

Date and time of publication on PDP (Public Disclosure Platform): 18.05.2024 - 00:06:42 AM  
<https://www.kap.org.tr/tr/Bildirim/1287887>



## PUBLIC DISCLOSURE PLATFORM

# HÜRRİYET GAZETECİLİK VE MATBAACILIK A.Ş. Sustainability Compliance Report 2023- Annual Disclosure

### Summary Information

Sustainability Compliance Report



## Sustainability Compliance Report

Relevant Companies



Relevant Funds



	Compliance Status				Explanation	Report Information on Publicly Disclosed Information (Page number, menu name on the website)
	Yes	Partially	No	Irrelevant		
<b>Sustainability Compliance Report</b>						
<b>A. GENERAL PRINCIPLES</b>						
<b>A1. Strategy, Policy and Objectives</b>						
A1.1. Priority environmental, social and corporate governance (ESG) issues, risks and opportunities were determined by the corporation's board of directors.	X				They are found in the Social Responsibility/Environmental Health section of our company website.	<a href="https://www.hurriyetkurumsal.com/sosyal-sorumluluk/cevre-sagligi/">https://www.hurriyetkurumsal.com/sosyal-sorumluluk/cevre-sagligi/</a>
A1.1. ESG policies (e.g.: Environmental Policy, Energy Policy, Human Rights and Employee Policy, etc.) were created and disclosed to the public by the corporation's board of directors.	X				They are found in the Human Resources section of our company website.	<a href="https://www.hurriyetkurumsal.com/insan-kaynaklari/insan-kaynaklari-uygulamaları/">https://www.hurriyetkurumsal.com/insan-kaynaklari/insan-kaynaklari-uygulamaları/</a>
A1.2. Short and long-term targets set within the scope of ESG policies were disclosed to the public.			X			
<b>A2. Implementation/Monitoring</b>						
A2.1. The committees and/or units responsible for the implementation of ESG policies and the highest-level officers in the corporation regarding ESG issues and their duties, were determined and disclosed to the public.			X			
A2.1. Activities carried out within the scope of policies were reported to the board of directors by the responsible committee and/or unit minimum once a year.			X			
A2.2. Implementation and action plans in line with ESG targets were created and disclosed to the public.			X			
A2.3. ESG Key Performance Indicators (KPIs), and the level of achievement of these indicators on an annual basis, were disclosed to the public.			X			
A2.4. Activities to improve the sustainability performance for business processes or products and services were disclosed to the public.	X				They are found in the Social Responsibility/Environmental Health section of our company website.	<a href="https://www.hurriyetkurumsal.com/sosyal-sorumluluk/cevre-sagligi/">https://www.hurriyetkurumsal.com/sosyal-sorumluluk/cevre-sagligi/</a>
<b>A3. Reporting</b>						
A3.1. Information on the corporation's sustainability performance, targets and actions were included in the annual reports in an understandable, accurate and sufficient manner.	X				Included in the annual report dated 31.12.2023.	Annual Report dated 31.12.2023, pages 36, 37, 38 and 39
A3.2. The corporation disclosed to the public information on which of the United Nations (UN) 2030 Sustainable Development Goals are related to its activities.						
A3.3. Lawsuits filed and/or concluded against the company on ESG issues, that are important in terms of ESG policies and/or will significantly affect the activities, were disclosed to the public.	X				Included in the annual report dated 31.12.2023.	Annual Report dated 31.12.2023, page 47
<b>A4. Verification</b>						
A4.1. The corporation's ESG Key Performance metrics were verified by an independent third party and disclosed to the public.			X			
<b>B. ENVIRONMENTAL PRINCIPLES</b>						
B1. The corporation disclosed to the public its environmental management policies and implementations, action plans, environmental management systems (known by the ISO 14001 standard) and programs.			X			
B2. Regarding the environmental reports prepared to provide information on environmental management, the scope of the report, reporting period, reporting date, reporting conditions and relevant restrictions were disclosed to the public.			X			

B4. Environmental targets included in the reward criteria within the scope of performance incentive systems on beneficiary basis (such as board members, managers and employees) were disclosed to the public.			X			
B5. How the environmental issues identified as a priority were integrated into business targets and strategies, was disclosed to the public.			X			
B7. How environmental issues are managed and integrated into business targets and strategies throughout the corporation value chain, including the operation process, in a way to cover suppliers and customers as well, was disclosed to the public.			X			
B8. Whether the relevant institutions and non-governmental organizations were included in the policy-making processes on the environment, and the collaborations with these institutions and organizations, were disclosed to the public.			X			
B9. Information on environmental impacts were disclosed to the public in a periodically comparable manner, in the light of environmental indicators (greenhouse gas emissions (Scope-1 (Direct), Scope-2 (Energy, indirect), Scope-3 (Other, indirect)), air quality, energy management, water and wastewater management, waste management, biodiversity impacts).			X			
B10. The standards, protocols, methodology and base year details used to collect and calculate data were disclosed to the public.			X			
B11. The status of the environmental indicators (increase or decrease) for the reporting year as compared to previous years, was disclosed to the public.			X			
B12. Short and long-term targets were set to reduce the environmental impacts, and the progress according to these targets and the targets set in previous years was disclosed to the public.			X			
B13. The strategy to combat the climate crisis was created, and the planned actions were disclosed to the public.			X			
B14. Programs or procedures to prevent or minimize potential adverse environmental impacts of products and/or services were created and disclosed to the public.			X			
B14. Actions were taken to reduce greenhouse gas emission amounts of third parties (e.g. suppliers, subcontractors, dealers, etc.), and these actions were disclosed to the public.			X			
B15. The environmental benefits/gains and cost savings provided by initiatives and projects aimed at reducing environmental impacts were disclosed to the public.			X			
B16. Energy consumption (natural gas, diesel, gasoline, LPG, coal, electricity, heating, cooling, etc.) data were disclosed to the public as Scope-1 and Scope-2.			X			
B17. The electricity, heat, steam and cooling generated in the reporting year were disclosed to the public.			X			
B18. Practices related to increase of the use of renewable energy and transition to zero or low carbon electricity were carried out and disclosed to the public.			X			
B19. Renewable energy generation and consumption data were disclosed to the public.			X			
B20. Energy efficiency projects were designed, and the amount of energy consumption and emission reduction achieved through energy efficiency projects was disclosed to the public.			X			
B21. Water consumption, and the amounts, sources and procedures of water drawn from underground or aboveground, recycled and discharged, if any, were disclosed to the public.			X			
B22. Whether or not the operations or activities have been included in any carbon pricing system (Emission Trading System, Cap & Trade, or Carbon Tax) was disclosed to the public.			X			
B23. Information on the carbon credits accumulated or purchased in the reporting period was disclosed to the public.			X			
B24. The relevant details were disclosed to the public in the case of application of carbon pricing within the corporation.			X			
B25. The platforms on which the corporation discloses its environmental information were disclosed to the public.			X			
<b>C. SOCIAL PRINCIPLES</b>						
<b>C1. Human Rights and Employee Rights</b>						
C1.1. The Corporate Human Rights and Employee Rights Policy was created, in a way to cover the Universal Declaration of Human Rights, ILO Conventions ratified by Türkiye and other relevant legislation, those who are responsible for the implementation of the policy were determined, and the policy and those who are responsible were disclosed to the public.			X			
C1.2. Considering the supply and value chain impacts as well, the issues of fair labor, improvement of working standards, women's employment and inclusion (such as non-discrimination on gender, race, religion, language, marital status, ethnic identity, sexual orientation, gender identity, familial responsibilities, union activities, political view, disability, social and cultural differences, etc.) were included in the employee rights policy.	X					<a href="https://www.hurriyetkurumsal.com/insan-kaynaklari/insan-kaynaklari-uygulamalari/">https://www.hurriyetkurumsal.com/insan-kaynaklari/insan-kaynaklari-uygulamalari/</a>

C1.3. Measures taken along the value chain for the protection of groups that are vulnerable to certain economic, environmental and social factors (low-income groups, women, etc.) or for minority rights/equal opportunity, were disclosed to the public.	X					<a href="https://www.hurriyetkurumsal.com/insan-kaynaklari/insan-kaynaklari-uygulamalari/">https://www.hurriyetkurumsal.com/insan-kaynaklari/insan-kaynaklari-uygulamalari/</a>
C1.4. Developments on preventive and corrective actions against discrimination, inequality, human rights violations, child labor and forced labor, were disclosed to the public.	X					<a href="https://www.hurriyetkurumsal.com/insan-kaynaklari/insan-kaynaklari-uygulamalari/">https://www.hurriyetkurumsal.com/insan-kaynaklari/insan-kaynaklari-uygulamalari/</a>
C1.5. The issues of investment in employees (training, developmental policies), compensation, fringe benefits granted, right to unionize, work/life balance solutions and talent management were included in the policy on employee rights.			X			
C1.5. Mechanisms for employee complaints and resolution of disputes were created and the processes for resolution of disputes were determined.			X			
C1.5. Activities carried out during the reporting period were disclosed to the public in order to ensure employee satisfaction.			X			
C1.6. Occupational health and safety policies were created and disclosed to the public.	X					Although our company has an Occupational Health and Safety Policy, it was not disclosed to the public.
C1.6. Measures taken to maintain occupational health and prevent occupational accidents, and accident statistics, were disclosed to the public.			X			
C1.7. Policies on the protection of personal data and data safety were created and disclosed to the public.	X					Although our company has relevant policies, they were not disclosed to the public.
C1.8. The ethics policy was created and disclosed to the public.	X					<a href="https://www.hurriyetkurumsal.com/wp-content/uploads/2021/01/etik_ilkeler.pdf">https://www.hurriyetkurumsal.com/wp-content/uploads/2021/01/etik_ilkeler.pdf</a>
C1.10. Informative meetings and training programs were organized for employees on ESG policies and practices.			X			
<b>C2. Stakeholders, International Standards and Initiatives</b>						
C2.1. A customer satisfaction policy for management and solution of customer complaints was created and disclosed to the public.		X				Although our company has relevant policies, they were not disclosed to the public. A Reader Representative Unit was established for management and resolution of customer complaints, and the contact information of the relevant Unit are shared on the website in the form of e-mail and telephone number. <a href="https://www.hurriyet.com.tr/bizeulasin/">https://www.hurriyet.com.tr/bizeulasin/</a>
C2.2. Information on communication with stakeholders (which stakeholder, subject and frequency) were disclosed to the public.			X			
C2.3. The international reporting standards adopted in the reports were explained.			X			
C2.4. The principles adopted regarding sustainability, and the international organizations, committees and principles, of which we are a signatory or member, were disclosed to the public.			X			
C2.5. Developments were made and efforts were carried out to be included in the sustainability indices of Borsa İstanbul and/or international index providers.			X			
<b>D. CORPORATE GOVERNANCE PRINCIPLES</b>						
D1. Opinions of beneficiaries were taken when determining measures and strategies for sustainability.			X			
D2. Efforts were made to raise awareness on sustainability and its importance through social responsibility projects, awareness-raising events and training.	X					