

Sustainability Management

ENKA, which operates in a variety of sectors such as engineering and construction, energy, real estate and trade, and is active in many different locations, has committed itself to serve sustainable development in all its operations.

ENKA has a Sustainability Committee which leads its sustainability efforts, determines its sustainability strategy, follows up the implementation of its sustainability actions and monitors the state of its sustainability goals. The Sustainability Committee is made up of managers from different units and departments at the Headquarters and in the subsidiaries. The Sustainability Committee meets regularly and is sponsored by ENKA's CEO.

While the Sustainability Committee leads ENKA's work on sustainability, sustainability and corporate responsibility is a holistic approach which requires the integration of all ENKA employees into decision-making and business mechanisms. With this in mind, every effort is made to ensure that sustainability targets and actions are owned and followed at every level.

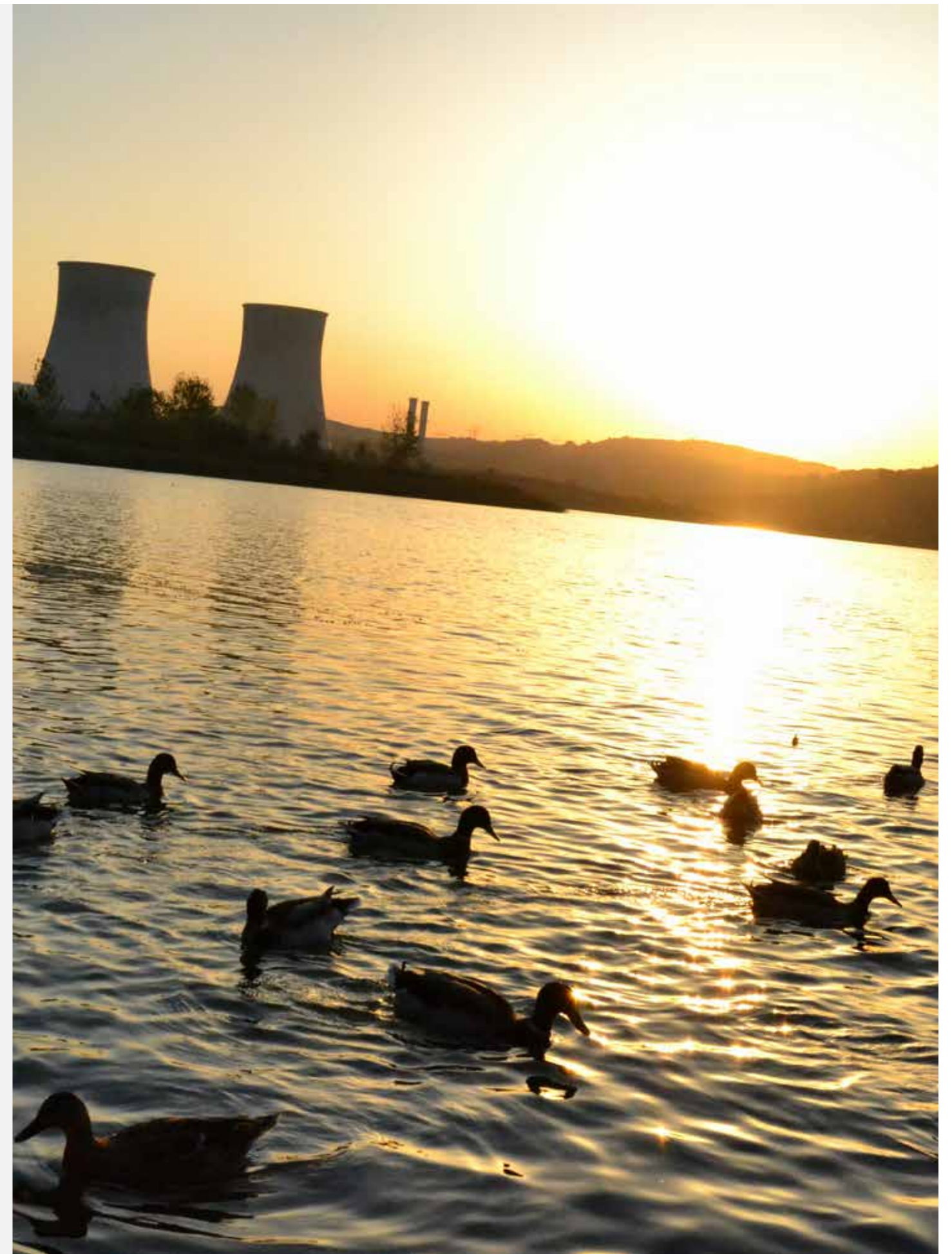
On 17th November 2017, ENKA signed the United Nations Global Compact and committed itself to act in accordance with its ten fundamental universal principles. The UN Global Compact, which is the world's

largest corporate sustainability initiative, calls on companies to bring their strategies and operations into line with universal principles concerning human rights, employee rights, the environment and the avoidance of corruption, and to take action for the achievement of global goals. <https://www.unglobalcompact.org/>

The approach to corporate sustainability adopted by ENKA entails an awareness of its economic, environmental and social responsibilities to its internal and external stakeholders. In this context, ENKA has held a comprehensive dialogue with its stakeholders, both external and internal, in order to develop its sustainability priorities and perform its materiality analysis. The strategy development effort was conducted by the ENKA Sustainability Committee - which meets regularly and includes representatives of the various subsidiaries and departments within the group - and led by ENKA's CEO, the sponsor of the Sustainability Committee.

ENKA Sustainability Strategy

Drawn up in consideration of ENKA's fields of influence and the sustainable development goals, the ENKA sustainability strategy has four main foundations:



ENKA,

does its business honestly and on time, its work is of high quality, and it makes sure that a responsible and ethical attitude is adopted at every level.

has broadened the definition of risk management so as to address economic, environmental and social issues in an integrated manner.

encourages, trains, supervises and ameliorates its business partners, subcontractors and suppliers in the context of its responsible supply chain management.

seeks to generate awareness of sustainability among its sales representatives and customers as well, and provides leadership to all its stakeholders in terms of sustainability.

contributes to the realisation of sustainable development through its innovation and R&D activities.

ENKA,

protects the health and safety of its employees and its subcontractors' employees.

works to increase employee loyalty and the more active engagement of the employees in decision-making mechanisms.

invests in the training and development of its employees and provides them with equal opportunities for training and development.

seeks to generate awareness of sustainability among its employees.

ENKA,

measures and reports on its environmental impacts, sets targets and ameliorates them.

carries out improvements to reduce its carbon and water footprints and ensures energy efficiency.

develops and implements environment-friendly building solutions.

adopts green office practices and encourages its employees to respect the environment.

ENKA,

contributes to the welfare and development of local communities through the infrastructure and superstructure investments it makes.

contributes to the development of the engineering profession in all regions of the world in which it operates.

supports the growth of a responsible generation by spreading awareness of sustainability in its schools.

invests in education, culture and arts, and sport.



ENKA Sustainability Strategy and the UN Sustainable Development Goals

The UN Sustainable Development Goals (SDGs), sometimes also referred to as the “global goals”, emerged from the UN Sustainable Development Conference held in Rio de Janeiro in 2012 and took effect in 2016. The aim was to establish a set of universal goals that address the urgent environmental, social and economic problems

our world is faced with. There are seventeen SDGs, grouping together a total of 167 targets.

<https://www.un.org/sustainabledevelopment/>

ENKA seeks to contribute to the UN global development agenda through its sustainability strategy, the decisions it takes and the operations it carries out. The ENKA sustainability strategy is particularly closely linked to the following SDGs:

