

DEVELOPING COMMUNITIES



MEETING THE NEEDS OF COMMUNITIES FOR INFRASTRUCTURE AND SUPERSTRUCTURE



COMMUNITIES REQUIRE VARIOUS STRUCTURES FROM TRANSPORT SYSTEMS TO ENERGY PRODUCTION FACILITIES, FROM BUILDINGS WITH VARIOUS FUNCTIONS TO DAMS IN ORDER TO MEET THEIR NEEDS, TO CONTINUE THEIR EXISTENCE AS WELL AS TO IMPROVE THEIR ECONOMIES. EVERY COMMUNITY BENEFITS FROM VARIOUS INFRASTRUCTURE AND SUPERSTRUCTURE ELEMENTS IN PROVISION OF SERVICES SUCH AS ENERGY, HEALTHCARE AND TRANSPORTATION NETWORKS WHICH IT NEEDS FOR ITS SURVIVAL AND WELFARE. THIS SITUATION PLACES INFRASTRUCTURE AND SUPERSTRUCTURE WORK AT THE HEART OF THE SUSTAINABLE DEVELOPMENT OF COMMUNITIES.

The lack of structures required to meet the vital needs of communities, such as energy, transport and other infrastructure, industrial facilities, hospitals, and schools are acutely felt in developing countries and the majority of ENKA's projects take place in these regions. ENKA has increased the social welfare of these communities by providing employment to more than 400,000 people and supporting local suppliers and firms in these regions and contributed to the development of many local economies with more than 500 oil, gas and petrochemicals, power plants, infrastructure and building projects in 46 different countries.

Since the 1970s, ENKA has completed numerous projects, most of which were constructed in developing countries with its earned experience in the design and construction of power plants and helped these countries overcome their power shortages, which was one of the greatest obstacles to their development.

Among these projects are the Adapazari and Gebze power plants, commissioned in 2002, and the İzmir power plant, commissioned in 2003, which made ENKA the largest private sector power producer of Turkey. With their 4,100 MW of installed capacity, these power plants have the potential to meet 11% of Turkey's total power consumption.

ENKA's experience in this field comprises:

- 6 Thermal Power Plants with a total installed capacity of 4,070 MW
- 13 Natural Gas Combined Cycle Power Plants with a total installed capacity of 14,296 MW
- 8 Simple Cycle Power Plants with a total installed capacity of 4,166 MW

These plants have been regarded as exemplary investment projects by global standards on account of their maximum production efficiency and minimal environmental impact ensured by the technological support systems used and in view of their technical infrastructure and the management systems in use.

ENKA has completed several energy projects in Iraq, which is going through post-war recovery and is in great need of secure power supply, it has contributed to country's national development by adding more than 4,000 MW of installed capacity to the Iraqi network with these power plants. For example, at the Dhi Qar Combined Cycle Power Plant project that is currently under way, plans have been made and implemented to complete the project at a date earlier than that was stipulated in the contract in response to the social problems which the power shortage has been causing in Iraq, with the aim of being sensitive to the needs of the community as well as fulfilling responsibilities towards the employer. This project aims to meet Iraq's energy needs, contribute to national development and increase the efficiency and quality of infrastructure services.

Among ENKA's building projects are urban development projects, hospitals, airports, factories and manufacturing facilities which are intended to meet basic needs in the countries concerned, and particularly in the Russian Federation, the Commonwealth of Independent States (CIS) and Africa. In this regard, various urban development projects have been completed in Oman, Libya, Saudi Arabia and the Russian Federation. While carrying out large-scale projects to meet the needs of communities, ENKA has also contributed to local economies by employing local workforce and supporting local suppliers and acquainted the countries with high-quality and safe engineering practices.

The Tengiz projects in Kazakhstan, for which ENKA has been undertaking engineering and construction work since 1993, provide another example of ENKA's approach to contributing to local economies. During the course of its activities in the region, it has created employment for local personnel by engaging more than 100 subcontractor firms.



The direct contributions made by ENKA projects to local economies by working with local suppliers were over USD 245 million in 2019.

ENKA with its major infrastructure projects which it has been carrying out since 1958, has provided its customers and communities with sustainable development, socio-economic growth and safe means of transport. Following the Anatolian Motorway Project which was very significant for connecting İstanbul and Ankara in the 1970s, ENKA has successfully completed major infrastructure projects, including motorways in many countries such as Albania, Croatia, Kosovo, Turkey and Romania. In 63 years, ENKA has completed motorways, bridges, tunnels, viaducts and all the necessary construction activities in Iraq, Libya, Jordan, Saudi Arabia, Croatia, Romania, Kosovo, Albania and Turkey. Thanks to the projects completed by ENKA, these regions have reached new transport channels and their economies have benefited from the resultant growth in trade and tourism.

While carrying out projects in developing regions, ENKA has always contributed to the reduction of high rates of unemployment by generating direct or indirect employment opportunities and by providing local suppliers with opportunities to provide goods and services for the projects. To this end, the projects follow transparent recruiting procedures in which employment opportunities are initially advertised among the communities affected by the project and priority is given to employment of workforce from local communities.

Local employees are provided with training opportunities to improve their technical and administrative skills in line with their fields of work. Various administrative and professional skills development training programmes developed for local employees and they also take part in additional trainings which gives them the chance to be employed for other companies in the future. Through the training provided, the local employees, most of whom had no previous experience, become competent and experienced personnel.

In addition to the work for which ENKA is responsible under the terms of the contracts, all ENKA projects made efforts to implement social responsibility and volunteering projects that contribute to the welfare of the local communities by evaluating the infrastructure and social needs of the regions where they operate. Accordingly, various social responsibility projects are conducted to meet the needs of the communities. For this purpose, social responsibility projects which have been undertaken to meet the needs of local communities in project locations have included the maintenance of school buildings, the repair of damaged roads and the construction of pedestrian crossings and bridges. For example, within the scope of the social responsibility project in 2019, a bridge was built in the village of Yelantovo in Nizhnekamsk, Russia, to ensure safe travel of villagers and children. For more information about this project and other social responsibility projects, please refer to the section of ["Social Responsibility at ENKA"](#) of this report.



In 2019, ENKA together with its joint venture partner Bechtel, was selected by the Government of the Republic of Serbia to undertake the design and construction for the Morava Corridor Motorway Project in Central Serbia, with a total length of 112 km. The project includes ten new interchanges, significant amount of structures crossing highways, railways and challenging Morava river along the route, embankments work incorporating extensive erosion protection due to the large floodplain of the river, flood prevention measures, long river diversions, dykes and the construction of a new riverbed. This new motorway project in Serbia is also of great strategic significance for economic development and investments in the region. The key benefits which the project is intended to achieve are: an increase in the export and import potential of the region, safe travel conditions and shorter travelling times; the transport of the goods of local firms to other parts of country and the world and greater opportunities to access new technologies. New economic corridors are expected to be created for the industrial city of Kruševac while the establishment of international connections with Bosnia, Montenegro and Macedonia are foreseen. A further aim is to establish connections between the municipal centres in the impact area, the more economically developed areas and touristic places in the region. Please refer to the section of ["Social Impact Assessment"](#) of this report for information on the social impact assessment of the project.



SOCIAL IMPACT ASSESSMENT

BEFORE UNDERTAKING ANY ACTIVITY, ENKA ASSESSES THE SOCIAL, ECONOMIC AND ENVIRONMENTAL IMPACTS THAT MAY ARISE DUE TO THE ACTIVITY. THE ASSESSMENTS ARE INITIALLY CARRIED OUT DURING PROJECT'S DECISION STAGE IN INVESTMENT PROJECTS AND BEFORE ACCEPTING THE PROJECT IN CONTRACTING ACTIVITIES. THESE ASSESSMENTS ARE DETAILED DURING THE PROJECT PREPARATION PHASE AND ACTIVELY REVISITED THROUGHOUT THE PROJECT LIFE.

ENKA is well aware that the greatest factor in the success of a project is to ensure its ownership by the local communities in the project area where it is undertaken and the contributions to the welfare of these communities through the opportunities it will create in the region both during project life and after its completion. In this context, ENKA performs Environmental and Social Impact Assessments for its projects.

Through Environmental and Social Impact Assessments, potential positive and negative environmental and social impacts of a planned project and the risks and possible improvement opportunities that it may create in the region where the planned project will be located are identified. During these studies, specialist firms are engaged for the work and action plans are developed on the basis of the assessments.

Towards the action plans created, starting from the project planning and design phase, studies are carried out to eliminate potential negative impacts and risks as much as possible, to reduce or compensate in the cases where they cannot be completely eliminated and to increase the positive effects.

In line with its approach to reduce negative environmental and social impacts as much as possible, ENKA's design and engineering teams conduct all their design work to develop projects that will maximise the efficiency of materials and energy, have minimum negative impacts on employee and local community health and interfere with the daily lives and economic resources of local communities at minimum, to the extent permitted by project specifications and regulations. Waste management plans are drawn up during the pre-mobilisation stage and the construction sites are set up accordingly.

While assessing the social impact of projects, the demographic structure of the project region, community habits and traditions, the social and human rights risks in the region, legal requirements, economic conditions, opportunities for employment and the needs and expectations of the community are prioritized in the assessment criteria. If the assessment reveals that the impacts of the project may differ by gender or among minority groups, these effects are taken into consideration with the relevant sub-groups.



ENKA's environmental and social impact management plans are created with the aim of eliminating the negative impacts before they arise. When this is not possible, various solutions are developed such as impact mitigation, isolation, compensation or the use of engineering measures. Stakeholder dialogue is at the centre of both the impact assessment and the development and implementation of action plans. ENKA manages this kind of stakeholder dialogue in line with the Social Community Engagement Manual and project-specific Stakeholder Engagement Plans. ENKA holds regular meetings to inform its stakeholders, raise their awareness and establish two-way communication. In this context, meetings are held and cooperation is established with local authorities such as municipalities, village/neighbourhood leaders and local authorities. This cooperation focuses mainly on matters such as providing local communities access to employment opportunities, protecting the rights of local employees and residents, resolving their complaints, eliminating human rights risks. Apart from these, other groups with which stakeholder meetings are held include local school administrators, healthcare units, local businesses and local non-governmental organisations.

Another important form of stakeholder dialogue tool used in projects is grievance mechanisms. These grievance mechanisms offer services in local languages and are accessible to the local communities affected by the project in addition to the employees. All reports, suggestions and information conveyed to the grievance mechanisms are recorded, evaluated by the relevant specialised units and studies are carried out for all complaints that fall within the scope of the grievance mechanism. Regarding all received complaints, the complainant is informed at appropriate durations.

During all ENKA projects and business activities, all kinds of possible resettlement processes in the regions in which activities take place are planned and conducted in accordance with the principles drawn up by ENKA in line with international regulations. There was no resettlement process related to ENKA activities in 2019.



ENKA developed a Social Community Engagement Manual in 2017 in order to successfully manage all positive and negative impacts on communities located in the same region as its projects and various operations and made the document available for the use of all ENKA units. The manual explains the main elements of managing interaction with communities and the role of project management in this process and includes examples and reference files from which projects and other business operations may draw. In this context, the following three main elements are to be taken into account in activities concerning the community at all locations where ENKA operates:

▮ **Avoiding or Eliminating Negative Impacts**

▮ **Increasing Positive Impacts**

▮ **Social Investment**

While conducting these activities, all units pay attention to ENKA Code of Business Conduct and to the legal requirements of the country where the activity is to be carried out.



DHI QAR COMBINED CYCLE POWER PLANT PROJECT SOCIAL IMPACT ASSESSMENT

As part of the Stakeholder Engagement Plan of the Dhi Qar Combined Cycle Power Plant Project, which will meet the energy needs of Iraq, support the national development and help to improve the quality and efficiency of infrastructure services, public meetings were held with the participation of local communities to discover the expectations of the stakeholder groups who would be directly or indirectly affected by the project, to listen to their concerns and opinions and to initiate the first communication with the local communities. Meetings were conducted with the representatives of villages and various local communities close to the project and community-level situation assessments were carried out through the interviews conducted in four villages and through the implementation of 356 household surveys.

During the interviews held with village leaders, it was stated that the main problem in the villages was high unemployment rates, which was also reflected in the household survey results. In the surveys, 63% of the local population stated that unemployment was a very important issue. Accordingly, local communities of Al-Sayed and Al-Agir were provided with direct and indirect employment opportunities, while local suppliers were given the opportunity to sell products and services to the project. By developing a transparent recruitment process plan, employment opportunities were announced to the local communities primarily and an Employment Policy and Recruitment Plan was developed to support this work. The policy was also prepared in such a way as to help to prevent child and forced labour, discrimination based on religion, language, gender and social status, and harassment-based discrimination. In order to contribute to the local economy, 650 personnel requirement had been supplied with the local workforce as of the end of May 2019. In this regard, a Local Procurement Plan was also developed and priority has been given to the suppliers within the project's area of impact for providing products and services.

Another important problem revealed by the household surveys was the lack of a secure energy supply. 70% of the households with a connection to the electrical network complained of power cuts lasting longer than 12 hours a day and in household surveys, it was also stated that the power cuts could occur at any time during the day without any advance warning. In view

of the basic needs of the communities and the social problems caused by power cuts, the resources allocated to the project were increased by making a plan to complete the project before the completion date specified in the contract.

The roads that had been damaged due to the project activities and the roads that were already in need of repair were improved, road safety and traffic signs were placed to ensure safe travel for the public and a traffic management plan for the project has been developed. Furthermore, a training was given to the employees who were employed as drivers, including the traffic rules they must follow.

Due to the lack of healthcare facilities in the vicinity of the project location, most of the villagers reported that they have difficulty accessing healthcare centers and this poses an important problem, particularly in cases of emergency. Healthcare services are provided to local employees in the clinics within the project site, even if health problems are not work related.

An effective grievance management system has been established for the stakeholder groups who would be affected directly or indirectly by the impacts of the project. Separate grievance mechanisms have been established for employees and local communities. All employees, including those employed on the project directly or indirectly, subcontractors, local employees and migrant workers working for subcontractors were informed about the project's Grievance Mechanism.

This process was also conducted in parallel at the Samawa Combined Cycle Power Plant Project which is the twin project.





MORAVA CORRIDOR MOTORWAY PROJECT SOCIAL IMPACT ASSESSMENT

The main objectives of the 112 km Morava Corridor Motorway Project, which ENKA will conduct in Serbia are; increasing the export and import opportunities in the region, ensuring the expected safe travel conditions and shortening travel durations, enabling local companies to carry their goods in nationwide as well as worldwide and access to new technologies.

A comprehensive and detailed Environmental and Social Impact Assessment (ESIA) was conducted to evaluate the project's environmental and social impacts, to identify potential environmental and social impacts associated with the construction and operation phases and to take actions to prevent, mitigate or compensate for any adverse impacts. During the ESIA process, project impact areas were identified, all stakeholder groups were identified by paying special attention to those directly affected, social baseline data were collected through field studies, impact identification, prediction and analysis processes were carried out and impact mitigation and management action plans were developed.

Stakeholder engagement has an important place in all ENKA projects and it is ensured that the opinions and interests of relevant groups are taken into account during project design and planning. The Stakeholder Engagement Plan, which was prepared in line with the Social Community Engagement Manual developed by ENKA in 2017, served as a guideline on how to establish communications and interact with stakeholders which may be directly or indirectly affected by the project. It also contains the details of a grievance mechanism for stakeholders to raise their concerns about the project. For the identified stakeholder groups, the initial public participation meeting was held on August 26th and local experts, consultants and sociologists took part in meetings to assess the opinions expressed by the stakeholders.

Within the defined Social Impact Area, there are 7 municipalities and 48 villages which are expected to be affected by the project. Community Level Surveys, Household Surveys, Information Gathering Meetings and Focus Group Discussions were held by consultants and various social experts in the areas within

the Social Impact Area to obtain information about the current situation and to assess the possible social impacts of the project.

Unemployment was reported to be a significant problem in all the municipalities within the impact area where researches were carried out. Due to the lack of employment opportunities, the younger generation in particular has been migrating away from the region in recent years. The Republic of Serbia defines the workforce as individuals between the ages of 15 and 64, and according to national statistics, unemployment rate of the Social Impact Area ranges from 11% to 35%.

During the baseline study, a team of sociologists and experts conducted Focus Group Discussions with local women in the affected municipalities in order to understand the role of local women and specific gender conditions in the Social Impact Area. The target groups included farmers, unemployed women, older and younger women. It was observed that employment opportunities in the region were not subject to gender discrimination and that majority of local women contribute to household income through agricultural activities. Both women and men underlined the lack of job opportunities. In line with previous experience in the private and public sectors, it was observed that local women are willing to be a part of the project through direct or indirect job opportunities.

In order to ensure that job-seekers in the region would benefit from the work opportunities provided by the project, it was decided to prepare a Recruitment Plan. In line with this plan, it was decided to take account of the information obtained through the household surveys about the occupational skills of the local communities and the availability of workforce types. With recruitment procedures, priority is given to vulnerable people (especially those who are economically disadvantaged) and it is aimed to provide as many opportunities as possible for the employment of the local workforce. Priority has been given to those living in areas which the project would impact socially.

In order to contribute to local procurement, the project aims to increase the benefits provided to local communities through direct and indirect employment and the purchase of local goods and services. In addition to local

subcontractors, national and local companies will have opportunities to supply various services in the field of maintenance and repair works.

Positive social impacts are also considered as part of the ESIA. These impacts are mainly based on local economic development and the creation of employment opportunities during the construction and operation phases of the project. In addition to direct employment opportunities during the construction phase, the project is expected to create many indirect economic opportunities for many projects that will lead to an increase in the local welfare.





W ENKA'S CULTURE INCORPORATES ALL THE CONCEPTS OF SUSTAINABILITY VERY COMPREHENSIVELY. A

ENKA and its joint venture partner Bechtel have successively undertaken and successfully completed motorway projects with a total length of more than 700 km in Turkey, Croatia, Romania, Albania and Kosovo since 1986. The originator of these projects was the founder of our company, our esteemed elder Şarik Tara. With the close international relations Şarik Tara developed, he identified the true needs of the countries concerned, produced solutions for them and led the way for these solutions to be implemented. All of these projects were crucial for the realisation of very important missions in the countries of implementation. For example, the construction of the Adriatic-Ionia Motorway in Croatia has opened the tourism potential of Croatia to Europe. The motorway constructed in Albania has reduced the travel time between the north and the south of the country to 2 hours from 8, reinvigorate the economy by facilitating mobility in Albania, improved both trade and the tourism potential of the Albanian coast by facilitating transportation

with Albania's neighbours. Similar examples can be given from every project we have undertaken in the Balkans. While carrying out our projects, we prioritised occupational safety, quality, on-time completion and local employment without compromising our ethical values and we accepted them as our most important principles. Constantly emphasising the advantages of ENKA being an engineering company, we draw our strength from our engineering ability while taking new projects and carrying out work. We combined all these qualities to complete every job successfully and achieve high customer satisfaction. The success of every project and the trust and respect we earned from local communities of the countries have brought new works to us. We regard every project we undertake as the key to further business opportunities. We consider our young employees on current ENKA projects as the managers of our future projects and we assign them responsibilities and we empower them. All these I mentioned above are the key to our 22 years of continuous business in the Balkans.

On December 5, 2019, Bechtel-ENKA Joint Venture was selected by the Government of the Republic of Serbia to undertake the design and construction of the 112 km Morava Corridor Motorway Project that will connect central Serbia with the Pan-European Corridors 10 and 11. Regulation of a new river bed of nearly 50 km is also within the scope of this project. As ENKA offers the most economical and rapid solutions for the development of countries' transport networks through its projects, it will also construct a new riverbed and flood prevention structures to prevent flooding, one of the most significant natural disasters in the region.

In the motorway projects we have completed, we sourced at least 70% of the workforce from among local citizens and a significant contribution has been made to the employment in the regions and countries concerned. With vocational trainings provided by ENKA, professional development of the local workforce employed at the projects was also ensured.

In addition to local employment, local suppliers have taken a significant place in our supply chains. Many of the goods and services purchased by the projects have been supplied from the local market, contributing greatly to the development of local suppliers.

All of the motorway projects we have completed contributed to significant increase in their Gross Domestic Product by providing leaps in in tourism, industry and trade revenues of the countries concerned. The economic

benefits obtained as a result of the development of the transport system have not been limited with the borders of the relevant country, but also with the connection of the new motorways to the European Motorway Network System, it also made transportation safer and comfortable for the surrounding countries and contributed significantly to the economic development of all these countries.

In addition to economic development, motorway projects contributes tremendously to social development, especially to education, culture and arts, as it connects communities with safer and economical ways due to their nature that links cities, regions and countries.

At our projects, we make a principle of attaching importance to social responsibility efforts and contributing to local communities. By way of example, I might mention the occupational safety and vocational trainings and professional certification we have provided to local employees. All the local employees who start working with us become competent in their professions at the end of the projects and once the projects are completed, they are able to find employment in every European country as highly qualified professionals. We also try to employ these highly qualified employees at our new projects as much as possible. I can easily say that there are as many ENKA people abroad as the Turkish ones. There are countless similar examples. For example, in one Balkan country, we provided "entrepreneurship" training to the local community, whose lands were on the project route and expropriated, on how to invest the compensation they had received, even though they were not our employees. We received very significant positive feedback. In another country, the dust from the stored waste ashes of a coal power plant was threatening the health of surrounding villages and towns. Our engineering team had developed a project to cover these stocks of ash with some of the earth excavated from the bed of motorway that was not suitable to be used for filling and prevent the dust. We implemented the project immediately, planted trees on the top of the stocks and thus we made a significant contribution to the health of the local community. Contributions to local communities arise spontaneously once you integrate the idea of benefiting the local communities into your work and use your creativity. I believe this way of thinking is one of ENKA's most distinguishing characteristics.

ENKA's culture incorporates all the concepts of sustainability very comprehensively. In addition to being the largest construction company in Turkey, ENKA is also one of the leading organisations in the fields of education, sports, culture and arts in Turkey. This institutional structure has played an important role in making the sustainability perspective so comprehensive within ENKA's corporate culture.

Our employees at İstanbul Headquarters participate in social responsibility projects with various non-governmental organisations both at corporate and individual levels throughout the year. Newsletters about social responsibility projects are shared with all employees on a voluntary basis in our company. In addition, in all the countries where we work, our project management units assess the expectations of the local communities and try to make the greatest contributions they can to community.

Our Health, Safety and Environment (HSE) policy is in line with international standards and is strictly applied at all the projects of the company. ENKA's figures for person-hours without lost day incident are much higher than the construction industry average. This is a direct result of our strict application of the HSE policy.

At the motorway projects we completed, policies on the environment, the protection of natural resources and waste disposal were implemented very meticulously. As a result, the Kosovo Route 6 Motorway Project was awarded by the International Road Federation (IRF) with the 2016 Global Road Achievement Award (RAA) in the Environmental Mitigation category.

One of the most notable aspects of the ENKA culture is the elder brother/sister and sibling relationships among its employees. As the founder of our company, dear Şarik Tara, emphasised repeatedly in his memoirs, this culture results in strong ties of love, respect and friendship among ENKA's employees.

Works on the sustainability of ENKA culture is constantly supported and monitored by the most senior levels of management and they are converted into internal procedures and conveyed to every level within the company both through publications and modern training methods by the Corporate Quality, HSE and Integrity Department.

■ **Özger İnal**
Member of the Executive Committee

#GrowingBetterTogether



LOCAL EMPLOYMENT

ENKA AND ITS SUBSIDIARIES CONTRIBUTE DIRECTLY TO THE SOCIAL AND ECONOMIC DEVELOPMENT OF THE COMMUNITIES IN TURKEY AND EVERY COUNTRY THEY OPERATE IN THROUGH LOCAL EMPLOYMENT PRACTICES. THIS CONTRIBUTION MAY TAKE THE FORM OF DIRECT EMPLOYMENT OR IT MAY BE THE RESULT OF THE INDIRECT EMPLOYMENT OPPORTUNITIES THAT ENKA CREATES IN THE REGION IN QUESTION WITH ITS EXTENSIVE SUPPLY CHAIN AND SUBCONTRACTOR NETWORK.

While ENKA plans its employment strategies in a fair and transparent manner, it gives the employment priority to the local communities living in the areas affected by the project and with this approach, it is aimed to increase the positive effects in the region where the project is located. Local employees are supported with technical, administrative and social skills training programmes and many employees gain new vocational skills through these programmes.


The Dhi Qar and Samawa Combined Cycle Power Plant projects currently continuing in Iraq are very significant for the region given the fact of ongoing economic crisis and limited employment opportunities in the region. While 848 of the 1,692 personnel employed at the Dhi Qar project are local employees, whereas this number is 831 in the Samawa project, which has 1,579 employees in total. Employees working on these projects are given new professional trainings on the use of hand tools, defensive driving techniques, first aid trainings, occupational health and safety and hygiene trainings. In addition, certification programmes in areas like machinery and equipment operating, lifting and rigging, welding, flagger, train the trainer are provided to enable them to acquire new vocational skills and expertise.

With the local employment policy implemented since 1993 at Tengiz projects in Kazakhstan and in line with the recruitment, training, development and sustainability practices in force, the percentage of Kazakh citizens employed in on-going projects has reached 90%. Local employment efforts continue in order to maintain this success. The number of local employees at the ongoing 3GP project in Tengiz has reached the 4,000 mark in 2019 and 60,000 person-hours training has already been completed within the scope of vocational training.

In the peak period of ongoing Route 6 Motorway project in Kosovo, a total of 3,353 personnel from 13 different countries were employed as workforce and local employees made up 80% of this workforce. Within the scope of this project, a total of 103,500 hours of occupational health and safety training has been provided in 57 different fields.

Cimtas Ningbo, which has been successfully manufacturing piping, skid, module and rapid-attachment flange installation components in China ever since its foundation and delivering them to more than 50 countries, has a local employee rate of more than 93%. At ENKA's real estate subsidiaries which continue their activities in Russia, the rate of local employees remains over 70% in total, while the rate of OMKH, operating among these companies, reaches 95%.

ENKA never pays its employees with salaries lower than the legal minimum wage set in the countries it operates in. 99.9% of ENKA employees receive salaries higher than the minimum wage.



ÇİMTAŞ STEEL WELDING TRAINING WORKSHOP AND EMPLOYMENT-BACKED WELDING TRAINING:

Welders have been trained and certified by Çimtaş Welding Technologies Centre at Çimtaş Steel Welding Training Workshop since 1981. A School of Welding was also established within the Welding Department at Cimtas Pipe in 2006. The proficiency of the welders trained here is validated by independent certification companies conducting examinations in line with international standards (ASME, EN, AWS, LR etc.). To date, more than 4,500 welders have been trained at welders' training sessions organised by a team of experts including welding trainers, welding inspectors and welding engineers. In 2019, 328 individuals attended welders training and 208 of these individuals were then employed at Çimtaş Steel and 120 were employed at Cimtas Pipe.

The table below shows the distribution of employees who work at various positions in ENKA İnşaat by place of origin. Employees from regions where ENKA operates are categorised as "local employees". Employees who are citizens of a third country, other than Turkey and countries where ENKA operates categorised as "other employees".

	NUMBER OF EMPLOYEES	RATE
TURKISH EMPLOYEES	3,196	19.42%
LOCAL EMPLOYEES	11,051	67.16%
SUBCONTRACTOR EMPLOYEES	306	1.86%
OTHER EMPLOYEES	1,901	11.55%
TOTAL	16,454	100%

■ Number of Local Employees in Senior Management throughout ENKA

NUMBER OF LOCAL EMPLOYEES IN SENIOR MANAGEMENT	LOCAL	FOREIGN	LOCAL EMPLOYEE RATE
ENKA OVERALL	108	25	81%



CONTRIBUTING TO THE DEVELOPMENT OF THE ENGINEERING PROFESSION

ENKA AIMS TO PROVIDE SOCIETY WITH ENGINEERS WHO KEEP TRACK OF ADVANCES IN THEIR PROFESSION, PUT THEIR KNOWLEDGE INTO INSTITUTIONAL FORM AND HAVE THE CAPACITY TO CONTRIBUTE TO THE INTERNATIONAL COMMUNITY BY COMBINING THEIR ENGINEERING KNOWLEDGE AND SKILLS WITH INNOVATIVE AND CONTEMPORARY PRACTICES AND SUPPORTS THE TRAINING OF YOUNG ENGINEERS IN ACCORDANCE WITH THIS AIM.

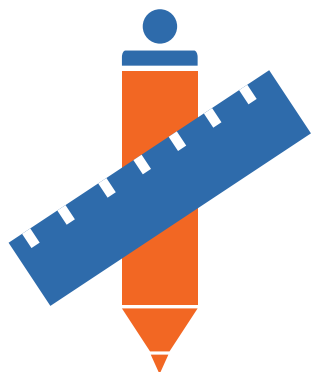
ENKA recognises that the engineering profession is a branch of science that plans products, methods and systems, and develops and produces innovations and technology, in accordance with the principles of the basic sciences, in order to offer technical solutions for issues which people and communities face. Therefore, ENKA carries out its activities by not leaving the principle of leaving a sustainable world for future generations but fulfilling its duties and responsibilities in this regard and considering engineering ethical values.

Besides conducting its own activities in a responsible manner, ENKA puts efforts to bring together the various stakeholder groups that have the potential to contribute to the engineering profession in order to exchange experiences and good practices in the sector, discuss problems and generate common solutions for these problems. Through these activities, it seeks to train successful engineers from different branches of the profession who can be of benefit both to the company and to society.

Engineers have very significant duties and responsibilities for building a better and sustainable future. There is need for works in order to eliminate very critical risks such as the natural and cultural environment being damaged, societies becoming unable to renew themselves through innovation and endangering individual and community health or even lives. In the reporting period, ENKA carried out the activities detailed below in the context of its efforts to contribute to the development of the engineering profession.

ENGINEERING INTERNS

142 interns were given positions within ENKA İnşaat and 448 within ENKA Group companies overall during the reporting period. Throughout their internships, all the interns were informed about ENKA's engineering projects and activities, provided with applied training and they had the opportunity to improve their engineering knowledge and skills as well as to acquire one of their first experiences of work. By means of the internship programs, organisational knowledge and experience in the field of engineering obtained as a result of an engineering history of 63 years are passed on to the young engineers of the future.



COLLABORATION WITH STUDENT SOCIETIES

In the context of its sustainability strategy, ENKA supports student societies and meets with them in various occasions in order to contribute to the development of engineering profession. In 2019, ENKA was one of the sponsors of the Career Summit of İstanbul Technical University and shared its engineering experiences by meeting with students.

Also in 2019, ENKA took part as main sponsor at the CE Summit event which was organised by IACES Middle East Technical University (METU) Local Committee annually as a career summit in the fields of engineering and architecture.

ENKA undertook the sponsorship of the IEEE METU Women in Engineering Camp event and met with candidates of future engineers at this event. The event was organised in order to explain to high school students whom have not yet made their choice of university course that there is no gender bias in the engineering profession and to emphasize the importance of the place of women in society and business.



SOCIAL INVESTMENT

ENKA and all its group companies pay special attention to lead social investments in the regions where they continue their operations, with the aim of creating value in different fields and leaving a positive and lasting presence in the local communities living in these regions.

■ Social Investments Made in 2019

ENKA Sports Club, ENKA Schools operating in the provinces of Adapazarı, Kocaeli and İstanbul and ENKA Arts, all of which operate under the umbrella of the ENKA Foundation, have appealed to every segment of the society for years through the contributions that have provided in education, art, sports and the social fields and the positive influence they have left.

The ENKA Foundation and ENKA İnşaat and its subsidiaries, have carried out a total of TL 76.35 million worth of social investment in the fields of education, health, sports and social and environment. All main items of the investment are shared transparently with all our stakeholders every year through the table below.

ENKA UNIT	DESCRIPTION	INVESTMENT VALUE	COUNTRY	EDUCATION	SPORTS	HEALTH	SOCIAL	ENVIRONMENT
ENKA İNŞAAT	ITU, METU and Boğaziçi University student societies sponsorships	TL 62,500	Turkey	<div></div>				
	Donations for training and volunteering activities with DEKAMER, Ahtapot Volunteers, AYDER, Çorbada Tuzun Olsun, Good4Trust, Robotel Associations	TL 25,880	Turkey	<div></div>		<div></div>	<div></div>	<div></div>
	Various environmental and social donations and memberships	TL 44,700	Turkey	<div></div>			<div></div>	<div></div>
	Adıyaman Korucular Preschool and Malazgirt Preschool donation campaign	TL 53,373	Turkey	<div></div>				
	Ardahan afforestation donation	TL 27,730	Turkey					<div></div>
ÇİMTAŞ	Various social donations and supports	TL 187,764	Turkey				<div></div>	
	School donations	TL 17,044	Turkey	<div></div>				
	Various social support activities carried out by Cimtast Ningbo	TL 27,000	China	<div></div>		<div></div>	<div></div>	
ENKA PAZARLAMA	Various social donations	TL 46,800	Turkey	<div></div>		<div></div>		<div></div>
ENKA POWER	Various social donations	TL 44,260	Turkey			<div></div>	<div></div>	
	Taşkırsığı Village Middle School education and social supports	TL 47,173	Turkey	<div></div>			<div></div>	
ENKA TC	Various social donations	\$ 10,442	Russia			<div></div>	<div></div>	
	Humanitarian Development Association	\$ 23,171	Russia				<div></div>	
ENKA FOUNDATION	General donations and project supports	TL 1,465,034	Turkey	<div></div>	<div></div>		<div></div>	<div></div>
	Kocaeli Schools educational expenses	TL 17,368,552	Turkey	<div></div>				
	Educational expenses / study grants	TL 23,809,737	Turkey	<div></div>				
	School investment expenses	TL 11,120,988	Turkey	<div></div>				
	ENKA Sports Club	TL 20,554,511	Turkey		<div></div>			
	Support for arts and culture	TL 1,251,848	Turkey				<div></div>	



After my achievements at young ages, I was transferred to ENKA Sports, the best sports club in Turkey, at the age of 14 with the aim of going on to greater success in tennis. I am an athlete of ENKA Sports since 2004 and I was Turkey's first winner of a Women's Tennis Association (WTA) trophy and the country's first Olympic tennis player to rise to number 60 in the world rankings.

ENKA Sports played a major role in my development. First of all, I had the chance to work with competent coaches and my coaches helped me made great progress. At the same time, they played a big role in the formation of my personality as an athlete, both on court and off court. At ENKA Sports, I had the chance to understand better what it means to love the young and respect the elders, as we were taught in our families and schools. ENKA Sports attaches great importance to these values.

ENKA Sports is a major sports club where athletes with superior achievements are raised in various sports branches. It has a great facility where athletes can develop themselves and personnel of experienced coaches in every discipline that play a major role in sustaining the success. Also for children who want to progress towards becoming professionals, opportunities for several sport branches are offered at the same time and opportunities are given to map out a path for their futures. I regard this club as a very valuable sports club for Turkish sport. I count myself fortunate for having this chance to grow up at ENKA Sports and still be a part of it.

■ **Çağla Büyükkakçay**
Athlete

#GrowingBetterTogether



STAKEHOLDER
ASPECT



ENKA SPORTS CLUB HAS A GREAT FACILITY WHERE ATHLETES CAN DEVELOP THEMSELVES AND PERSONNEL OF EXPERIENCED COACHES IN EVERY DISCIPLINE THAT PLAY A MAJOR ROLE IN SUSTAINING THE SUCCESS.



ENKA FOUNDATION, ARTS, SPORTS AND ENKA SCHOOLS

ENKA FOUNDATION

ENKA Foundation was established in 1983 with the fundamental mission of raising individuals who are trained in an environment in which sports, education, culture and the arts are intertwined and who keep up with contemporary developments, are productive, ask questions and fulfil their potential. Based on this, ENKA Foundation works to ensure that the youth of Turkey are oriented towards a sporting life, and more broadly to nourish every young person with sports, education, culture and art in order to discover and develop the talents they possess.

The organisation gathered under the roof of the ENKA Foundation are: ENKA Sports Club; ENKA Schools İstanbul, which began operating in 1996; ENKA Schools Adapazarı, which started up immediately after the 1999 earthquake in order to provide education to children affected by the earthquake; Private ENKA Vocational and Technical Anatolian High School, which started teaching in Kocaeli in 2008; Private ENKA Science and Technology High School, also in Kocaeli and has been operating since 2014, and lastly ENKA Arts.

For more information about ENKA Foundation, please visit:

► www.enka.com/sustainability/enka-foundation/

ENKA SPORTS CLUB

Under its motto “The Future Belongs to the Young”, ENKA Sports Club has been responsible for raising countless talented Turkish athletes and players. Today, with 1,261 licensed athletes and 79 specialised coaches, it continues to take part in national and international sporting contests in the branches of sports and to achieve successful results in all the sports in which it is active.

In 2019, ENKA Sports Club provided training for 671 young athlete candidates, won a total of 16 cups and 643 medals in national and international contests and set a total of 139 records in athletics and swimming branches. It continues to be one of Turkey’s leading sports clubs both in terms of the talented young people whom it has won over for Turkish sports through its training activities and in terms of its achieved successes at the international level.

For more information, please visit:

► www.enkaspor.com/en/

NATIONAL CLUB CHAMPIONSHIPS;

ATHLETICS

- Turkey Super League inter-club girls’ team champions
- Turkey U18 League inter-club girls’ team champions



- Turkey U16 League inter-club girls’ and boys’ champions
- Inter-Club Walking League women’s and men’s champions

TENNIS

- Spor Toto Turkey Tennis League women’s and men’s teams champions

SWIMMING

- Turkey Arena Long Course Junior and Open Age champions
- Young Individual Women’s Swimming Competition champions

WATER POLO

- Spor Toto Şarkı Tara Water Polo Super League champions
- U19 League champions, U17 League champions

WRESTLING

- Turkish Championship winners
- U23 Turkish Championship winners
- Junior Turkish Championship winners

MAJOR INTERNATIONAL EVENTS IN THE 2019 SEASON;

ATHLETICS

- ENKA Foundation athletes won a silver medal at the European Athletics Indoor Championships and first place at European Cross Championships.
- ENKA Women’s Athletics Team became the European Champion in the European Champion Clubs Cup and they became the first team to bring the cup to Turkey in history.
- In the European U23 Athletics Championships, European Championship was won and a new record for world U23 group and Turkish Senior were broken.
- Competing in Belarus, Salih Korkmaz broke his own national record and earned the right to compete in the 2020 Tokyo Olympics.
- Yasmani Copello Escobar achieved a 2020 Tokyo Olympics qualifying time in the Paris stage of the Diamond League.
- Gold and silver medals were won at the European Youth Championships.
- Hearing-impaired ENKA Foundation athlete Yasin Süzen won the 400m at both the World Indoor Championships and the European Athletics Championships.

TENNIS

■ Melisa Ercan took the second place in Europe in the U14 European Youth Tennis Championship in the Czech Republic.

SWIMMING

■ Viktoriya Zeynep Güneş became a mixed medley semi-finalist with a degree in the World Swimming Championship and she passed the quota A for 2020 Tokyo Olympics.

■ Beril Böcekler was ranked second by breaking the Turkish national record at the European Youth Swimming Championship and she passed for 2020 Tokyo Olympics quota A. She was also the first swimmer to win and break national records in the 400m, 800m and 1500m freestyle events at the European Youth Summer Olympics Festival (EYOF), where she achieved her second Olympic qualifying time.

■ Berkay Ömer Öğretir also achieved a Tokyo Olympic A quota qualifying time.

WRESTLING

■ Third place at the European Wrestling Championship, second and third places at the U23 European Championship, second place at the European Junior Championship and the third place at the Senior European Games held in Minsk were won.

ENKA ARTS

ENKA Arts has hosted more than 300 concerts, more than 360 plays, more than 120 exhibitions, nearly 300 movie screenings and more than 50 dance shows and performances by gathering almost 7,000 artists and performers with a total audience of over 60,000 people for 32 years since its foundation.

ENKA Arts, which stands out with its structure that supports creativity and free thinking, has always opened its doors to young talents and to the artists and performers of the future to ensure the continuity of culture and art concepts, thus it has brought young and promising talents to the society.

ENKA Arts gathers young talents and master artists with audiences in different art branches such as performing arts, music, cinema and theatre and continues its activities in the field of culture and arts actively. ENKA Arts host artists from different national and international art disciplines at ENKA Auditorium which has a seated capacity of 600 and at the ENKA Eşref Denizhan Open Air Theatre, which has a seated capacity of 1,000 with both their professional technical equipment and innovative stage designs.

For detailed information, please visit:
▶ www.enkasanat.org/en





I was a 3rd grade student at the conservatory and at that time, Haldun Dormen used to teach 3rd and 4th grade classes. He had put on stage the plays that were successfully performed by Dormen Theatre previously, with us, students, in front of the audience as if we were professionals. We were all eager to become a 3rd grade to have this experience. It was with this wonderful experience that I met with ENKA Arts. I mean it was the first professional stage on which I ever performed in İstanbul... It was an enormous thing that ENKA offered us such a wonderful opportunity.

ENKA Arts is, first and foremost, a really magical place that gives the credit of its story. It has never ignored the purpose and goal for which it was established. It is a very important asset that lies at the roots of many people that are well-known for their art. When I look at my friends with whom I went on that stage for the first time and see what precious things they are still doing for this country enthusiastically, I am smiling again with all my heart. I look at myself in those photographs and give thanks once again for my excitement which is still with me now. One of my friends has become head of department, and with some of them I have shared the same stage for years... Now I understand much better how much good it did us to appear on that stage and appreciate more for the traces of our dear teacher Haldun Dormen on every step we have taken.

Now after many years, I'm going back to the ENKA stage. Demet of 20 years ago will greet me there. It's feelings like this that people live for and I feel so happy! There is something else I should mention that from that day until today, ENKA's doors have always been open to us, we were always aware of that. That's where I gave my first big concert for example. It gives me great pleasure as a citizen of this country to see what a great team they have and how they always work in a way that befits their reputation. I really enjoy keeping up with the events as an audience as well. ENKA Arts, I am so glad we have you.

■ **Demet Evgar**
Actress

**ENKA IS A VERY IMPORTANT ASSET
THAT LIES AT THE ROOTS OF MANY
PEOPLE THAT ARE WELL-KNOWN
FOR THEIR ART.**

#GrowingBetterTogether



STAKEHOLDER
ASPECT

ENKA SCHOOLS İSTANBUL

Private ENKA Schools İstanbul was founded in 1996, prepares and empowers its students to have a positive impact on the world in a free atmosphere that encourages to ask questions. Private ENKA Schools İstanbul provides education to a total of 1,242 students in the pre-school, primary, middle and high school units with its 234 distinguished teachers. Aside from the scholarships provided by the state, scholarships are given to 177 students at ENKA Schools İstanbul for to their academic achievement. Within the school there are three fully equipped science laboratories, an auditorium, three libraries, a computer laboratory, two design rooms and a multimedia room in addition to the modern, suitable classrooms.

Sustainability Highlights:

■ In order to honour Global Climate Action Week in ENKA Schools İstanbul global climate change was discussed in various classes. In English classes, students watched Greta Thunberg’s inspiring speech at the United Nations Climate Action Summit and reflected on it; in Geography classes, students discussed the consequences of global climate change; and in Art classes, climate change and the 16th İstanbul Biennial “The Seventh Continent” were discussed.

■ On January 17th, 2019, primary school students from ENKA Schools İstanbul and their families organised a “Cinema Day” to raise awareness about the needs of stray animals and to meet the costs of pet food and veterinary care. The money raised during the event was used to buy 205 kilos of dog food, to meet the costs of veterinary care for horses injured in a fire at Büyükkada and to pay for the needs of a sick puppy found abandoned in the forest.

■ The community service project, which ENKA Schools has been organising in Nepal every year since 2011, was held again on April 5th-13th 2019 with a team of 13 high school students and two teachers. The students spent their holiday helping to the friendly and hospitable people of Nepal, a country with a rich cultural and geographical assets, despite of its poor living conditions. They helped to improve a preschool, repaired the walls and gave basic lessons in Art, Mathematics and English to children of various ages.

■ The “Sound of Sight” game between the ENKA High School and Turkey Association of the Visually Impaired football teams, which has been organised by the ENKA High School Dreamcatchers Club for the past three years, took place once again in 2019.

■ In the Gaziantep Social Responsibility Project, which was held for the second time this year, students organized summer school activities in Gaziantep



Şehitkamil Galip Deniz Middle School. The students who carried out art, sports and sustainability workshops, also redecorated the art room of the Gaziantep Şehitkamil Mete Uygun Middle School and supplied it with art materials.

■ Members of the ENKA Schools İstanbul Middle School World Wildlife Foundation (WWF) Club took part in the Nature Leaders Youth Conference which was organised by the WWF at Boğazici University on May 24th with the aim of assisting primary, middle and high school students to learn about nature by experiencing and loving it. As part of the programme, the students had the opportunity to meet up with the “Wildlife Protectors”, “Water Angels”, “Plastic Hunters” and “Food Warriors” groups made up of environmentally-sensitive students from various provinces of Turkey.

■ The 21st ENKA Teachers Spring Conference took place at ENKA Schools İstanbul on March 9th, 2019 with 100 teachers and 285 participants. The conference, which has been held every year since 1999, gives teachers working in state schools and teachers from ENKA Schools the opportunity to come together and share their experiences in their various areas of expertise. The teachers participated in a series of effective workshops during which new ideas and good practices were shared.

For more information, please visit:

► www.enka.k12.tr/istanbul/

ENKA SCHOOLS KOCAELİ

ENKA Schools Kocaeli consists of two entities, ENKA Technical Schools and ENKA Science and Technology High School. These two schools have developed various teaching programmes, established technical facilities and brought together a highly-qualified teaching staff in support of the practical education they provide to their students. They have their own LEGO robotics workshop, model aeroplane/drone workshop, science centre, visual arts workshop and orchestra practice room as well as physics, chemistry and biology laboratories equipped with the latest technology.

ENKA Technical Schools was established to provide education by using state-of-art machinery and equipment and up-to-date methods in order to raise individuals who respect professional ethics and moral values and are sensitive in this regard, who are able to meet the needs of the relevant sectors and higher education institutions. To this end, it implements multidirectional teaching programmes to raise individuals with strong social skills, high self-esteem and the ability to express themselves easily in society.

The ENKA Vocational and Technical Anatolian High School is the first and only school in Turkey with the status of an Anatolian Technical High School in which all students are provided full scholarships and it continues education in industrial automation, machine technologies and chemistry technologies with its 72 teachers and 410

students to raise the students' vocational competencies to the highest possible level.

All 119 students of ENKA Science and Technology High School receive full, unconditional scholarships from the ENKA Foundation. In addition to the standard curriculum, students are provided with additional educational activities from grade 10 and onwards in line with their goals and preferences. To this end, Genetics classes are organised in the genetics laboratory for students who wish to study medicine, while mechatronics and computer programming languages workshops are held for students who are interested in studying engineering.

For more information, please visit:

► www.enka.k12.tr/kocaeli/en/

Sustainability Highlights:

► One of ENKA Schools Kocaeli's TÜBİTAK (Scientific and Technical Research Council of Turkey) projects, "A New Natural Method for Prolonging the Shelf Life of Oranges", won second prize in the Biology category in the TÜBİTAK High School Students Research Project Competition, İstanbul Asia Zone Exhibition Final. In chemistry, the "Obtaining Thermal Insulating Plaster from Waste Paper and Waste Boron Minerals" project came third in the TÜBİTAK regional inter-high school contest.



► Thousands of students from 52 different countries attended the CERN International Masterclass Event, which was held in Kocaeli Science Center with the participation of 30 ENKA Schools Kocaeli students. ENKA Schools Kocaeli students had the opportunity to meet scientists by connecting live to the experiments conducted at the CERN European Nuclear Research Center with academics.

► The Barrier-Free Film Festival was held for the first time in 2013 to remind that it is a must to create conditions where individuals with disabilities may benefit from their social and cultural rights. The festival continues in order to contribute to the vocal representation of current cinema samples for the visually impaired individuals and to show them with sign language and detailed subtitles for the hearing-impaired individuals. Turkish sign language translation is also provided for the interviews that come after films.

► Students from ENKA Schools Kocaeli took part in the kennel construction activity organised for the fourth time by the Octopus Volunteers Association. Students are trained by volunteers and they learned about the stages of kennel construction and constructed a total of seven kennels. Through this activity, they provided shelter for shelterless animals with the arrival of the winter and demonstrated their environmental awareness once again by reutilizing used posters and pieces of wood.

► On 25 June 2019, a training on "Child Neglect and Abuse" was given to all teachers and personnel in order to contribute to employee development within the scope of sustainability studies of ENKA Schools Kocaeli.

► A "Cyber-Crime Seminar" was organised by the Kocaeli Department of Anti-Cyber-Crime to provide information on social media, internet, game addiction and cyber-bullying. During the seminar, information was shared about how social media networks have become an important form of communication, particularly in recent years, and about the dangers that internet and social media may bring when not used consciously. The legal consequences and psychological effects of cyber bullying, cyber-crimes and social media crimes were also explained.

► A "Women's Health Seminar" was organized by specialist physicians from Kocaeli Family Health Center, which is open to the participation of female employees and student's parents.

ENKA SCHOOLS ADAPAZARI

ENKA Schools Adapazarı was founded after the 1999 Marmara earthquake to provide education and shelter to children who had been victims of the disaster. Ever since the day it was founded, it has abided by its principle of ensuring equality in education and it continues to prepare its students to have a positive impact on the world by developing their capacities in various disciplines and ensuring that they acquire an international consciousness. It has now completed its 20th year and ENKA Schools Adapazarı continues to provide education to 676 students in total with its experienced 95 teachers.

ENKA Schools İstanbul and ENKA Schools Adapazarı are one of the first schools in Turkey to combine the widely-recognised International Baccalaureate (IB) Programme with the Turkish curriculum. As "IB schools", these schools have established a curricular system which ensures that their students acquire knowledge of both local and global topics. Thanks to the enquiry units embedded in the system, the students have the chance to investigate the issues that are of concern for the whole world by assessing the situation at the local and global levels and making connections with the Sustainable Development Goals.

For more information, please visit:

► www.enka.k12.tr/adapazari/en/

Sustainability Highlights:

► At a workshop entitled "A Message from Our Planet", students took part in interactive activities about the aspects of daily life that pose a threat to nature and the disasters and ecological problems which will arise very soon if precautions are not taken. They examined the current problems of the environment in the light of a wide range of striking examples, from how much water is polluted to make a pair of shoes to the fact that a part of the Amazon jungle has been destroyed in order to make hamburgers.

► As part of their activities on Human Rights and Democracy events, fifth-grade students in the Social Sciences Department organised a workshop named "Once Upon a Time" which is about Gender Equality, one of the most important issues faced by almost every individual in the world and particularly in Turkey. They analysed fairy tales, cartoon films and the discriminatory proverbs and idioms that have become part of our language from the angle of gender equality, which is one of the global goals for a sustainable society. With respect to human rights, they studied the real-life stories of men and women who shed light on society.

► Middle-school students in the Social Sciences Department of ENKA Schools Adapazarı carried out a series of activities with the slogan of "Being Happy is Every Child's Right" on the World Children's Rights Day to make children learn and embrace about the rights which are theirs from birth, and raise the awareness of their peers. As part of the celebrations for World Children's Rights Day on November 20th, the students watched the awareness-raising videos produced by UNICEF and created their own essays through collaborative thinking. The students wrote down their feelings and wishes regarding children married at an early age, child workers and refugee children and then drew connections between these issues and the global goals for sustainable development.



► On Pi Day, March 14th, 6th and 7th grade students at ENKA Schools Adapazarı conducted a community service activity in order to draw attention to scientific studies and facts in the fields of mathematics and the physical sciences. The awareness-raising community service activity took the form of a bazaar, with the revenue to be donated to a disadvantaged school for the procurement of teaching and learning materials. Fifth-grade students

performed a community service of their own by supporting students in need and being educated under very difficult conditions at the Narlıca Primary Education School in Van.

► The Middle School Young Entrepreneurs Club and Social Sciences Department provided books to the Perihan Tulan Primary School in Düzce, the second school which they support. Students had the opportunity to spend pleasant time together by visiting their friends who asked support for their libraries in the "Book Bank" project.

AWARDS:

ENKA SCHOOLS İSTANBUL

► Students from ENKA Schools İstanbul were awarded the gold medal for their achievements in the 27th TÜBİTAK Middle School Mathematical Sciences Olympics.

► The Nebula System project was designed by 7th grade student from ENKA Schools İstanbul to be part of a public transportation system and it came fifth among the 310 participating projects in the Teknofest İstanbul 2019 Flying Car Design Contest which aims to bring out the concept of "Flying Car" that will provide safe and easy transportation in residential areas.

ENKA SCHOOLS KOCAELİ

► Three students from ENKA Schools Kocaeli won silver medals for their outstanding performance in the national TÜBİTAK Science Olympics.

► The 6985 ENKA TECH robotics team, made up of students from ENKA Schools İstanbul, ENKA Schools Adapazarı and ENKA Schools Kocaeli, competed in the semi-finals of the inter-high school FRC İstanbul Regional Robotics Contest held on March 2nd-4th 2019 and won the "Best Autonomous" award.

► At the European Physics Olympics held in Latvia, ENKA Schools Kocaeli student who was part of the national team won the silver medal.

► ENKA Schools Kocaeli represented Turkey at the 30th International Biology Olympics which took place in Hungary, on July 21st 2019, and succeeded in winning the silver medal.

► An 11th grade student from ENKA Schools Kocaeli became the world champion in the Waterloo Mathematics Contest organised by Waterloo University, Canada. 10th and 9th grade students also succeeded in winning medals.

ENKA SCHOOLS SUSTAINABLE CAMPUS PROGRAMME

THE ENKA SCHOOLS SUSTAINABILITY COMMITTEE, INCLUDING REPRESENTATIVES OF ENKA SCHOOLS İSTANBUL, ENKA SCHOOLS ADAPAZARI AND ENKA SCHOOLS KOCAELİ, CONTINUED ITS ACTIVITIES IN 2019 WITH THE SUPPORT OF THE ENKA SUSTAINABILITY DEPARTMENT. THE COMMITTEE WAS ESTABLISHED IN 2017 AS PART OF THE SUSTAINABLE CAMPUS PROGRAMME, AN INITIATIVE WHICH SEEKS TO SUPPORT THE DEVELOPMENT OF RESPONSIBLE INDIVIDUALS AS CITIZENS OF THE WORLD, REDUCE ENVIRONMENTAL IMPACT AND CONTRIBUTE TO SOCIAL DEVELOPMENT.

In the "ENKA Sustainable Campus Programme", each school sets up sub-committees with voluntary participation from the student associations and clubs, administrative affairs and the parent-teacher association, and seeks to serve the goals of the ENKA Sustainable Campus Programme by developing its own strategies and targets by carrying out its activities accordingly.

The annual "ENKA Schools Sustainability Meeting", which takes place every year accordingly, was hosted by ENKA Schools Adapazarı this year on May 18th and 19th. The committee activities that continued throughout the day were carried out to include the following global topics;

- Combating Climate Change/Our Carbon Footprint
- Prevention of Excessive Consumption/Waste Management
- Respect for Human Rights and Prevention of Discrimination
- Animal Rights

OUTPUTS OF THE SUSTAINABILITY MEETING

Combating Climate Change/Our Carbon Footprint: The committee shared with the participants an analysis of the links between the Sustainable Development Goals and the topic of Combating Climate Change/Our Carbon Footprint. This was followed by an interactive discussion about how positive results can be achieved, based on examples of sustainable projects. Enriching the discussion with examples from daily life, the students dwelt on the measures that need to be taken to reduce the harm being done to nature.

Prevention of Excessive Consumption/Waste Management: The committee, which was chaired by the United Nations Sustainable Development Solutions Turkey Network (SDSN) representative, examined the concepts of sustainable development and development goals. After discussing about what human beings are able and unable to do about the problems of the world and its disappearing ecosystems, the students shared their solution suggestions.

Respect for Human Rights and Prevention of Discrimination: The Committee on Respect for Human Rights and the Prevention of Discrimination explained its work on how to create a sustainable, egalitarian and fair atmosphere in our environment. The committee, which started the event with orientation games on the theme of “Diversity and Difference” and shared its works in three areas of fundamental rights; children’s rights, the right to work, and freedom of thought and expression with the participants.

Animal Rights: The Animal Rights Monitoring Committee headed a discussion with the students on topics such as hunting and the animal industry. The students described the projects which they had developed to increase awareness on behalf of those living creatures who are unable to raise their own voices and do not receive the respect they deserve. Fourth grade primary school students took part in the meeting by exhibiting presentations on animal rights and water resources which they had prepared.

The Learning Designs Association, the Animal Rights Monitoring Committee (HAKİM), the SosyalBen Foundation, the Association for the Supporting of Electronic Waste Recycling (EAGD) and the Sakarya Small Producers Solidarity Network (SAKÜDA) had stands at the meeting and during the breaks between the committee sessions, they shared their work on the selected topics with the students and conducted activities to raise awareness about the issues they address.

The opening ceremony for the Şarık Tara Memorial Grove, which has been created on the ENKA Schools Adapazarı Campus, was held as a part of the meeting.



SOCIAL RESPONSIBILITY AT ENKA



ENKA VOLUNTEERS

The ENKA Volunteers platform, which was established in 2018 with the purpose of enabling employees to contribute to solutions for social and environmental problems, continued its activities in 2019. Through the volunteering projects determined by the ENKA Volunteers Executive Committee, ENKA Volunteers have continued to create social and environmental value while developing their own knowledge and social skills.

All across the ENKA group, employees who want to participate in volunteering projects have the right to use one day of volunteering leave each month.

ENKA Volunteers have carried out a total of 1,200 person-hours of volunteering activities in 2019.

2019 SOCIAL RESPONSIBILITY PROJECTS

ENKA İNŞAAT

FOOD DISTRIBUTION PROJECT

On May 22, 2019, ENKA Volunteers carried out a food distribution project in Taksim (İstanbul) together with the Çorbada Tuzun Olsun Association, which carries out activities to raise awareness about homeless people, provide them with basic needs and help them reintegrate with society and social integration. Not only did ENKA Volunteers distribute food as part of the project, but they also had the opportunity to communicate with homeless people who have been pushed outside of society, so as to help reintegrate them with society.



MATERIAL ASSESSMENT WORK

ENKA Volunteers carried out sorting, cleaning, ironing and packaging work at Octopus Volunteers Association's Material Assessment Centre on July 26th in order to make second hand clothing, shoes, books and toys reusable for those in need and packed the materials to make them ready to transport.

MECHANICAL HANDS FOR CHILDREN

Turkey Robotel Team provides free mechanical hands made by volunteers with 3D printer technology for children with hand and finger deformation and without access to the prosthesis. ENKA Volunteers created a corporate team which is contributing to all processes including the coordination of stages, demand collection, measurement, modelling and design, production with 3D printers, assembly, delivery and control.

After the training they received from the Robotel Turkey Team, volunteers were able to complete their first test model by printing sample hand model from wrist with a 3D printer. Work on a second test model for a hand model from arm prosthesis is in progress. Following the completion of the sample model studies, ENKA Volunteers will carry out work to provide a child who needs hand or finger prosthesis.



KINALIADA ENVIRONMENTAL CLEANING PROJECT

On July 20, 2019, ENKA Volunteers from ENKA İnşaat, ENKA Schools and ENKA Systems carried out an environmental cleaning project in Kinalıada within the framework of the ENKA Sustainability Policy in cooperation with the Octopus Volunteers Association. ENKA Volunteers completed an efficient environmental cleaning project by collecting approximately 150 kg of garbage and contributed creating a clean environment in Kinalıada and raising environmental consciousness.

HEYBELİADA ENVIRONMENTAL CLEANING PROJECT

Following the great interest attracted by the Environmental Cleaning Project carried out in Kinalıada, ENKA Volunteers carried out a second environmental cleaning project in Heybeliada on September 15, 2019. In addition to the volunteers from ENKA İnşaat, ENKA Schools and ENKA Systems, volunteers from ENKA TC in Moscow also participated in the project. With this activity, ENKA Volunteers collected approximately 450 kg of garbage and delivered to the municipality.

people with visual disabilities but also individuals who are not able to access resources due to other impairments. ENKA Volunteers have been providing support to visually impaired people by taking part in this project and vocalizing the selected books through a mobile application and adding them to GETEM's library archive since May 2019.

PLASTIC CAP CAMPAIGN

Since the last quarter of 2019, ENKA has supported the Plastic Cap Campaign started by the Spinal Cord Paralytics Association of Turkey (TOFD). Through this campaign, the entire revenue generated by recycling collected plastic bottle caps is used to provide for the needs of thousands of orthopedically handicapped individuals who are waiting for access to battery-powered and manual wheelchairs.



BRIDGE FOR THE VILLAGE

As part of social responsibility within ENKA's ongoing project in the Nizhnekamsk region of Russia, a bridge made of floating pontoons was constructed in Yelantovo village of Nizhnekamsk where 750 people live. The bridge was opened to public use with a ceremony where Mayor of Nizhnekamsk participated. By connecting the creek that divides the village of Yelantovo with the bridge, villagers and children have access to the schools and administrative buildings on the other side in a safer way.

AUDIO-BOOK VOCALIZATON PROJECT FOR VISUALLY IMPAIRED

The online library project created by the Boğaziçi University Technology and Education Center for the Visually Impaired People (Boğaziçi Üniversitesi Görme Engelliler Teknoloji ve Eğitim Merkezi - GETEM) aims to provide accessible information to visually impaired people. This project not only helps around 400,000



ENKA POWER

Through the donation campaign carried out by ENKA Power, the materials needed by Aliğa Vocational and Technical Anatolian High School Special Education Class students were provided and delivered to the school with the support of ENKA Power volunteers.

ENKA TC

ENKA TC has been organising various activities in Moscow since 2016 to meet with the directors of the orphanages in the region in order to learn about the general needs of the children and institutions, and to determine the areas in which children will be directly provided with attention and support. Since 2016, various activities with surprise gifts have been organised for the children living in the orphanages regularly on June 1st Children’s Day and December 31st New Year’s Day. In 2019, ENKA TC and Svyato-Sofiyskiy Social Children’s House decided to sign a Social Assistance Agreement. The responsibility for the provision of most important materials needed by the children was undertaken by ENKA TC through an annual donation and more importantly, a self-sacrificing step has been taken to show that children are not alone in every sense by ensuring the continuity of all activities organised and planned to this day.

As part of its social responsibility activities, ENKA TC has invited two impaired girls and their teachers from the Hagia Sofia Special Children’s Dormitory, which is supported by the Vernadskogo Shopping Centre, to have them undertake various tasks for a day acting as the Shopping Centre Manager. A meeting was organised with the Vernadskogo Shopping Centre Director and children were asked their opinions about the location and design of the telephone charging station units that will be installed within the shopping centre. At the end of the meeting, it was decided that the telephone charging units are to be installed at the location chosen by the children.

As part of the cooperation maintained by ENKA TC and the “Starost v Radost”(Old Age Is a Joy) Foundation, the largest civil society organisation in Russia which helps nursing home residents and provides home-services support to more than 200 households in 30 different regions in Russia, a New Year Gift Collection Campaign was organised on New Year’s Eve. ENKA TC established a platform to collect new year gifts in shopping centres in Moscow and made sure that information about the campaign and addresses of gift collection points were announced on social media. Thanks to visitors who brought gifts from their homes or purchased from the shopping centres, more than 600 nursing home residents were able to receive a new year gifts on New Year’s Eve. In addition, personal hygiene products and household goods were also collected as part of the campaign to be delivered to nursing homes.

CCI

Donations collected by CCI employees for the child protective services were delivered to relevant locations through an activity carried out jointly with ENKA TC. In addition, employees participated in a charity event organised as part of the Information Day, which aimed to help children from low-income households to prepare for the new school year.



ENKA's performance in 2018 and 2019 against "Developing Communities" section of its 2027 Sustainability Goals is presented below.

DEVELOPING COMMUNITIES	ENKA 2027 SUSTAINABILITY GOALS		2018	2019
	ENKA FOUNDATION	We will increase the budget for social investments by ENKA Foundation by 20% by the year 2027.	Social investment budget increased by 21% to 64.7 million TL	Social investment budget increased by 17% to 75.57 million TL
	ENKA İNŞAAT	All ENKA İnşaat projects are expected to complete at least 2 social responsibility projects within their lifetimes.	Target met	Target met
	ENKA GROUP	Within the ENKA Group, we aim to establish at least five collaborations each year with NGOs and other organisations which conduct sustainability work.	TEİD, BCSD, Octopus Volunteers, TEMA, Aegean Forest Foundation, Çorbada Tuzun Olsun, TİDER and ENKA Schools' collaborations	TEİD, BCSD, Octopus Volunteers, Çorbada Tuzun Olsun, ÖSGD, Robotel Turkey Association, TOFD, GETEM, "Starost v Radost" (Old Age Is a Joy) Foundation and ENKA Schools' collaborations
		For the purpose of promoting sustainability studies and contributing to the development of the engineering profession, we aim to support student organisations by providing at least two sponsorships.	ITU Civilcon, METU BEST, METU and Boğaziçi Career Days	METU IEEE WIE Camp, METU CESummit, ITU Career Days
		In order to develop volunteering projects and promote them in society, we aim to conduct at least five volunteering projects each year until 2027.	TEMA marathon, Octopus Volunteers MDM, Visiting Moscow Nursing Home, TAİF Bird Houses and ENKA Schools' Projects	Food Distrubiton Project, Mechanical Hands for Children Project, Plastik Cap Collection Project, Environmental Cleaning Activites in Kınalıada and Heybeliada, Audio Book Vocalization for Visually Impaired People, Material Assessment with Octopus Volunteers, Activities with Svyato-Sofiyskiy Social Children's House, New Year Gifts Collection Campaign for the elderly people.
		We aim to organise the sustainability themed "ENKA Sustainability Congress" in 2027, with the participation of various sectors and communities.	2027 Sustainability Goal	2027 Sustainability Goal
	ENKA SCHOOLS	ENKA Schools will engage in project partnerships with at least one state schools in the vicinity of ENKA Schools each year on the topics of sustainability activities or trainings.	Target met	Target met
		We aim to increase the number of participants attending the "ENKA Schools Spring Teachers Symposium", which is open to the participation of state school teachers, by 10% by the year 2027.	Number of participants increased from 518 to 550, an increase of 6.17%.	Number of participants: 385