



**GRI CONTENT
INDEX**



For the Materiality Disclosures Service, GRI Services reviewed that the GRI content index is clearly presented and the references for Disclosures 102-40 to 102-49 align with appropriate sections in the body of the report.

The service was performed on the Turkish version of the report.

GRI STANDARD	GRI INDICATOR	DISCLOSURES
GRI 101: Foundation 2016		
GRI 102: General Disclosures 2016		
Organizational Profile		
	102-1 Name of the organization	About ENKA p.14
	102-2 Activities, brands, products, and services	About ENKA p.15,15
	102-3 Location of headquarters	About ENKA p.14
	102-4 Location of operations	About ENKA p.14-17
	102-5 Ownership and legal form	Governance p.19,20
	102-6 Markets served	About ENKA p.14-17
	102-7 Scale of the organization	About ENKA p.14-17 Economic Performance p.23 Employee Profile p.120,121
	102-8 Information on employees and other workers	Employee Profile p.120,121
	102-9 Supply chain	Responsible Supply Chain Management, p.56 Employee Profile p.120 About ENKA p.14-17 Stakeholder Engagement and Surveys p.37
	102-10 Significant changes to the organization and its supply chain	Important Developments in 2018 p.24,25 Governance p.19 Supplier Assessment p.58,59

GRI STANDARD	GRI INDICATOR	DISCLOSURES
GRI 101: Foundation 2016		
GRI 102: General Disclosures 2016		
	102-11 Precautionary principle or approach	Sustainability Management p.32-35 Risk Management p.61-62 Environmental Management p.144 Energy Efficiency and Climate Change p.152
	102-12 External initiatives	Sustainability Management at ENKA p.32
	102-13 Membership of associations	Stakeholder Engagement and Surveys p.38-40
Strategy		
	102-14 Statement from senior decision-maker	A Message from the President and Chairman of the Executive Committee p.6-9
Ethics and Integrity		
	102-16 Values, principles, standards and norms of behavior	Mission, Vision and Values p.18 Sustainability Policy p.33 Ethics and Compliance p.46-48 Socio-economic Impact Assessment p.97
Governance		
	102-18 Governance structure	Governance p.19-21
Stakeholder Engagement		
	102-40 List of stakeholder groups	Stakeholder Engagement and Surveys p.37
	102-41 Collective bargaining agreements	Human Rights Assessment p.50-51
	102-42 Identifying and selecting stakeholders	Stakeholder Engagement and Surveys p.36 Sustainability Prioritisation Process and Stakeholder Engagement p.41
	102-43 Approach to stakeholder engagement	Stakeholder Engagement and Surveys p.37 Sustainability Prioritisation Process and Stakeholder Engagement p.41

GRI STANDARD	GRI INDICATOR	DISCLOSURES
GRI 101: Foundation 2016		
GRI 102: General Disclosures 2016		
	102-44 Key topics and concerns raised	Stakeholder Engagement and Surveys p.37 Sustainability Prioritisation Process and Stakeholder Engagement p.41-45 Socio-economic Impact Assessment p.98
Reporting Practice		
	102-45 Entities included in the consolidated financial statements	About This Report p.11 About ENKA, p.14,15
	102-46 Defining report content and topic Boundaries	About This Report p.11 Sustainability Prioritisation Process and Stakeholder Engagement p.41
	102-47 List of material topics	ENKA's Material Sustainability Topics, p.42-45
	102-48 Restatements of information	Greenhouse Gas Emissions, p.155
	102-49 Changes in reporting	ENKA Schools Istanbul, which featured in the "Energy Efficiency", "Climate Change" and "Water Management" chapters of the 2017 report was replaced this year by ENKA Schools Kocaeli. The issue of Biodiversity was added to the list of material topics.
	102-50 Reporting period	1 January 2018 – 31 December 2018
	102-51 Date of most recent report	22 June 2018
	102-52 Reporting cycle	Annual
	102-53 Contact point for questions regarding the report	About This Report p.11
	102-54 Claims of reporting in accordance with the GRI Standards	About This Report p.11
	102-55 GRI content index	GRI Content Index p.168-177
	102-56 External assurance	About This Report p.11

MATERIAL TOPICS		
Material Topic: Economic Performance		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Economic Performance p.22,23
	103-2 Management approach and its components	Economic Performance p.22,23
	103-3 Evaluation of the management approach	Economic Performance p.22,23
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Economic Performance p.22,23
	201-2 Financial implications and other risks and opportunities due to climate change	Energy Efficiency and Climate Change p.152,153
	201-4 Financial assistance received from government	Economic Performance p.22,23
Material Topic: Ethics and Compliance		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Ethics and Compliance p.46-55
	103-2 Management approach and its components	Ethics and Compliance p.46-55
	103-3 Evaluation of the management approach	Ethics and Compliance p.46-55
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	Prevention of Corruption and Unfair Competition p.53
	205-2 Communication and training about anti-corruption policies and procedures	Prevention of Corruption and Unfair Competition p.53
	205-3 Confirmed incidents of corruption and actions taken	Prevention of Corruption and Unfair Competition p.53
GRI 206: Anti-Competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Prevention of Corruption and Unfair Competition p.53
GRI 407: Freedom of Association and Collective Bargaining: 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights Assessment p.49-51
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Human Rights Assessment p.49 Responsible Supply Chain Management, p.56-60
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights Assessment p.49 Responsible Supply Chain Management, p.56-60

MATERIAL TOPICS		
Material Topic: Ethics and Compliance		
GRI 412: Human Rights Assessment 2016	412-1 Operations that have been subject to human rights reviews or impact assessments	Human Rights Assessment p.48,49
	412-2 Employee training on human rights policies or procedures	Ethics and Compliance p.46-48 Supplier Assessment p.59 2027 Sustainability Goals p.73
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Ethics and Compliance p.46-55 All projects and investments of ENKA İnşaat include human rights clauses and undergo human rights screening.
GRI 415: Political Contributions 2016	415-1 Political contributions	Prevention of Corruption and Unfair Competition p.53 ENKA does not support any political organization directly or indirectly.
Material Topic: Responsible Supply Chain Management		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Responsible Supply Chain Management p.56-60
	103-2 Management approach and its components	Responsible Supply Chain Management p.56-60
	103-3 Evaluation of the management approach	Responsible Supply Chain Management p.56-60
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Responsible Supply Chain Management p.56-60
	308-2 Negative environmental impacts in the supply chain and actions taken	Supplier Assessment p.58,59
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Local Procurement p.60
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Responsible Supply Chain Management p.56-60
	414-2 Negative social impacts in the supply chain and actions taken	Supplier Assessment p.58,59
Material Topic: Quality of Products and Services		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Product and Service Quality p.62-66
	103-2 Management approach and its components	Product and Service Quality p.62-66
	103-3 Evaluation of the management approach	Product and Service Quality p.62-66

MATERIAL TOPICS		
Material Topic: Customer Satisfaction		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Customer Satisfaction p.66,67
	103-2 Management approach and its components	Customer Satisfaction p.66,67
	103-3 Evaluation of the management approach	Customer Satisfaction p.66,67
Material Topic: Innovation and R&D		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	İnovasyon ve AR-GE Çalışmaları, s.70-73
	103-2 Management approach and its components	İnovasyon ve AR-GE Çalışmaları, s.70-73
	103-3 Evaluation of the management approach	İnovasyon ve AR-GE Çalışmaları, s.70-73
Material Topic: Contribution to the Local Economy		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Local Employment p.90-92
	103-2 Management approach and its components	Local Employment p.90-92
	103-3 Evaluation of the management approach	Local Employment p.90-92
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Local Employment p.90-92
	202-2 Proportion of senior management hired from the local community	Local Employment p.90-92
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Developing Communities p.76,77 Meeting Communities' Needs for Infrastructure and Superstructure p.78-81 Contributing to the Development of the Engineering Profession p.84-87 Local Employment p.90-93 Socio-economic Impact Assessment p.96-98
		203-2 Significant indirect economic impacts

MATERIAL TOPICS		
Material Topic: Contribution to the Local Economy		
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Local Procurement p.60
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Meeting Communities' Needs for Infrastructure and Superstructure p.78-81 Contributing to the Development of the Engineering Profession p.84-87 Local Employment p.90-92 Socio-economic Impact Assessment p.96-98
	413-2 Operations with significant actual and potential negative impacts on local communities	Socio-economic Impact Assessment p.97,98 Environmental Management p.145 Identifying Water Shortage and Water Pollution Risks p.149 Waste Management p.157
Sector Supplement: Construction and Real Estate	CRE7	Socio-economic Impact Assessment p.96-98
Material Topic: Employee Rights and Employee Satisfaction		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Employee Rights and Employee Satisfaction p.121-128
	103-2 Management approach and its components	Employee Rights and Employee Satisfaction p.121-128
	103-3 Evaluation of the management approach	Employee Rights and Employee Satisfaction p.121-128
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Employee Rights and Employee Satisfaction p.121-126
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Rights and Employee Satisfaction p.121-123
	401-3 Parental leave	298 employees were entitled to parental leave and all employees took parental leave. 236 employees (79%) returned to work and 227 (76%) were still employed after 12 months of their return.
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Employee Profile p.120,121

MATERIAL TOPICS		
Material Topic: Employee Training and Development		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Employee Training and Development p.126-128
	103-2 Management approach and its components	Employee Training and Development p.126-128
	103-3 Evaluation of the management approach	Employee Training and Development p.126-128
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Employee Training and Development p.128 Employee Training at Çimtaş p.129
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Training and Development p.126-128
Material Topic: Health and Safety at Work		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Occupational Health and Safety Management p.129-140
	103-2 Management approach and its components	Occupational Health and Safety Management p.129-140
	103-3 Evaluation of the management approach	Occupational Health and Safety Management p.129-140
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational Health and Safety Management p.129-131
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety Management p.129-131
	403-3 Occupational health services	Occupational Health and Safety Management p.129-131
	403-4 Worker participation, consultation, and communication on occupational health and safety	Engagement of Employees in Occupational Health, Safety and Environment Committees p.132
	403-5 Worker training on occupational health and safety	Occupational Health and Safety Management p.133-135
	403-6 Promotion of worker health	Occupational Health and Safety Management p.129-133
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety Management p.129-135
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety Management p.129-133
	403-9 Work-related injuries	ENKA Work Incidents Performance p.136,137
	403-10 Work-related ill health	ENKA Work Incidents Performance p.136,137

MATERIAL TOPICS		
Material Topic: Health and Safety at Work		
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	HSE Training p.133-135 Employee Training and Development p.127 Employee Training at Çimtaş p.128
Sector Supplement: Construction and Real Estate	CRE6	Occupational Health and Safety Management p.129-131
Material Topic: Carbon Footprint and Energy Efficiency		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Energy Efficiency and Climate Change p.152-156
	103-2 Management approach and its components	Energy Efficiency and Climate Change p.152-156
	103-3 Evaluation of the management approach	Energy Efficiency and Climate Change p.152-156
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Efficiency and Climate Change p.152 Energy Consumption p.152
	302-3 Energy intensity	Energy Consumption p.154
	302-4 Reduction of energy consumption	Energy Efficiency and Climate Change p.152-154
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Energy Efficiency and Climate Change p.152-156
	305-2 Energy indirect (Scope 2) GHG emissions	Energy Efficiency and Climate Change p.152-156
	305-4 GHG emissions intensity	Energy Efficiency and Climate Change p.152-156
	305-5 GHG reduction of GHG emissions	Energy Consumption p.154,155
Sector Supplement: Construction and Real Estate	CRE3	Energy Consumption p.156
Material Topic: Water Management		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Environmental Management p.144-149
	103-2 Management approach and its components	Environmental Management p.144-149
	103-3 Evaluation of the management approach	Environmental Management p.144-149

MATERIAL TOPICS		
Material Topic: Water Management		
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Management p.145-149
	303-2 Management of water discharge-related impacts	Water Management p.145-149
	303-3 Water withdrawal	Water Management p. 148
	303-4 Water discharge	Water Management p. 148
	303-5 Water consumption	Water Management p. 148
GRI 307: Environmental Compliance 2016	307-1 Non-compliance with environmental laws and regulations	Environmental Management p.145
Material Topic: Waste Management		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Waste Management p.157
	103-2 Management approach and its components	Waste Management p.157
	103-3 Evaluation of the management approach	Waste Management p.157
GRI 306: Effluents and Waste 2016	306-2 Waste by type and disposal method	Waste Management p.157
	306-3 Significant spills	Waste Management p.157
Material Topic: Biodiversity		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its boundary	Biodiversity p.160
	103-2 Management approach and its components	Biodiversity p.160
	103-3 Evaluation of the management approach	Biodiversity p.160
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity p.160-162