and ecological problems, aim to radically change and transform the dynamics of the business world.

As Semtrio, we not only benefit from strong cooperation opportunities by being among more than 2,500 companies in the world that have adopted global sustainability as their mission, but also inspire all other companies in the social and economic development of the country with our leading position in the field of sustainability in Türkiye.

In our B Corp Certification process, our organization underwent a rigorous evaluation of our social and environmental responsibility, which resulted in us being granted with this esteemed accreditation.

We subsequently formalized our commitment to this movement by signing the Mutual Commitment Declaration in the year 2021.

Through the Declaration of Mutual Commitment, we pledge to actively contribute to an economy that prioritizes impact and drives change within the business community.

🌱 We are committed to delivering value through our products and services while recognizing our responsibility to future generations.



OUR SUSTAINABILITY JOURNEY

Our Commitments

B Corp Way

The B Corp Way is an initiative, created by the team behind European Certified B Corporation movement, that enables large enterprises and multinational corporations operating within Europe to access B Corp consultative services that are tailored to their needs.

💧 **Our organization is proud to offer three distinct services within the scope of the B Corp Way.**

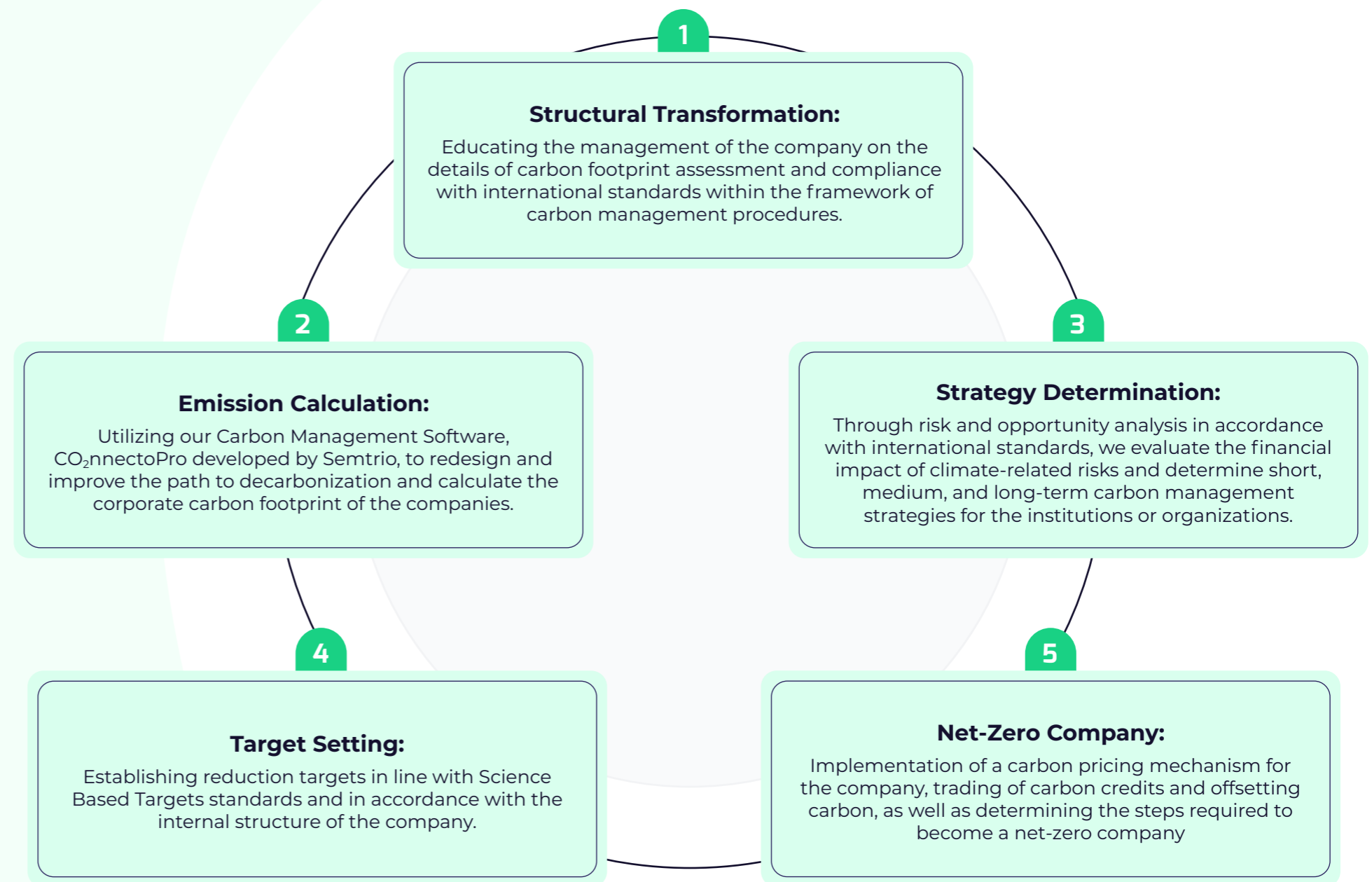
Carbon B Radical

Our Carbon Management service comprises a comprehensive methodology for guiding companies in the calculating and reducing their greenhouse gas emissions over the medium and long term. We provide end-to-end support for our clients' carbon management needs through the development of customized plans.



[Click here for our B Corp Way Service Steps](#)

The steps of our service include:



OUR SUSTAINABILITY JOURNEY

Our Commitments

Radical Transformation

Our organization specializes in providing advice on sustainable management and strategy, tailored to the specific needs of our clients, and in helping them design their own impact models.

ESG Management

We prioritize the sustainable growth of our partner brands by establishing a balanced system between factors such as production, profitability, consumption, and benefit. In addition to financial transactions, our ESG assessments provide a comprehensive evaluation of our clients' ESG performance by synthesizing qualitative and quantitative data.

Disclosure Management

The appropriate method of disclosure for a company presents company's performance in a triple bottom line format. We identify how an organization will contribute, or plans to contribute, to the improvement or deterioration of economic, environmental, and social conditions at a local, regional, or global level in the future. We conduct analyses that have a significant impact on stakeholders, including shareholders, the public, suppliers, employees, customers and the executive level.

Creating Impact

We offer consultancy throughout the process of identifying, analyzing, reporting, and integrating issues into the management system, and provide support with the goal to create long-term value by identifying strategies that will further advance the company's financial success.



SDGs and the B

We collaborate with our clients to align their system boundaries and internationally recognized roadmaps with our expertise, in order to contribute to their **sustainability development goals** (SDGs) through the development of customized projects.

We conduct project-based studies in accordance with the company's mission and assess the impact model by mapping the outputs to the sustainability goals and the targets within each goal. Our approach emphasizes sustainable **economic, social, and environmental** development in line with our clients' overall operating principles.

We identify areas for improvement through prioritization analysis, develop solutions, implement projects, monitor progress, and evaluate results using established key performance indicators. We have established a methodology to map the impact of our projects on each sustainability goal.

To aid in this process, we utilize the **SDG Action Manager** to facilitate the analysis of our clients' current situation. We generate new project ideas for our clients to support their sustainability goals.

OUR SUSTAINABILITY JOURNEY

Our Commitments



UN Global Compact

As a participant of the UN Global Compact, Semtrio is committed to creating a business environment that is aware of its responsibilities towards human rights and the environment.

The UN Global Compact is the largest corporate sustainability initiative in the world, with over 9,500 companies participating, including Semtrio.

The initiative calls on companies to make long-term transformations in their strategies for people and the world through its 10 Principles in the areas of human rights, labor standards, environment, and anti-corruption.

At Semtrio, we not only internalize environmental sustainability as an essential part of our business, but also strive to be a leader in all areas of sustainability. In line with this commitment, we declare our adherence to the following 10 Principles of the UN Global Compact

Human Rights



- Support and respect recognized human rights. →
- Refrain from complicity in human rights abuses. →

Labour



- Support workers' freedom of association and collective bargaining. →
- Abolish the use of forced and compulsory labor. →
- Eliminate all forms of child labor. →
- Eliminate discrimination in recruitment and placement. →

Environment



- Support precautionary approaches to environmental challenges. →
- Support all activities and organizations that promote environmental responsibility. →
- Support the development and diffusion of environmentally friendly technologies. →

Anti-Corruption



- Combat corruption in all its forms, including bribery and extortion. →



Click on the principles to see our compliance with the 10 Principles of the UN Global Compact.

OUR SUSTAINABILITY JOURNEY

Our Commitments



Climate Positive Business

As a Climate Positive Business, Semtrio is dedicated to continuously neutralizing our carbon footprint by reducing and offsetting all the carbon emissions generated by our operations.

We recognize that in order to be a company that leads and sets an example for the industry, it is crucial to address the challenge of climate change by taking action within our own organization.

We are committed to reducing our carbon footprint throughout our entire value chain, and offsetting the carbon emissions of our employees and operations through Co₂nsensus.

We are proud to contribute to environmental projects that play a significant role in the social and economic development of underdeveloped countries, effectively neutralizing our carbon footprint. We are honored to carry the title of Climate Positive Business awarded by Co₂nsensus and strive to minimize our impact on the environment



**CLIMATE
POSITIVE
BUSINESS**

co2nsensus

19 Months

CO₂ equivalents

285000.00

kgCO₂

285000.00 kg of CO₂e
is equivalent to:



1,020,015

days of lightbulb usage

1,219,800

kilometers driven

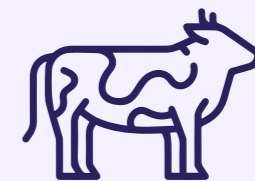


855

m³ of sea ice melt

8,550

kgs of beef consumption



OUR SUSTAINABILITY JOURNEY

Our Commitments



At Semtrio, we have placed a strong emphasis on corporate transparency since the day we were founded, as evidenced by our membership in the GRI Community since 2016. Our membership in the GRI Community allows us to stay current on the latest developments in climate change, human rights, and economic development, and enables us to align our clients' sustainability reports with the latest GRI standards.

By being part of a network of over 500 organizations, we not only stay informed of industry developments, but also actively contribute to the advancement of GRI Standards through our participation in the community. As a leading company in the field of sustainability reporting, we take pride in our collaboration with other GRI Community members to produce impact-oriented and high-quality work.



Semtrio is proud to announce that it has achieved the distinction of being the only CDP-accredited company in Turkey in the categories of Climate Change, Water Security, and Software! Our partnership with CDP, a global organization that promotes transparency in environmental impact reporting, has enabled us to strengthen our consultancy services and support companies in achieving their sustainability goals.

We offer strategic roadmaps and innovative solutions, such as our Co₂nnectorPro software, to help companies improve their environmental performance and capitalize on opportunities arising from the climate crisis. Our accreditation in multiple categories is a testament to our expertise and commitment to driving the transformation towards a greener future through our support for Industry 5.0 and our pioneering studies and climate technology solutions.



Verified Carbon Standard & Gold Standard

At Semtrio, we understand the importance of carbon offsetting in the effort to mitigate the effects of climate change. We offer carbon offset projects that have been certified by reputable organizations such as the Verified Carbon Standard (VCS) and Gold Standard (GS).

These organizations have strict project certification processes in place to ensure that the emissions reductions achieved by the projects are real and reliable. Our membership in these organizations demonstrates our commitment to sustainable development and our ability to provide measurable contributions to this effort through the carbon offset projects we offer.



OUR SUSTAINABILITY JOURNEY

Sustainable Collaborations

In a world where development and growth are unlimited and resources are limited,

Semtrio brings together technology, innovation and our responsibility to nature and steers the way to a better future with our distinguished partners.

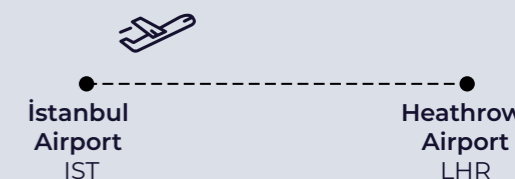


OUR SUSTAINABILITY JOURNEY

Sustainable Collaborations



[Click here to view our Turkish Airlines collaboration](#)



Offsetting 244 kgCO₂ neutralizes

1044 km
Driven

7.32 kg
Beef Consumption

873 day
Lightbulb Usage

0.73 m³
Sea Ice Melt

Semtrio and Turkish Airlines have partnered to make offsetting emissions from flights a reality for all passengers. Our collaboration with Türkiye's national airline is a significant step towards our shared goal of a more livable and carbon-neutral world.

We are proud to be leading the green transformation in the airline industry by making flight-based emissions offsetting accessible and transparent for all passengers.

Passenger
Enters flight data

Co₂mission
Calculates Flight Emissions

Passenger
Pays for Offsets

Co₂mission
Generates Carbon Offset Certificate

With Co₂mission, our carbon offsetting platform, passengers can track their carbon offset data and donation amount in real time, and see the real-time impact of their efforts. The platform prioritizes transparency, allowing passengers to see the direct impact of their actions.

OUR SUSTAINABILITY JOURNEY

Sustainable Collaborations



Semtrio and İşbank, Türkiye's largest private bank, are working together to provide zero carbon solutions for businesses. We understand the importance of preparing businesses for the changing trade system and encourage them to reduce their carbon emissions.

As the trade system undergoes a major transformation, we are committed to offering businesses the most effective tools to help them adapt and thrive in the new trade order.

Through our cooperation, we aim to be at the forefront of the new trade order, leading the way towards a more sustainable future for businesses.



We are proud to announce our partnership with Mono App, an innovative digital marketing platform that utilizes mobile notifications instead of SMS. This new channel allows users to earn MonoPoints through notifications from their preferred brands, which can be used for shopping or donations.

Our partnership with Mono App allows us to have a positive impact on renewable energy sources and the economic and social development of underprivileged countries.

As climate change becomes an increasingly pressing issue, we believe that it is important to take action on an individual level. By working together with Mono App, we are encouraging individuals to offset their carbon footprint and make a tangible impact in the fight against climate change. We are excited to be building a new world together and promoting sustainable practices through this partnership.



Italian pharmaceutical company Chiesi is proud to offer its employees the opportunity to celebrate their birthdays with a zero-carbon footprint through its "Act Green Day" initiative. As a B Corp certified and Great Place to Work labeled organization, Chiesi is committed to environmental and social responsibility.

With "Act Green Day," Chiesi invests in renewable energy projects on behalf of its employees on their birthdays. This serves as a way to raise awareness among all stakeholders about the importance of taking action against climate change.

By supporting communities and protecting nature, we demonstrate the value it places on its people, and its dedication to making a positive impact on the world.

OUR SUSTAINABILITY JOURNEY

Sustainable Collaborations



We are excited to announce our partnership with KONTEK, a leading company in the renewable energy sector, to take a Green Step towards the future. Together, we have developed the Green One Step project, a tool that allows individuals and companies to calculate their carbon footprint in a practical and reliable way.

KONTEK offers renewable energy solutions for visitors to the website [yesilbiradim.com](https://www.yesilbiradim.com), as a part of this project.

In a world where 80 percent of energy consumption is still provided by fossil energy sources, we believe it is important to take action and promote the use of renewable energy sources. With the help of KONTEK, we are encouraging individuals and companies to take a step towards a more sustainable future by using renewable energy.



Through our collaboration with TAYSAD, the Turkish Association of Automotive Parts and Components Manufacturers, we bring the automotive industry one step closer to zero carbon targets in Industry 5.0 transformation.

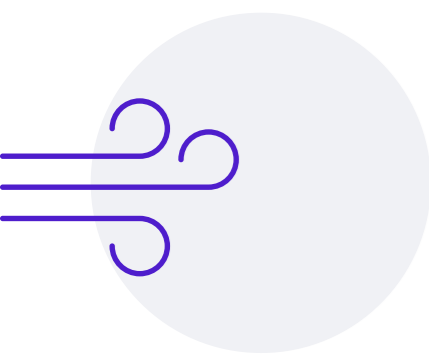
TAYSAD, with its 477 members, is committed to transitioning to Industry 5.0 under the guidance of our carbon management system, Co₂nnectoPro.



Our partnership with [kiralarsin.com](https://www.kiralarsin.com) offers zero-carbon deliveries for customers. [kiralarsin.com](https://www.kiralarsin.com), an innovative e-commerce platform, allows customers to rent and try products before committing to purchasing them. With its new generation sustainable consumption model, [kiralarsin.com](https://www.kiralarsin.com) is an effective solution to the problem of e-waste.

Our Green Delivery integration with [kiralarsin.com](https://www.kiralarsin.com) allows the company to be Türkiye's first e-commerce platform with zero-carbon delivery. As transportation activities are one of the major sources of carbon emissions, we developed Green Delivery as a way for companies with shipping activities to offset their carbon emissions through carbon offset projects.

Together with [kiralarsin.com](https://www.kiralarsin.com), we are working towards a greener future, and we are excited to offer our customers a more sustainable option for their purchases.



- OUR MANAGEMENT STRATEGY
- BUSINESS ETHICS AND TRANSPARENCY
- NOTICE OF VIOLATION
- TECHNOLOGY AND INNOVATION
- INFORMATION SECURITY MANAGEMENT SYSTEM
- BUSINESS CONTINUITY

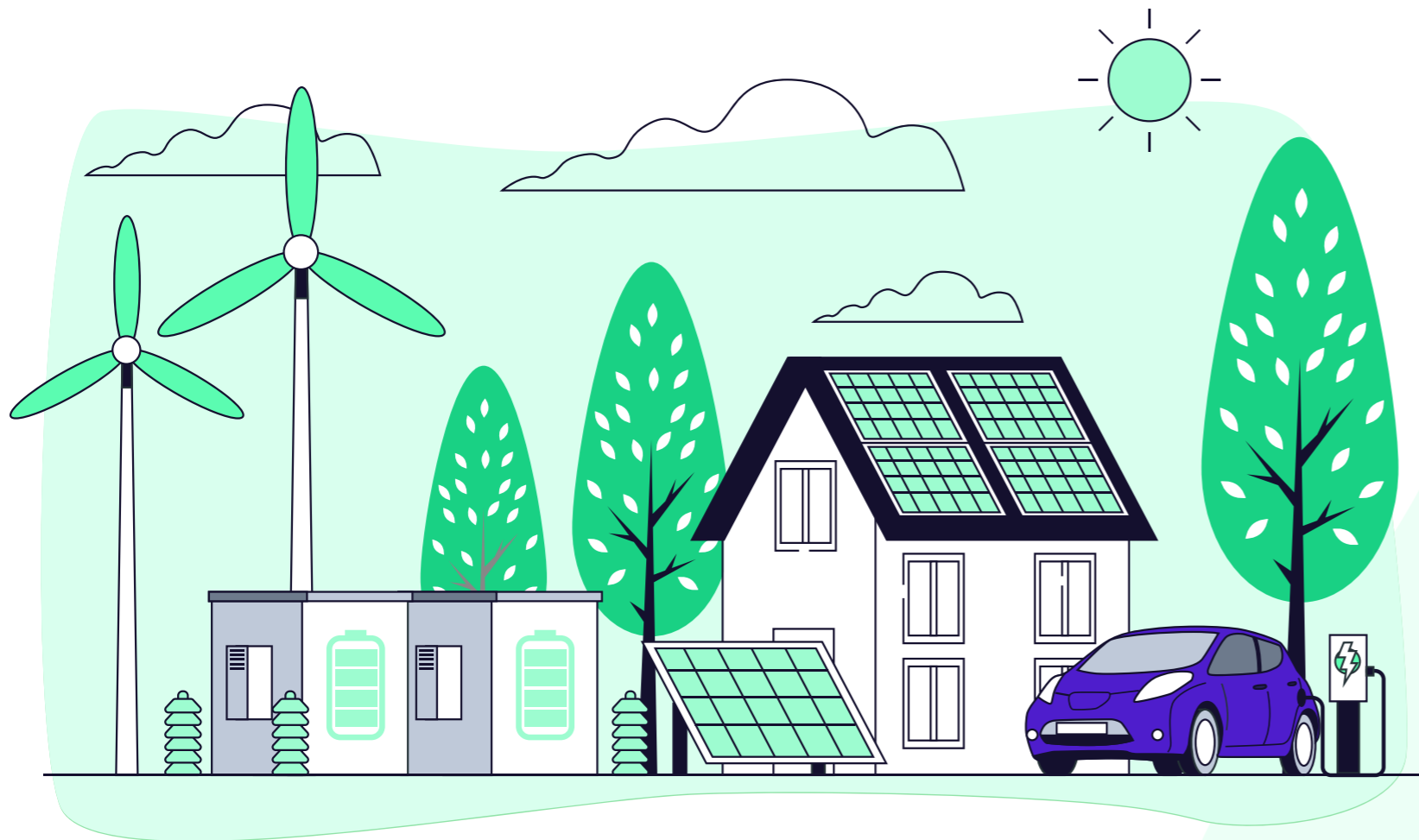
GOVERNANCE



GOVERNANCE

We provide practical and cutting-edge services that facilitate

the adoption of **carbon-free** production strategies for a sustainable future.



At Semtrio, we add multi-faceted value to the industry with solid partnerships. We build healthy relationships and collaborations.

And we develop brand value from the perspective of
**our customers with
our expert team and
stakeholders.**

GOVERNANCE

Our Management Strategy

We are a global business with offices in London and Istanbul that is entirely financed domestically.

We seek to make our work sustainable with an innovative strategy because we take pride in being industry pioneers.

We take firm steps forward considering our long-term strategic plans by conducting risk and opportunity analyzes. We operate our business with a fair, open, accountable, and direct communication strategy in line with our ethical and transparent management style.

We know that the concepts of accountability and transparency impact the financial performance and brand values of businesses. We maintain an ongoing conversation with our staff and other stakeholders by utilizing various communication tools. Open communication is an essential component of ethical and transparent governance.

Business Ethics and Transparency

Our organization adopts an honest, unbiased, inclusive, and transparent attitude acts with business ethics in competition, embraces diversity and respect, and is aware of its social responsibility. Our company and employee ethics set forth what we anticipate of our employees' behavior toward other members, customers, stakeholders, and society.

We act in a way that promotes courteous, secure, and cooperative working conditions. We also appreciate that all our stakeholders act and think by our shared values.

We received **B Corp certification** to comply with business ethics and transparency principles.

We aim to improve in this area with B Corp Impact Assessment continuously. We intend to communicate our ethical standards to all of our employees and solution partners with whom we come into contact over our business processes through the Code of Conduct and Ethics Policy we have prepared.

We take a position against all types of discrimination as we adhere to the law in all situations as part of our ethical approach and by placing respect for human rights at the core of our operations.



We safeguard the legitimate interests of employees under the law through this policy, which applies to all members of the organization regardless of status or job type. We do not tolerate any discriminatory behavior, bribery, or corruption.

We declare that we fight all forms of bribery, extortion, and other forms of corruption as part of the business world, as stated in Principle 10 of the UN Global Compact.

We inform all our employees about the commitments and possible risks in the policy. We clearly state the actions to be taken in case of non-compliance and the responsibilities of our employees within this framework to raise awareness on the subject.

GOVERNANCE

Notice of Violation

We guard our institution against unethical and illegal workplace conduct and attitudes with the whistleblower policy that applies to all our employees.

At the same time, we encourage **our employees** to express themselves freely if they encounter such an issue.

Employees can anonymously voice their concerns through whistleblower channels without worrying about retaliation.

They inform management about alleged criminal activity or other suspected misconduct and ensure that the proper steps are taken to resolve the situation.

We take precautions to protect the identity of whistleblowers and the confidentiality of such notice within limits defined by applicable laws and regulations.



GOVERNANCE

Technology and Innovation

We follow the development of innovative technologies in the context of mitigation and adaptation in the fight against the climate crisis.

At Semtrio, we support the transition to Industry 5.0 with our climate-tech solutions, one of our strongest suits, and we lead the way in local and global transformation.

We see the transformation in climate technologies as one of the most fundamental focal points of our business strategies. By integrating the vision of digital transformation into every aspect of our business operations, we are able to influence and steer business areas of the future. Based on worldwide standards, we are advancing our development and improvement processes in our services and products with practical and innovative methods that enable us to gain a competitive edge.

We assess how the sectors in which we operate will change in the future and what they need to do to keep up with changes, using a future-to-present view to reduce the effects of climate change and to be the most compatible with the existing shifts.

In addition to declaring our commitment to the 10 principles published by the **UN Global Compact, of which we are a member**, we put these values into practice through our business strategies. We support the 9th Principle of “We should promote the development and distribution of environmentally friendly technologies” with the software services we have created in the area of climate change.



Why Do We Need Climate Technologies?

The primary focus of the IPCC assessment from 2021 was the impacts of the rise in emissions brought on by human activity, which we refer to as anthropogenic effects. Additionally, it was highlighted at the COP26 Climate Summit in November that local governments and businesses must play a proactive role in the battle against climate change and that global action is essential.

At the COP26 summit, it became clear that even in the best-case scenario, where everyone is doing their part, we need to catch up to the Paris Climate Agreement and make adjustments to get it to 1.8 degrees.

After all these developments, the issue of being a net zero continent with the European Green Deal, which the European Union initiated, underlined that not only the European Union but also all other countries with which it interacts should be a part of this transformation.

Climate-tech Solutions We Have Developed

We can focus on two main problems; Firstly, the possible impact of severe weather events due to climate change, water scarcity, and changing water quality on the activities of companies and the continuity of their supply chains, and secondly, improving the capacity to adapt to the changes in the transition to a low-carbon economy, which is on our agenda with the European Green Deal.

Based on these problems and needs, Semtrio developed the industry-leading software Co₂nnectorPro, fulfilling the gap in the field of sustainability in Türkiye. This technology makes it possible for corporate businesses to determine and report their carbon footprint.

GOVERNANCE

Technology and Innovation



Co₂nnectPro is among the world's first corporate carbon management software that complies with ISO 14064-1 and has been approved by RINA. Semtrio's expert team created the software to give comprehensive carbon footprint estimations for scopes 1, 2, and 3 based on the most recent reference points from the Ecoinvent, DEFRA, and IPCC databases.

Co₂nnectPro makes sustainability achievable in the quickest and simplest method imaginable by offering significant convenience in monitoring carbon emissions, one of the main problems corporate organizations confront on their path to becoming net zero.

Another piece of software we've developed, CO₂nnect, stands out for the services it provides to individuals in terms of calculation, analysis, and offset (balancing). CO₂nnect is an easy-to-use tool that offers access to globally recognized carbon offset initiatives and accounts for carbon emissions in addition to calculating carbon footprints.



[Click to view our Digital Services](#)



The aviation sector is one of the sectors that cause the most carbon emissions globally. We allow consumers to offset their carbon footprints by estimating flight-related carbon emissions through the Co₂nnectAvi API system we developed.

So, by limiting environmental harm, we encourage people to select a sustainable travel option.

Co₂nnectAvi is based on easy-to-integrate and transparent reporting. The Gold Standard and VCS have also given their approval to the offset projects that are offered in the Carbon Offset Program.



Transport activities account for 23% of total carbon emissions in the atmosphere. Daily growth in online shopping and shipping services is causing a substantial rise in carbon emission rates. Customers who are aware of the circumstance seek sensitive services from businesses with little reduced environmental impact. Green Delivery is an API system developed specifically for e-commerce and shipping companies that enables environmentally friendly and carbon-neutral deliveries.

Our unique API system calculates the carbon footprint from shipping activities on-site. After the calculations, The Gold Standard and VCS-approved carbon offset projects are presented to your customers so that they can offset their carbon footprint. Thus, you introduce your customers to an environmentally friendly, effective, and new-generation delivery method.

Value of Transformation in Innovation

New Business & Service Areas

Although the history of sustainability dates back centuries, we are currently in a time when we are only now starting to notice action and tangible results. Unquestionably, the new business sectors it has produced are one of these repercussions. Sustainability is on the path to becoming a significant branch of the corporate world by providing a wide range of business opportunities, particularly in technology and consulting. At Semtrio, we contribute to developing new business fields by supporting our employees who have received training and are actively pursuing further education.

Local Contribution

We support development-oriented policies that promote fair employment, entrepreneurship, creativity, and innovation, as well as access to financial services through the jobs we create. As a result, we encourage the formalization and expansion of small and medium-sized businesses.

Innovative Service

We create up-to-date products and services for a better world. We advance our improvement procedures based on international standards with innovative and practical methods giving us a competitive edge.

GOVERNANCE

Information Security Management System

🌱 **Accelerating digitalization brings the necessity of high information security standards.**

We have implemented a management system using ISO 27001: 2013 Information Security Management System Standard as a guide in the course of our consultancy and reporting services on carbon and water footprint calculation, sustainability, carbon management, and CDP, as well as our certification services on EPD, C2C, Ecolabel, and AWS.

💧 **Thus, we follow global standards for protecting customer and employee data obtained within the scope of the services we provide.**



With our Information Security Management System Policy

- Information assets; By categorizing them according to confidentiality, integrity, and accessibility values, it is possible to identify the methods for determining security needs, vulnerabilities, threats, and the frequency of threats. This allows for proper risk management by addressing opportunities as well as risks.
- To reveal the operational tenets for the handling of risks, to maintain them at a manageable level by reviewing the technological expectations in the context of the scope of service and by constantly monitoring the risks,
- To provide all information security requirements resulting from applicable local, state, federal, and international regulations, court orders, contract commitments, and company duties to internal and external stakeholders,
- Long-term maintenance and continual improvement of the degree of information security with the best infrastructure for cost control,
- Enhancing the institution's reputation and raising staff understanding of the Information security management system.

GOVERNANCE

Business Continuity

Establishing a **ISO 27001 Information Security Management System** and obtaining certification is one of the cornerstones that enables us to be the most reliable in our business operations. By maintaining information security, we can affirm that we conduct our business in a way that is ethical, transparent, and consistent with our B Corp certification.

Business continuity is one of the most commonly asked issues in the consulting industry. At Semtrio, we place a high value on it to produce **high-quality** projects and maintain the most outstanding possible levels of customer satisfaction.



Internal and External Expectations

To provide corporate excellence to deliver quick, efficient, and high-quality service, as well as to provide quality products and services by developing the technological and physical infrastructure, to bolster the organization's reputation by improving information security, and to meet the relevant parties' expectations for business continuity completely. We assess and examine the parties' expectations of our company.

Internal Expectations	IMPACT
Experienced, Dedicated Employee Staff Availability and Stability of the Workforce	Employees have a specific degree of education, and they begin working after fulfilling certain requirements; at the same time, the lack of employee circulation will positively impact everyone's engagement in the management system.
Management Stability and Organizational Structure	The organizational structure and management system both benefit from the stability of the managers and the high levels of participation among all staff members.
Organization Culture and Informatics Existence of Infrastructure	Although there hasn't been a significant incident involving the security of the organization's information, developing an information security culture will benefit the organizational working culture that protects consumer ownership and data. Additionally, the establishment of the Information security management system, the efficient supply of information security, and the ongoing enhancement of the Information security management system are all improved by the availability of IT infrastructure, software, and hardware sufficient for customer expectations and the primary operations.
Campus Structure	Physical security is improved by the fact that the organization offers its services in a safe structure within Technopark.
Monitoring Compliance with Laws and Contracts	The risk is reduced by the need for regulatory obligations the business must adhere to. The establishment of infrastructure and facilities in accordance with 5651 and 6698, as well as the assurance and supervision of work in compliance with statutory and regulatory requirements, are all additional factors. Failure to comply with customer and legal requirements may have serious adverse effects. The institution has a working culture that abides by the contract's requirements. The long tenure of the Information security management team within the organization is a powerful indication of the presence of this culture.
External Expectations	IMPACT
Infrastructure services	Our region and Technopark can provide the company with the necessary infrastructure.
Expectations of legal and regulatory bodies	In the fields being worked on and to be researched, it is required to live up to the standards of various governmental agencies. The organization is aware of and adheres to the general legal requirements that must be fulfilled about the job performed. Contracts are used to implement some of these, and intellectual property rights are respected. In compliance with the Law (KVK) on processing personal data, No 6698, harmonization work has been done. The statute numbered 5651, ensures that the records of internet access are maintained. The Technopark management is in charge of maintaining the ongoing working records required by the Ministry.
Customer expectations	Contracts manage customer expectations. The institution benefits from having a culture of complying with the agreement.

GOVERNANCE

Business Continuity

Supplier Management

To choose and evaluate suppliers, the **Supplier Evaluation Form** is utilized. On the form, evaluation criteria were established. A company cannot be included in the candidate list if its supplier selection score exceeds 50 out of 100.

The supplier being worked with is reviewed using the Supplier Periodic Evaluation Form at least once a year. Suppose a company receives a score below 70. In that case, it is downgraded to the B group Candidate Supplier List and given notice that it must submit an improvement plan. Since it is not viable for us to work with a company with a score of less than 50, it is anticipated that the initiated measures will be terminated swiftly.

Compliance criterion with SLA (service level agreement) agreements made with the company is essential in evaluating the supplier being worked on. Compliance with the service levels determined in the contract covers 50 points out of 100 in scoring.

Semtrio reviews SLA agreements, confidentiality agreements with suppliers, and agreement confidentiality clauses every quarter.

Human Resources Management

We recognize that employee loyalty is the key to our business success and will drive us to reach our long-term objectives, so we work to strengthen our communications with our most valuable resource our workforce. We handle all matters involving our employees in accordance with the principles of equality, diversity, and inclusion, as well as staff development, high standards of employee welfare, and efficient human resources management.

Organization and Digital Project Management

Customer interactions and sales tracking are maintained digitally thanks to the CRM tool utilized by the customer management team. The team produces regular monthly reports and conducts analyses, including sector analysis, customer continuity, and resource efficiency, thanks to the CRM program.

Customer Satisfaction and Complaint Mechanism

Semtrio has made customer satisfaction measurements a part of its business processes since 2021 and regularly monitors it. Underscoring the significance attached to the subject with the customer management department, **Semtrio manages operations with a 97% satisfaction rate in customer satisfaction evaluation surveys due to high sensitivity to service quality.**

Following the project, our satisfaction evaluation surveys are distributed to the relevant parties overseeing the entire process and analyzed monthly by the customer management team. In the unlikely event that the evaluations produce a poor outcome, the management is informed of the issues our customer is not happy with. The difficulties encountered are fixed within 48 hours thanks to our agile working system and perspective, which aims at continual improvement and progress.

Recognizing the issue is the first and most crucial step in finding a solution. Thus, we ask that our clients use the “complaint form” that we have developed to articulate their complaints in writing.

“Open communication” has been a critical component of our business practices since the first day of our interactions with the team and the customers. Thanks to the attitude we exhibit, our clients can contact us via phone and email to express their concerns.



- OUR NATURE
- CARBON FOOTPRINT
- WATER AND WASTE MANAGEMENT
- SUSTAINABLE AND RESPONSIBLE PROCUREMENT

NET ZERO WORLD



NET ZERO WORLD



Our main goal is to support sustainable development by preventing global warming from exceeding 1.5 °C.

We recognize the importance of decarbonization for a livable world. With this in mind, we provide strategic guidance to our customers through science-based targets (SBT) framework.

Our Nature

We set out our path with zero emission goals and robust technological infrastructure, as protecting the environment and creating value for everyone are the main components of our business. At Semtrio, we prioritize measuring and reducing our impact, respecting our environment, and guiding our stakeholders and customers to combat the climate crisis, one of the biggest threats facing our planet. We design and maintain our business with the principles published by the United Nations Global Compact, the largest corporate sustainability initiative in the world, of which we are a member.

We recognize that companies have a vital role in protecting the planet and finding solutions to combat climate change as it threatens the globe. The need for transformation to achieve a better future requires companies, societies, and governments to act with collective awareness. We develop our own technical infrastructure while providing sustainability consultancy and green technology services to various sectors. In doing so, we became a part of the transformation towards a livable world for the welfare and health of future generations and all living organisms.

At Semtrio, we develop innovative products and services to measure and reduce the environmental footprints of our customers with an inclusive approach to our stakeholders and nature itself. We are conscious of our role as a service provider to be a shining example. Therefore, we regularly analyze and calculate our greenhouse gas emissions, focusing on our impacts on global climate crisis. Issues such as emissions, energy, water, and waste management are among the main areas where we evaluate our corporate performance, as these issues are also represented in senior management bodies.

Natural Capital

The decrease in natural resources and the effects of the climate crisis have led to an increase in the importance of environmental factors. As a result, the concept of sustainability and its sub-domains have become vital. The products and services we offer in the field of sustainability provides benefits to the value chain of the various sectors, and constitute the natural capital of Semtrio.

At Semtrio, we believe that the only way to ensure sustainability is through the rational and efficient use of natural capital.



OUR ENVIRONMENTAL VALUES

- Carbon Management
- Water and Waste Management
- Resource Management

NET ZERO WORLD

Carbon Footprint

💧 We closely follow international studies in the fight against the climate crisis and reduce our greenhouse gas emissions resulting from our activities in the most systematic and accurate way after careful calculation.

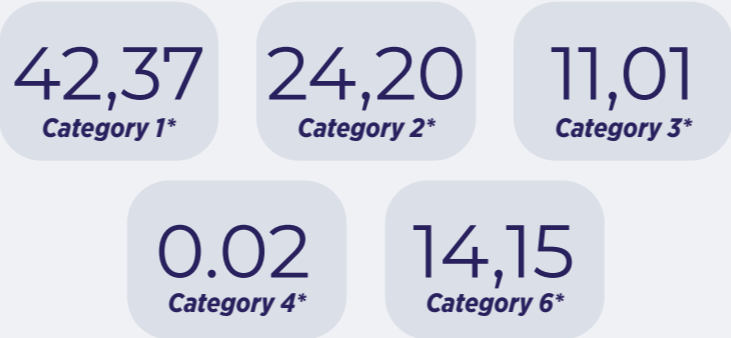
We manage our reduction targets with a successful and holistic approach thanks to emissions calculated with methodologies based on international standards.

ISO 14064-1:2018 Standard has been applied to our company's Category 1, 2, 3, 4, and 6 emissions within the scope of the operational control approach, based on the calculation year 2022, and it has been calculated in the CO₂e unit by including CO₂, CH₄, and N₂O gases. The emission intensity ratio has been calculated by proportioning Category 1, 2, 3, 4, and 6 emissions to the number of employees.

Carbon Footprint Distribution Subjects

Categories	Emission Source
Category 1	<ul style="list-style-type: none">Stationary CombustionStationary Combustion - GeneratorFugitive Emissions
Category 2	<ul style="list-style-type: none">Purchased Electricity
Category 3	<ul style="list-style-type: none">Staff CommuteBusiness Travel
Category 4	<ul style="list-style-type: none">Indirect Emissions from Water SupplyIndirect Emissions from Water Treatment
Category 6	<ul style="list-style-type: none">WTT-All FuelsElectricity Transmission & Distribution

Carbon Footprint Distribution by Categories (tCO₂eq, 2021-2022)



Total: 91,75

*Category 1: IPCC 2006 Guidelines, National Inventory 2019, and IPCC Sixth Assessment Report were taken as references for emission factors.

**Category 2: National Inventory 2019 was taken as a reference for emission factors.

***Category 3,4, and 6: Defra 2021 was taken as a reference for emission factors.





We Offset Emissions of Our Business Activities

We are proud to be a **carbon-neutral company** by offsetting our carbon footprint since our establishment. We prioritize offsetting the emissions resulting from our site visits by land or air travel as we are in the service sector. **In doing so, we are committed to Net Zero 2030 goals as a certified B Corp member.**

We invest in projects that make a real, verifiable, and measurable contribution to sustainable development with a broad carbon offset portfolio and membership in the **Gold Standard Registry**. Moreover, we guarantee the transparency and tractability of projects and offset all the emissions that we cause inside and outside the company with our membership in **Verra Registry**.



NET ZERO WORLD

Water and Waste Management

At Semtrio, we cherish the environment and try to reduce our ecological footprint with various initiatives.

We acknowledge that water scarcity and pollution, which are linked to the climate crisis, are serious problems that have negative effects on human health, food, and the ecological cycle.

We reduced water consumption in our offices and increased awareness among employees as an internal effort to manage water more efficiently. Moreover, our offices are designed accordingly, and sensor faucets are installed to increase water efficiency. We also regularly inform our employees about the importance of water conservation and encourage them to be more aware in their daily lives.

Microplastics, which are considered as one of harmful materials for the environment as well as human and animal health, cause irreversible effects, especially on the aquatic ecosystem.



For this reason, we acknowledge and emphasize the importance of minimizing plastic consumption to protect the environment and people's livelihoods.

Water Consumption Distribution (2022, m³)

Source	Amount of Water Consumed (m ³)	EF Reference
Water	50,47	Defra, 2021, Water supply, E18

We equally address and care about every environmental issue that adversely affects all living and their well-being. In this context, we carry out internal studies on waste, which is as important as water use.

We aim to increase the awareness of our employees with recycling areas such as the waste sorting bins within certain points in the company.

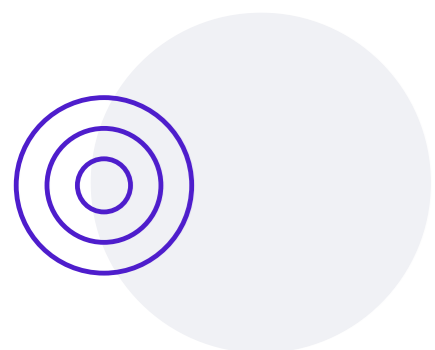
We don't place waste bins around office desks, so we incentivize the collection of waste separately. We closely follow the waste collection process to ensure separate collection by the BUDOTEK management within which we operate

Sustainable and Responsible Procurement

While realizing our sustainable growth strategy, we cooperate with all our internal and external stakeholders on sustainability management and its components.

We aim to increase sustainability awareness and support our activities with environmentally sensitive exemplary approaches.

Therefore, we support sustainable and responsible use of resources. We closely observe the sustainability efforts of brands, especially in our office purchases, to create a positive impact on our value chain.



- WELL-BEING
- EMPLOYMENT
- GENERATIONAL DISTRIBUTION
- EMPLOYER - EMPLOYEE RELATIONSHIP
- BENEFITS PROVIDED
- TALENT MANAGEMENT
- EVENTS COMMITTEE

COMMUNITY




COMMUNITY


Well-being

Our human capital, which is the cornerstone of our operations, is our most important asset.

We always support our employees to develop their skills, experience and deep expertise to achieve our vision.

We design our HR processes such as recruitment, performance management, development, career management, and retention by continuously investing in our employees for high performance, ensuring the adoption of the company culture, and goal-oriented progress.

We aim to be the **“employer of choice”** for both professionals and recent graduates. We respect and apply the Universal Declaration of Human Rights, International Labor Rights standards and UNGC principles.

We undertake to treat all our stakeholders with dignity and in accordance with the Labor Law and relevant legislation.

We respect our subcontractors and third parties, our customers, and our consultants, and expect all parties we work with to comply with our ethical principles.

These principles by which we work are against child labor, forced labor, discrimination and corruption in employment and occupation. We are not against collective bargaining, but it does not apply to our activities and services.

COMMUNITY

Employment

Our most important capital in achieving our future goals is our employees.

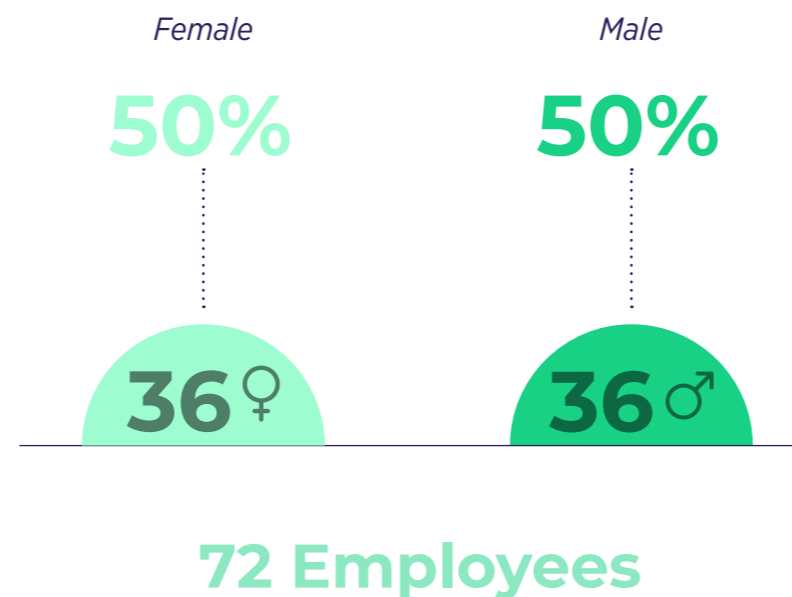


We offer an inclusive work environment that targets high employee engagement, respects equal opportunities, respects differences, and focuses on development.

By adopting a culture of diversity and inclusion, we explore new perspectives and create a working environment where each of our employees can reveal all their knowledge, skills, and talents to the fullest.

We are committed to creating a fair, inclusive, diversity and equality working environment, regardless of race, language, religion, gender and age, in our human resources processes.

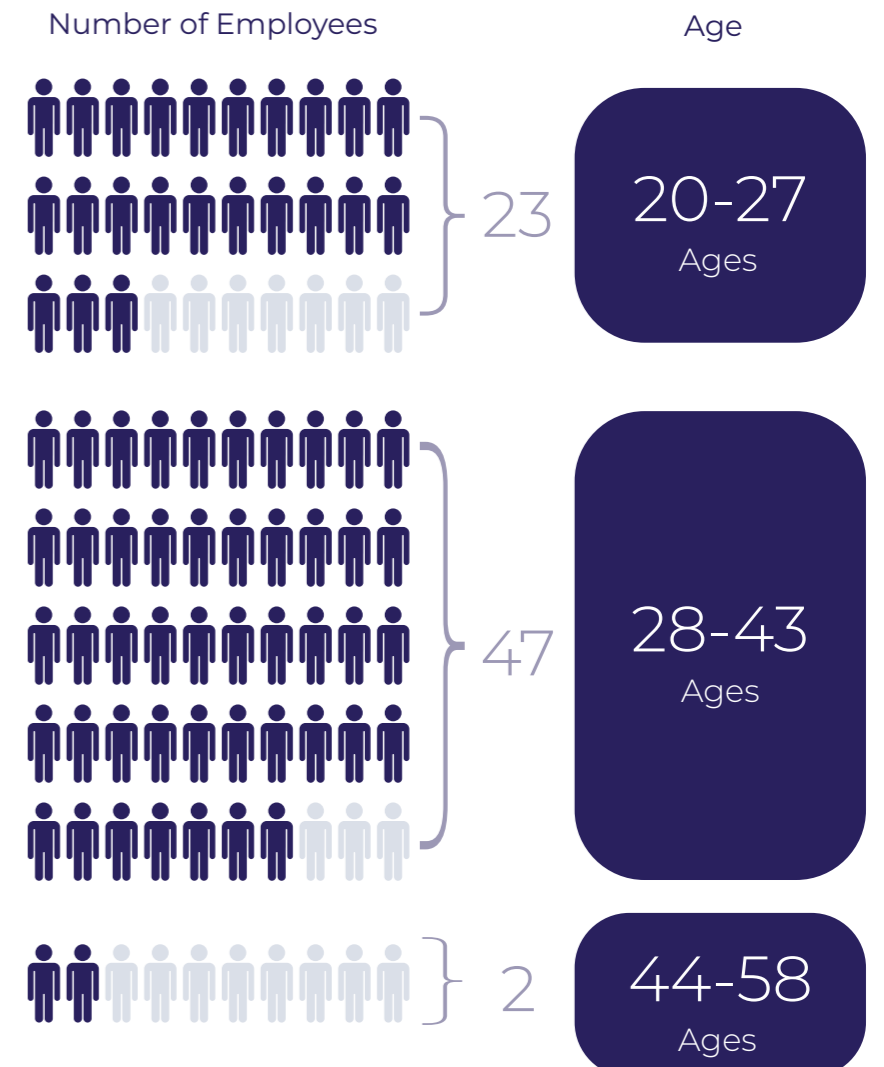
At the same time, we carry out processes such as recruitment and promotion within the company according to the professional experience and abilities of the person.



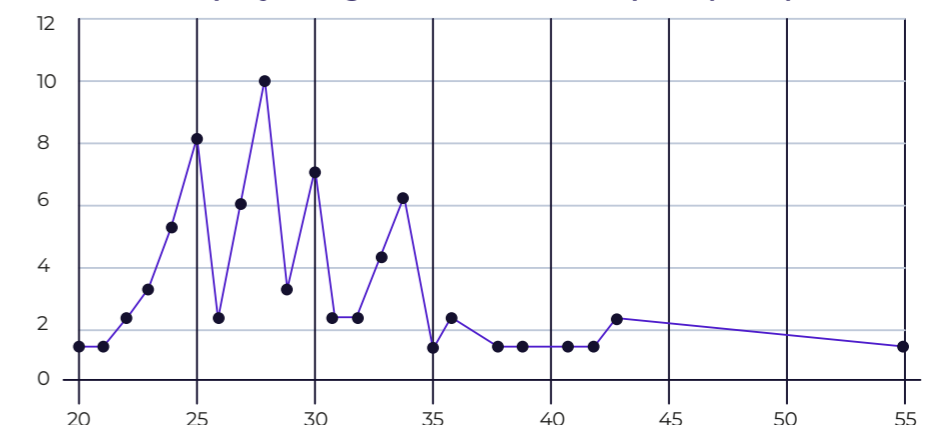
Semtrio, which has 36 female and 36 male employees, has an equal distribution between the genders of the employees.

Although there are no part-time employees, there are also students periodically through the internship program.

Employee Age Distribution (2022)



Employee Age Distribution Graphic (2022)



COMMUNITY

Generational Distribution

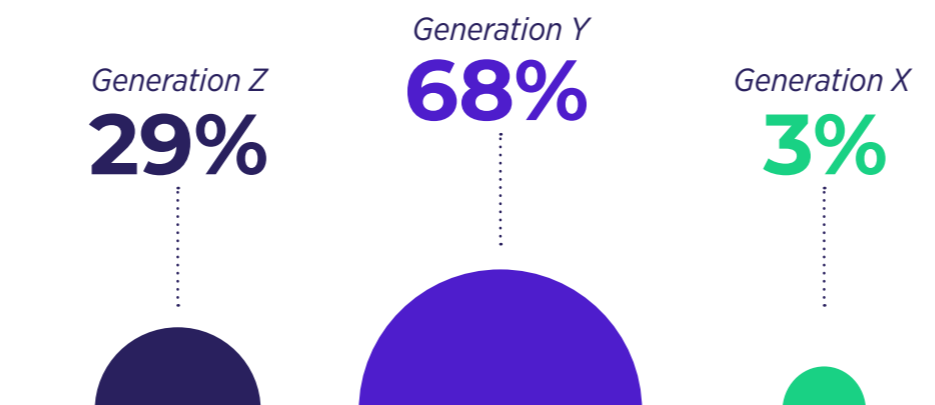
Young people bring their skills, enthusiasm and innovative ideas to the business environment that help keep the business fresh and up-to-date, helping companies thrive, stay vibrant and acquire new skills. It is stated that the Y and Z generations will constitute the majority of the workforce by 2025.



As an indicator of our understanding of inclusiveness, we make our working environment more innovative, diverse and inclusive by recruiting young talents. We are aware of the role and return of young ideas in the decision-making mechanism, so we take care to include young people in our managers. Generation Z, which represents new generation employment, has a share of 29% in our organization.

Employee Generation

Generations	Number of Employees	Generational Distribution
Generation X	2	3%
Generation Y	47	68%
Generation Z	23	29%
Total	72	100%



Generational Distribution in Semtrio

Generations	Ranges of Years
Generation X	1965 - 1979
Generation Y	1980 - 1995
Generation Z	1996 - 2010

Employer - Employee Relationship

As Semtrio, we are aware of the impact of collective work on business processes.

For this reason, weekly meetings with each sub-team and monthly meetings with the whole department are held to analyze the current situation and satisfaction.

Before the monthly meetings, people report their complaints and satisfaction anonymously by using the **“Retro Tool”**. In addition, satisfaction surveys are sent to all employees once a month.

Based on the answers to the questionnaire, the subjects that can be determined as action points are studied until the next month; Issues that cannot be acted upon quickly are set as targets.

Employees are informed within two weeks, at the latest, on all matters that occur before the senior management within the company and that will affect the working process of the employees

COMMUNITY

Benefits Provided

While structuring our wage and benefits policy, we aimed to be a preferred company in the sector, to ensure that current employees work with high motivation and efficiency, and to make our policy sustainable. These policies are designed to be fair, rewarding, competitive and motivating for all employees.

Existing remuneration and fringe benefits are implemented through market research and a review of sectoral dynamics, strategies, and budgets in line with current conditions.

Determination of wage and annual wage increases, annual performance premium, R&D rewards and bonus applications, meals, car & mobile phone assistance, maternity assistance, private health insurance, and high season bonus are estimated within the scope of determining the policies. These policies apply to all employees except partners.



Private Health Insurance

We care about the well-being of our employees, and we ensure all our employees are within the scope of private health insurance.



Birthday Leave

We grant a full day off so that our employees can spend their birthday, one of the most special days, as they wish.



Non-smokers' Leave

We care about the health of our employees more than anything else, and we add 5 more days off to the annual leave of our non-smoking employees. Thus, we encourage our employees to quit smoking.



Academic Leave

We support our employees to advance their academic development through undergraduate, graduate and doctoral studies, and we offer academic leave that they can use whenever they want.

We give access to the fringe benefits and leaves we provide through the Kolay IK (an application for HR services) system so that our employees can easily access them. With the Kolay IK application, we prevent time loss by prioritizing digitalization. Employees can access the details of their fringe benefits by entering the application and can make all requests from here.



Office Campus Facilities

Our office is located in Boğaziçi University Technopark. There are many advantages of being located in the technopark as it is one of the most prestigious universities in Türkiye. One of the advantages is that there are various healthy eating places around.

We have many vegan/vegetarian employees at the office and we care about their access to meals suitable for their diet. There is a gym in the Technopark that all our employees can use. In addition, there are green areas and walking tracks that can be used to get some fresh air and relax during rest breaks and lunch breaks.

COMMUNITY

Talent Management

🌲 Semtrio aims to ensure that the company works with commitment and passion by keeping talent management at the top of the way of doing business.

The talent management process, which starts with recruitment interviews, continues with orientation, talent and performance evaluations, and mutual feedback steps.

As Semtrio, we aim to achieve the following with talent management,

- Reaching high potential candidates,
- To accelerate the adaptation processes of our employees to our company culture,
- Identifying and assigning business targets appropriate to the potential of the employees, as well as nurturing them with feedback
- To train and retain the leaders of the future.



Performance Interviews

Our employees are the cornerstone of our company success. We aim to enable them to reach their goals and build their careers with us. Performance interviews held with each employee individually are one of the biggest forces behind our success.

With this system, we aim for a high performance culture and measure employee performance with fair and standard methods. We track these goals with a realistic perspective and set measurable and achievable goals. In addition, we maintain an effective communication with our employees and contribute to each other's growth by providing mutual feedback.

Employee Trainings

As Semtrio, we support the professional and individual growth of our employees. We offer our employees training opportunities in many different fields in order to improve their competencies and productivity. In addition to the training programs we aim to provide to all our employees, we also evaluate their training/course/webinar requests and provide a quick response.

Our employee trainings are not limited to these. Our employees start a two-month trial period from the first moment they are employed and are subject to orientation. In addition, permanent trainings are provided during their working period. The two-month trial period is followed by the “Buddy” system which aims to facilitate the adaptation of newcomers to the company and our working practices.

Trainings carried out in 2021-2022

Name of number	Place	Duration	Participants
Advanced Excel Training	Online	12 Hours	23 Persons
ISO 27001 - Security Training & Awareness	Online	2 Hours	35 Persons
Dan Ariely on Changing Customer Behavior	Online	22 Hours	7 Persons
Build UX design skills online	Online	22 Hours	7 Persons
Excel From Beginner to Advanced	Online	22 Hours	1 Persons

COMMUNITY

Events Committee

We establish an event committee with the aim of increasing motivation at work and commitment to the work environment.

With this committee, which operates with the efforts of volunteers from each department, we generate fun ideas and bring them to life.

Together with the event committee, we have implemented many events, from workshops to tournaments, from dinner organizations to special day celebrations, which supported the establishment of meaningful bonds.



Company Introduction Presentation



Ceramics Workshop



Game Tournament



Bowling Tournament

SDG PERFORMANCE

Developed by UN Global Compact (UNGC) and B Lab, SDG Action Manager’s comprehensive question set makes the impact of businesses on SDGs measurable. As Semtrio, we became a certified member of the B Corp movement by signing the Mutual Commitment Declaration in 2021. Therefore, as a verifier, we have official access to the services developed by the UN Global Compact and B Lab.

As Türkiye’s highest-rated B Corp partner and as a verifier, we offer companies the SDG Impact Assessment service. Semtrio evaluates businesses’ contribution to and impact on SDGs, assessing their overall performance.

Reckon and verify your impact on the UN Sustainable Development Goals with SDG Impact Assessment and enhance your SDG enactment to comply with global SDG standards.

 [Please click here for more information regarding our service.](#)

You may review our scores obtained from the SDG Action Manager questions we answered as Semtrio.



Baseline

Overall Score SCORE 92.2%



Introduction



Labor



Anti Corruption



Human Rights



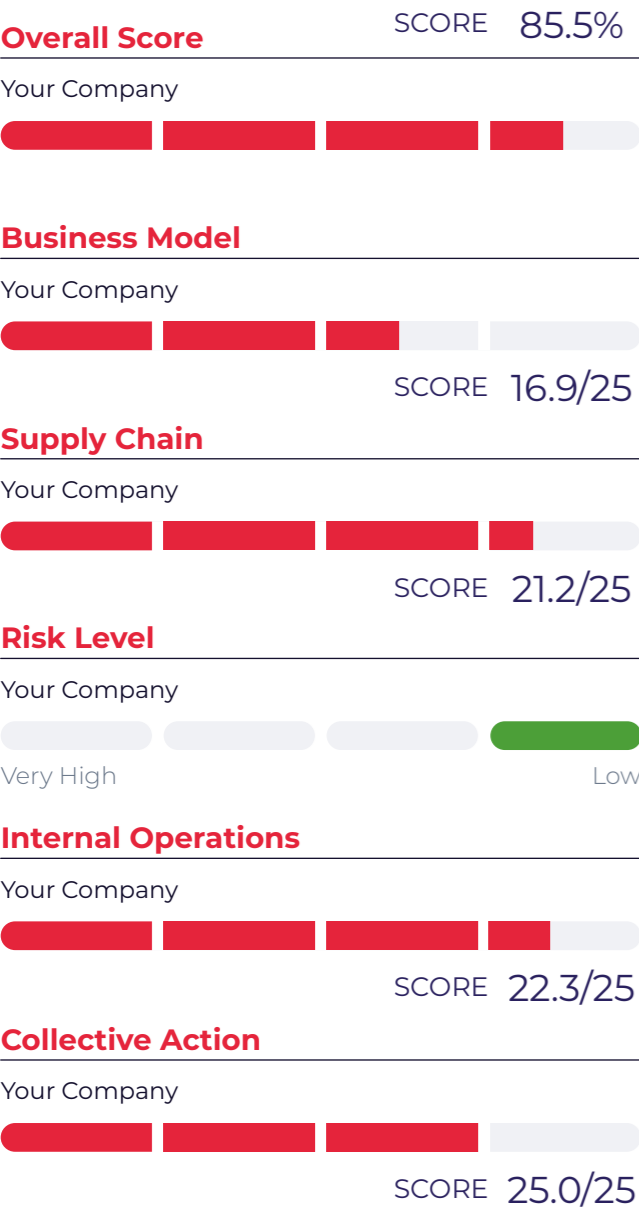
Environment



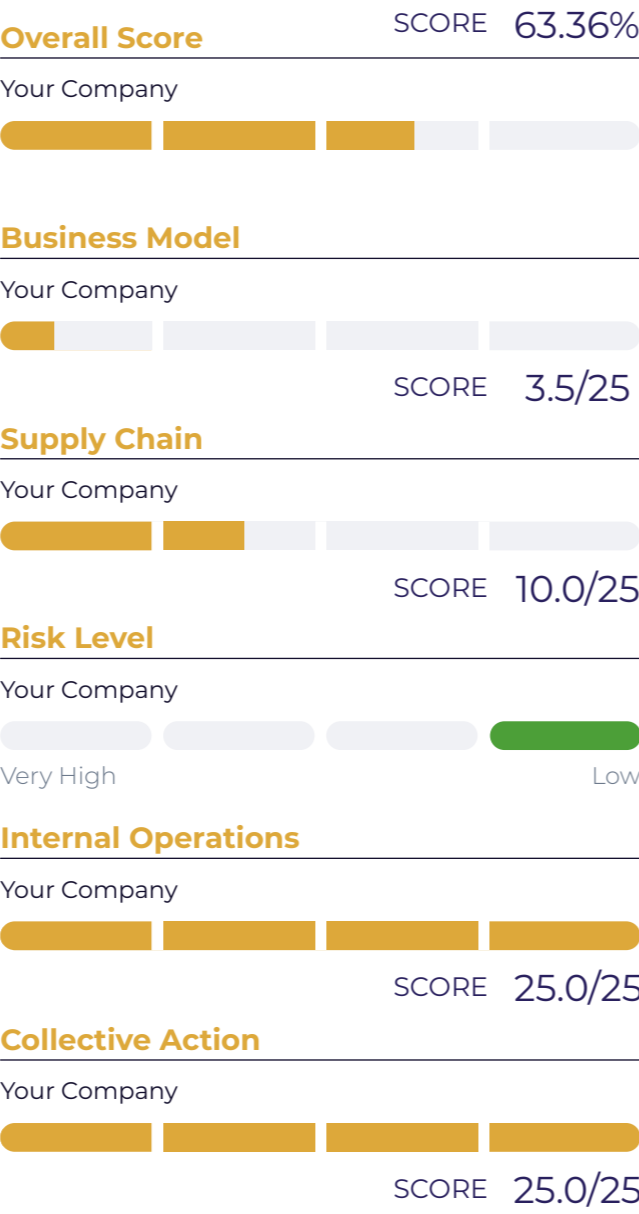
SDG PERFORMANCE



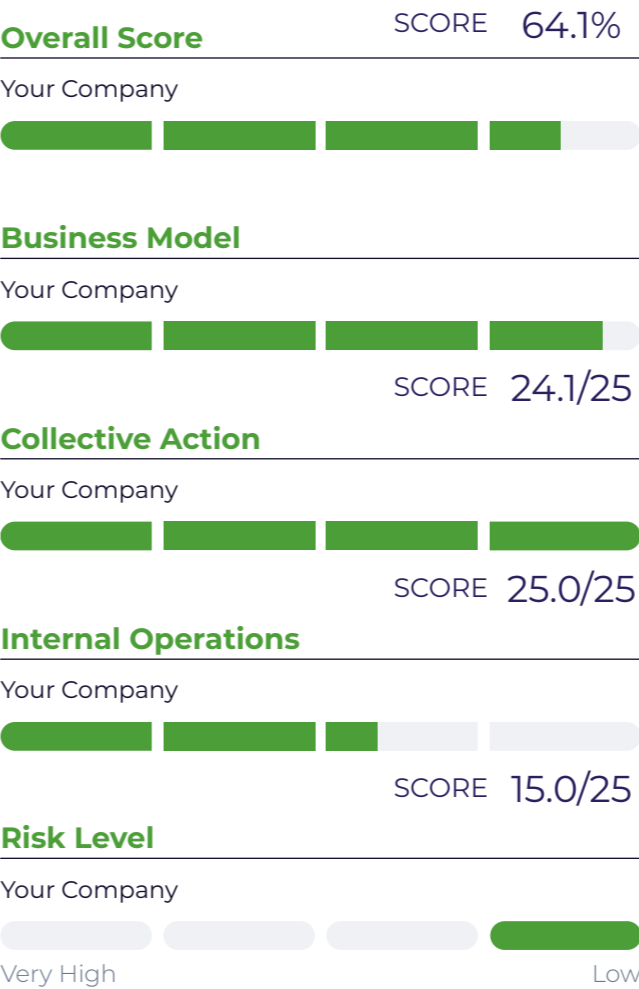
SDG 1 - No Poverty
End poverty in all its form everywhere



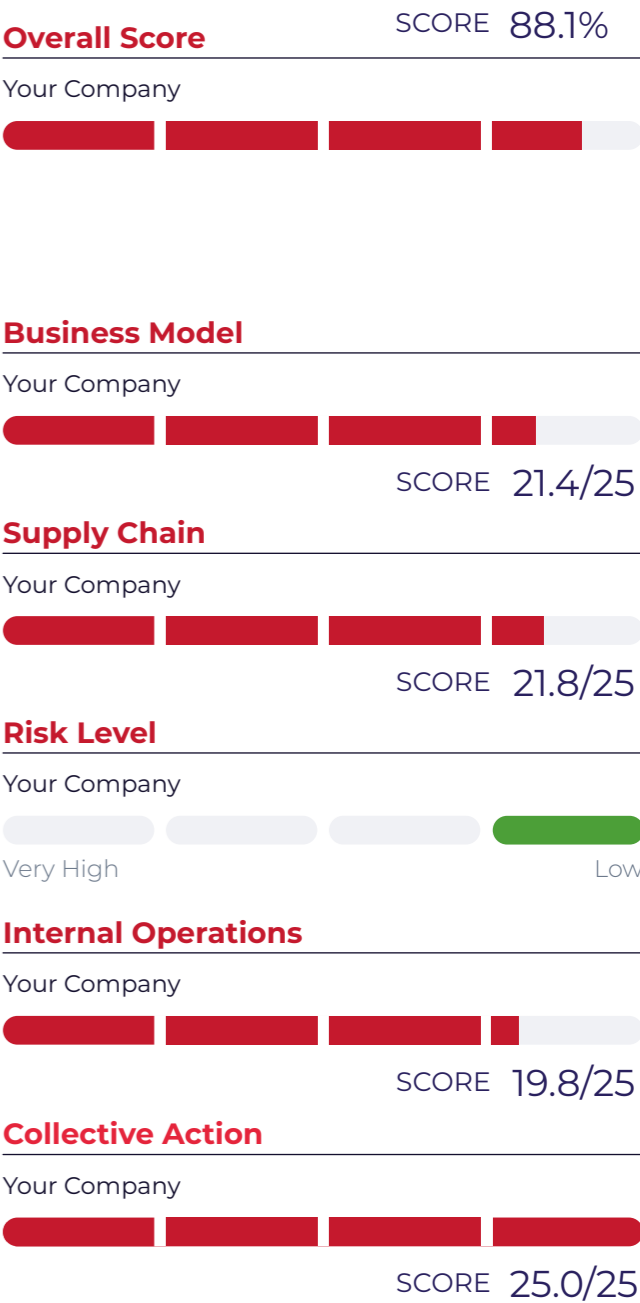
SDG 2 - Zero Hunger
End hunger, achieve food security and improved nutrition and promote sustainable agriculture



SDG 3 - Good Health and Well-Being
Ensure healthy lives and promote well-being for all at all ages



SDG 4 - Quality Education
Ensure inclusive and equitable education and promote lifelong learning opportunities for all

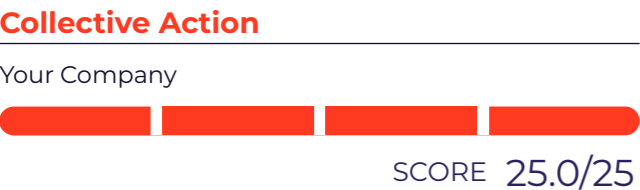
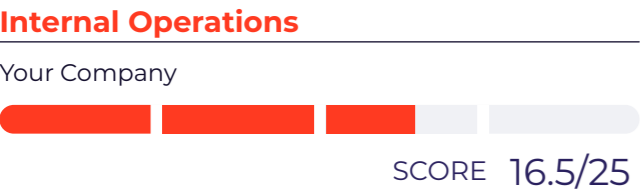
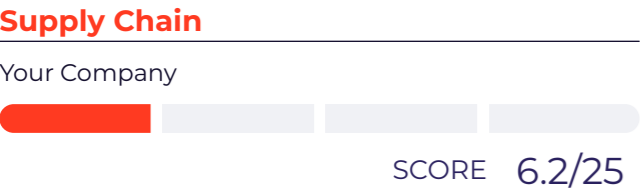


SDG PERFORMANCE



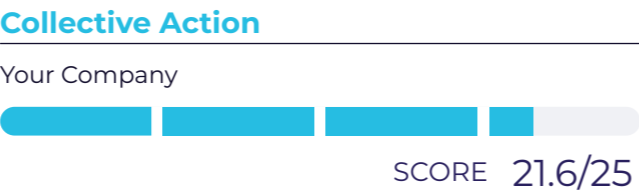
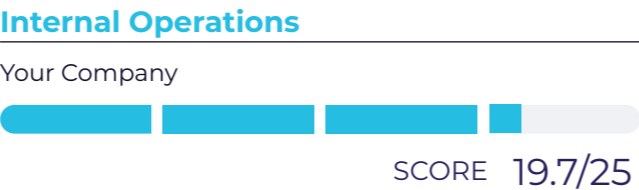
SDG 5 - Gender Equality

Achieve gender equality and empower all women and girls



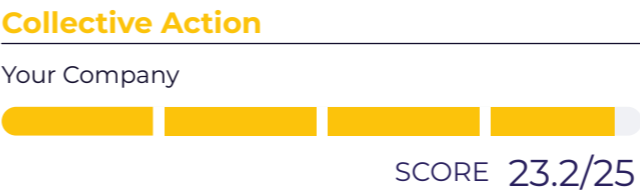
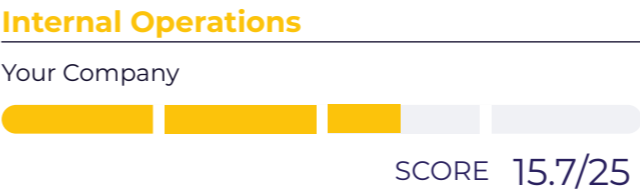
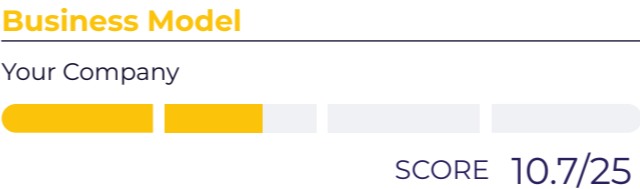
SDG 6- Clean Water and Sanitation

Ensure availability and sustainable management of water and sanitation for all



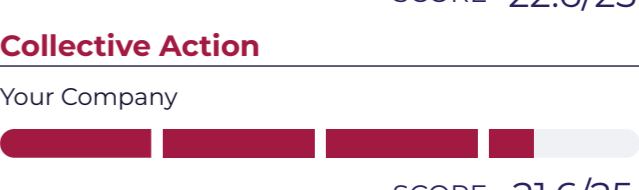
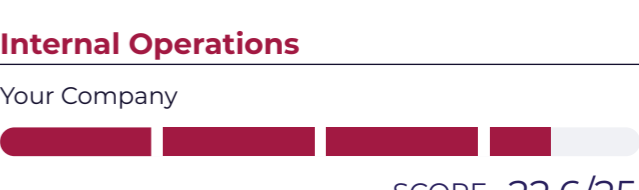
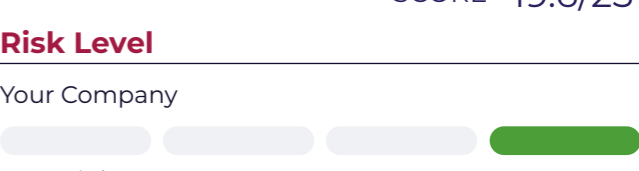
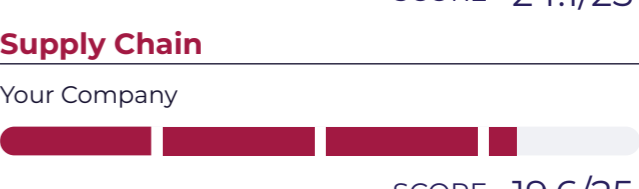
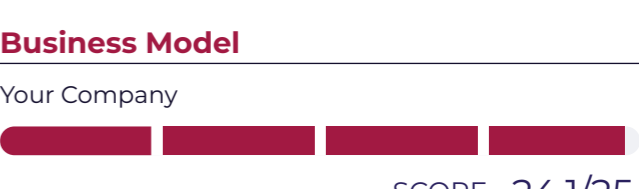
SDG 7 - Affordable and Clean Energy

Ensure access to affordable, reliable, sustainable and modern energy for all



SDG 8 - Decent Work and Economic Growth

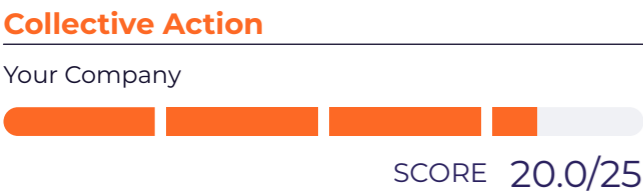
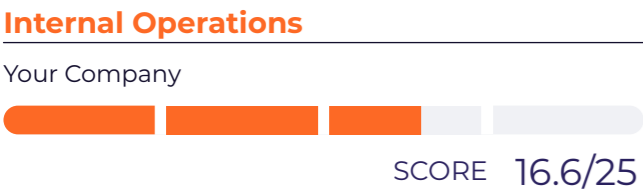
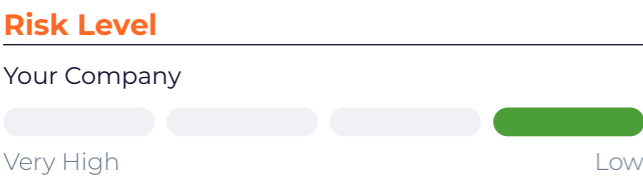
Promote sustained, Inclusive and sustainable economic growth, full productive employment and decent work for all



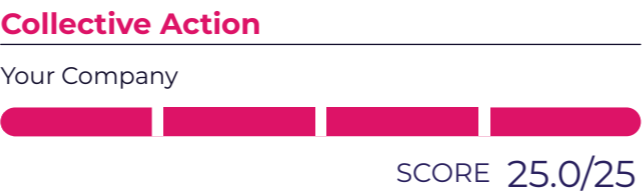
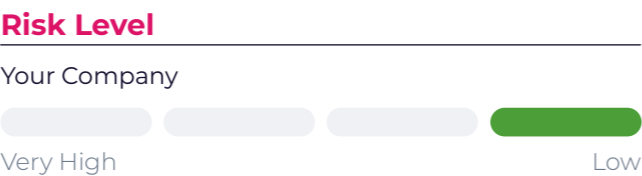
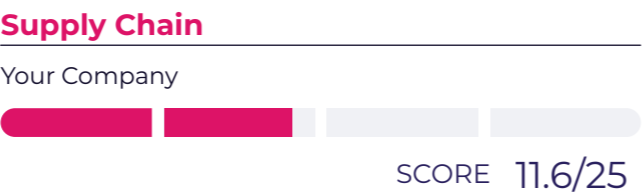
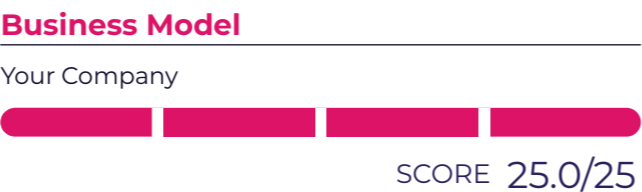
SDG PERFORMANCE



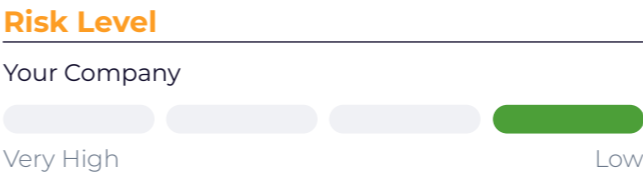
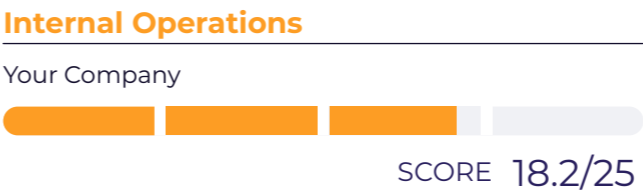
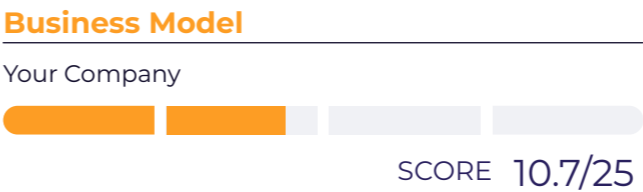
SDG 9 - Industry, Innovation and Infrastructure
Build resilient infrastructure
promote inclusive and sustainable
industrialization and foster innovation



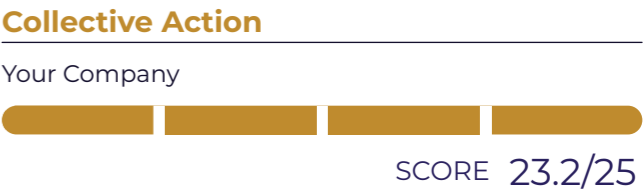
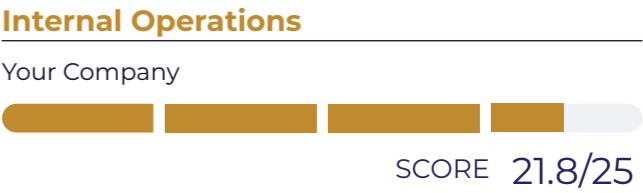
SDG 10 - Reduced Inequalities
Reduce inequality within and among
countries



SDG 11 - Sustainable Cities and Communities
Make cities and human settlement inclusive,
safe resilient and sustainable



SDG 12 - Responsible Consumption and Production
Ensure sustainable consumption and
production patterns

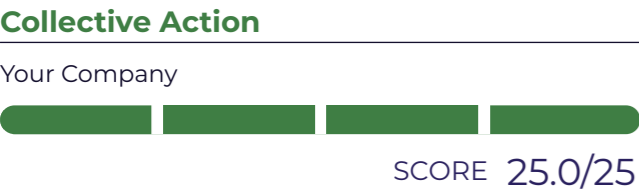
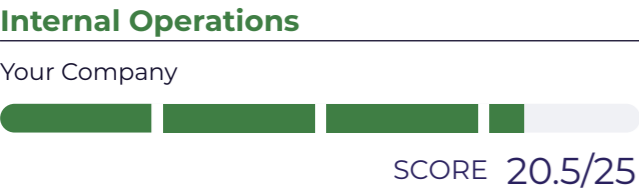


SDG PERFORMANCE



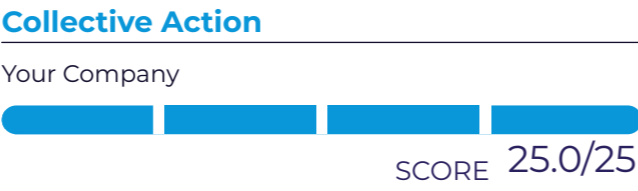
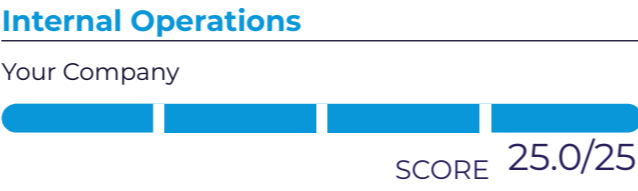
SDG 13 - Climate Action

Take urgent action to combat climate change and its impacts



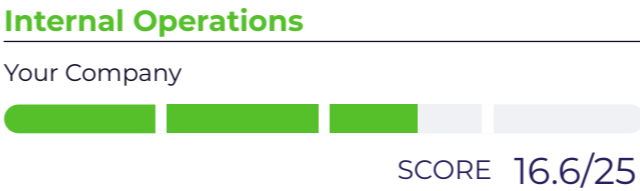
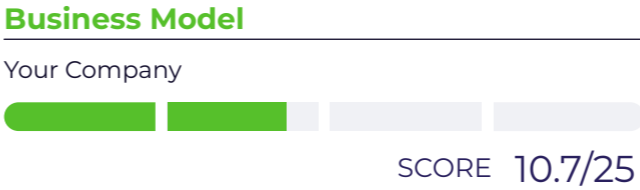
SDG 14 - Life Below Water

Conserve and sustainably use the oceans, seas and marine resource for sustainable development



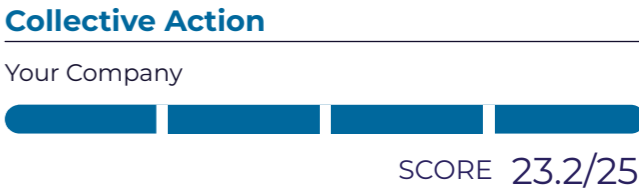
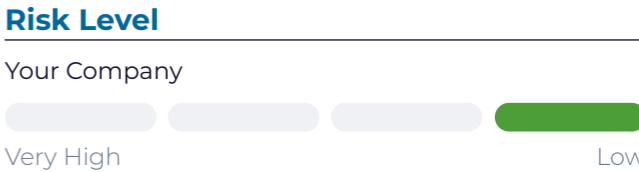
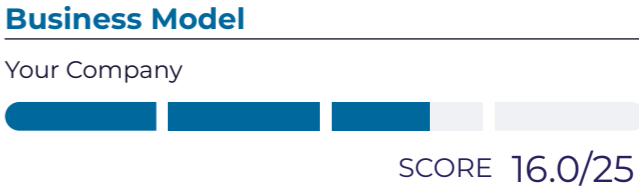
SDG 15 - Life On Land

Protect, restore and promote sustainable use of terrestrial eco system sustainably manage forest, combat desertification, and halt and reverse land degradation and halt biodiversity loss



SDG 16 - Peace, Justice and Strong Institutions

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels



GRI CONTENT INDEX

Statement of Use

Semtrio has reported the information cited in this GRI content index for the period 1 Jan, 2021- 31 Dec, 2022 with reference to the GRI Standards.

GRI 1 Used		GRI 1: Foundation 2021	
GRI STANDARD	DISCLOSURE	LOCATION	
GRI 2: General Disclosures 2021	2-1 Organizational details	5,7	
	2-2 Entities included in the organization's sustainability reporting	5,7	
	2-3 Reporting period, frequency and contact point	5	
	2-4 Restatements of information	The report is Semtrio's first sustainability report.	
	2-5 External assurance	There is no external assurance in the report.	
	2-6 Activities, value chain and other business relationships	24, 25	
	2-7 Employees	41,42	
	2-9 Governance structure and composition	12,13	
	2-10 Nomination and selection of the highest governance body	12,13	
	2-11 Chair of the highest governance body	12,13	
	2-12 Role of the highest governance body in overseeing the management of impacts	12,13	
	2-13 Delegation of responsibility for managing impacts	12,13	
	2-14 Role of the highest governance body in sustainability reporting	13	
	2-16 Communication of critical concerns	28	
	2-17 Collective knowledge of the highest governance body	13	
	2-22 Statement on sustainable development strategy	6	
	2-23 Policy commitments	27,28,31,43	
	2-24 Embedding policy commitments	15-20	
	2-25 Processes to remediate negative impacts	28	
	2-26 Mechanisms for seeking advice and raising concerns	27	
	2-27 Compliance with laws and regulations	29	
	2-28 Membership associations	15-20	
	2-29 Approach to stakeholder engagement	32,33	
	2-30 Collective bargaining agreements	33	

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GRI 1 Used		GRI 1: Foundation 2021	
GRI STANDARD	DISCLOSURE	LOCATION	
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	5,18,27	
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	27	
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	38	
	303-2 Management of water discharge-related impacts	38	
	303-5 Water consumption	38	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	36	
	305-2 Energy indirect (Scope 2) GHG emissions	36	
	305-3 Other indirect (Scope 3) GHG emissions	36	
	305-4 GHG emissions intensity	36	
	305-5 Reduction of GHG emissions	36	
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	38	
	306-2 Management of significant waste-related impacts	38	
	306-3 Waste generated	38	
	306-4 Waste diverted from disposal	38	
	306-5 Waste directed to disposal	38	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	33,38	
	308-2 Negative environmental impacts in the supply chain and actions taken	33	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	41,42	
	401-3 Parental leave	43	
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	33	
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	43	

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GRI 1 Used		GRI 1: Foundation 2021	
GRI STANDARD	DISCLOSURE	LOCATION	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	44	
	404-2 Programs for upgrading employee skills and transition assistance programs	44	
	404-3 Percentage of employees receiving regular performance and career development reviews	44	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	33,41	
	405-2 Ratio of basic salary and remuneration of women to men	41	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	27,40	
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	18,40	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	18,27,40	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	18,40	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	30	
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	33	
	414-2 Negative social impacts in the supply chain and actions taken	33	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	33	



This report may contain general information on legal issues, which is not advisory. This information is provided “as is” without any express or implied representation or warranty, and Semtrio Eğitim ve Danışmanlık Hizmetleri A.Ş makes no representations or warranties with respect to the legal information contained in this report. It is not guaranteed that this information will be complete, accurate, up-to-date or non-misleading, permanent and invariant. Semtrio Eğitim ve Danışmanlık Hizmetleri A.Ş, its employees, directors and other persons and organizations involved in the reporting process cannot be held liable for any damages that may arise out of the use of the information presented in this report.

You can contact us at sustainability@semtrio.com for questions about Semtrio sustainability efforts and this report.

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