

DIAGEO TÜRKİYE MANAGEMENT SYSTEMS POLICY

As Diageo Türkiye, we consider occupational health and safety first and foremost, as well as environmental, quality, and food safety as a measure of the value we place on people and as an integral part of our passion for performance and our values.

As Diageo Türkiye, one of our key objectives is to ensure that our employees deliver products that meet customer needs and expectations, are safe, of a quality that can compete in world markets, in a healthy and safe environment, based on the principle of sustainable environment.

In this respect, our core principles can be summarized as follows:

- Our goal for a sustainable future is to fulfil the responsibilities of being a corporate company beyond fulfilling all our obligations determined by legal regulations. As a company that is aware of its social responsibilities, we take an active role in the development and protection of the society and the environment. In this context, our policy is to provide a healthier and safer working environment for our employees, to have a positive impact on the environment and to continuously improve our processes and products by following all innovations and developments in order to provide quality and reliable products to our customers. The achievement of our policy is ensured by training people at all positions working for the company and raising awareness of food safety, quality, environment, occupational health and safety.
- For sustainable success, in order to meet the needs and expectations of consumers and customers, as well as all relevant internal and external parties that we interact with and define in our processes, the highest quality products are produced using the most effective and efficient production methods, and the necessary measures are taken to ensure that they reach the consumer with the same quality. We comply with quality, food safety, environment, energy and occupational health and safety management systems in all our processes.
- We ensure that the products and services we offer meet the needs and expectations of our consumers and customers through our processes that we carry out and continuously improve with a risk-based thinking approach in accordance with the requirements of Management Systems.

- Diageo Türkiye's processes and their interactions with each other have been determined and the application of risk-based methodology is based on the implementation of these processes.
- We establish the necessary communication with all our employees about the importance of the effectiveness of management systems, and we carry out all necessary activities, including trainings, for the improvement of their competencies and their loyalty. The participation and consultation of our employees in management is essential. The open and transparent communication environment we have created supports the participation of our employees in improvement efforts in accordance with their knowledge and experience.
- We act within the framework of ethical rules in all communication activities and strive to raise awareness of our consumers in order for them to consume our products responsibly.
- Measures to prevent counterfeiting and adulteration are meticulously implemented by our product safety team to ensure that our products are consumed safely by our consumers.
- The raw materials, materials, and services that we will use in our products and production are selected by observing high quality standards and kept under control through supplier audits.
- The customer and consumer complaints process is operated effectively and continuously improved, with results reported.
- Design Quality: packaging and bulk product design is in line with brand value and consumer expectations. Design quality is in compliance with global standards.
- Product quality is the most important dimension of brand reputation.
- Food Safety Culture is adopted by all employees, and awareness is raised that food safety is everyone's responsibility.
- Hazard analysis will be applied to ensure product safety in accordance with the legislation and necessary measures will be taken to eliminate hazards.
- Targets will be set for the continuity and continuous improvement of quality, food safety, environment, and occupational health and safety management systems, and the whole system is continuously reviewed by the management.
- Effective communication with all relevant parties/stakeholders, both internal and external, forms the basis of Diageo Türkiye quality, food safety, environment and occupational health and safety management systems.

- Continuous improvement projects are implemented to ensure sustainable access to raw materials and to avoid any possible risk arising from third parties.
- As the leading company in the alcoholic beverage industry, our environmental principle is to ensure and maintain environmental sustainability by reducing the consumption of natural resources without harming living species, natural habitats and biodiversity while carrying out our activities.
- In line with Diageo's global environmental targets, our priorities are to reduce the use of water in our production processes by using water efficiently, to put more water back into nature than we use for our facilities located in regions with water scarcity, to decarbonize all our operations to a neutral carbon level, to reduce the pollution in our wastewater and the amount of waste thrown into the soil.
- For a sustainable environment: In all our processes, we act in accordance with legal regulations within the scope of environmental requirements as well as Diageo Global Environmental Management Standards and Diageo guidelines.
- In order to present products in more sustainable packaging and to have less environmental impact, we continue our efforts to reduce the weight of packaging materials, increase the recycling rate and eliminate materials that are objectionable for the environment within the scope of Diageo Sustainable packaging targets. As a company that is aware of its social responsibilities, we take an active role in the development and protection of the society and the environment.
- In order to create zero waste by eliminating waste in the value chain, an action hierarchy is followed as separation, reduction, reuse, recycling, reduction of food loss and waste, and disposal.
- The development and dissemination of environmentally friendly technologies outside the organisation will be supported by seeking ways to work together with other companies to share best practice within and outside the organisation. All employees and suppliers are expected to comply with the environmental management system requirements and the policy.
- Within the scope of improving energy consumption performance, attention is paid to the use of energy saving equipment and systems while designing existing processes and new projects.
- With the occupational safety and environmental management system, our occupational safety and environmental consumption performance will be

continuously improved and the continuity of the resources required to achieve the targets will be ensured.

- Increasing the rate of renewable energy use and creating facilities that produce their own energy and are not dependent on foreign energy.
- Carbon footprint reduction efforts continue to be expanded by calculating greenhouse gas emissions throughout the life cycle of the product.
- Greenhouse gas emissions are calculated for the processes from raw materials to the end consumer and carbon footprint is calculated and reduction efforts are made for all emissions that cause global warming.
- We endeavour to fulfil all our obligations determined by legal regulations and to exceed legal obligations.
- In order to ensure that our employees can work in a healthy and safe environment, improvements will be made in accordance with Diageo's global Severe & Fatal Incident Prevention Programme (SFIP) within the scope of occupational health and safety, and it is aimed to minimise the existing risk by taking proactive measures.
- In order to eliminate occupational accidents, occupational diseases and unsafe environments, risk analyses are carried out at each site within the scope of production and process impact, public impact, employee impact and financial impact, and necessary measures are taken. Effective occupational safety audits are carried out to ensure that these risks are eliminated in accordance with the Diageo occupational safety standard SFIP and that necessary improvements are made.
- In our production facilities, a safety management system is established to prevent major accidents and, in the event of major accidents, to limit their occurrence in a way that minimises harm to people and the environment, and in this context, quantitative risk assessments are made for each critical equipment and the measures determined for major accident scenarios are taken.
- In order to be prepared for emergencies that may occur within the scope of occupational safety, environment and quality food safety, risk analyses will be carried out, requirements will be determined, employees are raised awareness and work areas are created to be ready to respond to emergencies through drills.
- Within the framework of the Business Continuity Plan, business continuity risk assessments and business impact analyses are conducted annually at all our facilities.

- FACTS training will be provided for the people in the crisis management team in our production facilities, and FACTS methodology is used to ensure the continuity of business continuity in the event of a possible crisis and to manage the crisis.

As Diageo Türkiye, fairness, transparency, inclusiveness and diversity are at the forefront of our working principles in the journey of renewing the legacy of the past and transferring it to future generations. The most important reason why we have made inclusiveness and diversity one of our working principles is that it provides a sustainable contribution to our teammates with different ideas, experiences and backgrounds, our customers and ultimately our business.

We believe that when we have an employee distribution that reflects our customer and consumer diversity, we will be more successful and a company that our employees are proud to be a part of.

General Manager

Bahar Uçanlar

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