

BOZÜYÜK WIND POWER PLANT CAPACITY INCREASE PROJECT

STAKEHOLDER ENGAGEMENT PLAN

Project Code

TKYB-SEP-3850921-01

Investor

İNEBOLU ENERJİ YATIRIM ÜRETİM VE
TİCARET ANONİM ŞİRKETİ

Date

3.10.2025

RTENERJİ

MACOM

ENVIRONMENT & ENERGY

INVESTMENT/PROJECT NAME:BOZÜYÜK WIND POWER PLANT CAPACITY INCREASE PROJECT

REPORT SCOPE: STAKEHOLDER ENGAGEMENT PLAN

Investor

İnebolu Enerji Yatırım Üretim ve Ticaret
Anonim Şirketi

Project Location

Bilecik Province, Bozüyük District,
Erikli Village and Camiliyayla Village
Location

Requesting the Work / Bank / Credit Provider Institution

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Report Issuance History

Version	Description	Date
1	Report Presentation	3.10.2025

Report Date : 3.10.2025 (dd.mm.yyyy)

Report Code : TKYB-SEP-3850921-01

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1. Introduction and Project Summary

1.1 Overview

Stakeholder engagement defines the processes related to stakeholders to effectively manage the environmental and social impacts of a project. Stakeholder engagement processes should be conducted based on culturally appropriate, understandable, relevant, ongoing, and accessible information. Stakeholder engagement processes should include public disclosure of appropriate project information to enable meaningful stakeholder consultation, ensuring meaningful consultation and participation with potentially affected parties, and establishing a mechanism for stakeholders to submit their grievances. Stakeholder engagement should begin at the earliest stages of project planning and continue throughout the project.

Inebolu Enerji Yatırım Üretim ve Ticaret Anonim Şirketi operates a 20-turbine wind power plant with an installed capacity of 98 MWm/96.6 MWe in Erikli Village, Bozüyük District, Bilecik Province. A capacity increase is planned for the Bozüyük WPP. The planned capacity increase will include the addition of 17 turbines, bringing the total number of turbines to 37, bringing the total installed capacity to 217 MWm/193.7 MWe. This plan has been prepared holistically, encompassing existing facilities and capacity increases.

In this context, the investor has prepared the Environmental and Social Action Plan (ESAP) prepared in accordance with TKYB standards. This plan (Stakeholder Engagement Plan) has been prepared by MACOM Environment and Energy to include national legislation and international standards, requirements, principles, and agreements. It also covers the construction and operation phases of potential investments in the Bozüyük WPP Capacity Increase Project.

Project Categorization

This section provides category definitions used to classify projects according to their environmental and social impacts. Categories are determined by the type, location, sensitivity, and scale of potential environmental impacts of projects and the nature and magnitude of potential impacts. Definitions and examples of Category A, B, and C projects are provided below.

Category A. A proposed project is classified as Category A when it is likely to produce significant adverse environmental impacts (depending on the type, location, sensitivity, and scale of the project and the nature and magnitude of potential environmental impacts). These impacts are generally large-scale, irreversible, sensitive, diverse, cumulative, or exemplary and may affect a larger area than the areas or facilities funded by the project. For example, Category A projects have one or more of the following characteristics:

Large-scale conversion or degradation of natural habitats (projects in critical habitats and projects with adverse impacts on natural habitats cannot be funded); extraction, depletion, or conversion of significant amounts of forest, mineral, or other natural resources; direct discharges of pollutants that cause air, water, or soil pollution; production, storage, use or disposal of hazardous substances and wastes; measurable changes in the hydrological cycle; risks associated with the proposed use of pesticides.

Category B. A proposed project is classified as Category B when its potential environmental impacts are generally local, reversible in nature and less adverse than those of Category A projects. In addition, there are more easily designed remedial measures for these impacts. Category B projects sometimes differ from Category A projects only in terms of scale.

For example, large-scale irrigation and drainage projects are usually in Category A, while smaller projects of the same type may be in Category B. The same applies to small-scale, relatively clean (gas or light diesel) thermal power plants, micro-hydroelectric power plants and small sanitary landfills. Projects financed for the rehabilitation or maintenance of existing infrastructure may also have adverse impacts, but these impacts are less significant than those of a Category A project and are in Category B. In addition, Category B projects can be divided into B and B+ projects (this is a practical use, not defined in OP 4.01 of the WB Policy). Category B+ projects have relatively more impacts and remediation measures than Category B projects, but these impacts and remediation measures are not significant enough to be recognized as Category A projects.

Category C. A proposed project is classified as Category C when it is likely to have minimal or no adverse environmental impacts. For example, technical assistance projects on institutional development, computerization, and training fall into Category C.

Category definitions have been made for classifying projects according to their environmental and social impacts ([GCPF Categorization Tool](#)). As a result of these definitions, the project was designated Category A. Category definitions, and the final document are provided in the ESMP appendices.

1.2 Objectives and Scope of the Stakeholder Engagement Plan

The primary objective of stakeholder engagement activities is to inform stakeholders, gather their opinions and suggestions, organize activities accordingly, and provide opportunities to voice grievances. The Plan's purpose and scope are summarized below:

- Identifying national and international frameworks and standards that serve as references for the work,
- Identifying stakeholders who will be directly or indirectly affected by and impact the Project,
- Providing stakeholders with timely, relevant, accessible, and easily understandable information in a non-technical format,
- Determining stakeholder communication processes,
- Determining how stakeholder communication processes will be managed,
- Ensuring effective stakeholder participation in the process,
- Determining stakeholder engagement approaches,
- Determining activities that can be carried out with stakeholders,
- Determining the level and methods of stakeholder information provision,
- Providing all stakeholders with the opportunity to express their opinions and complaints by establishing a grievance mechanism within the scope of stakeholder engagement,

Providing staff training and assigning responsibilities. As one of the implementation tools of the SEP, the Grievance Mechanism, which includes internal and external stakeholders, serves this purpose by identifying the opinions and complaints of the facility regarding environmental and social impacts, and the GRM is directly linked to the SEP.

1.3 Project Information, Location and Area of Influence

This section contains information about the Investor and the facilities included in the Investor's evaluation. The Bank has determined which facilities belonging to the Investor will be evaluated through field visits within the scope.

Information about the investor and the company's identity are given in the table below (See Table 1-1 and Table 1-2).

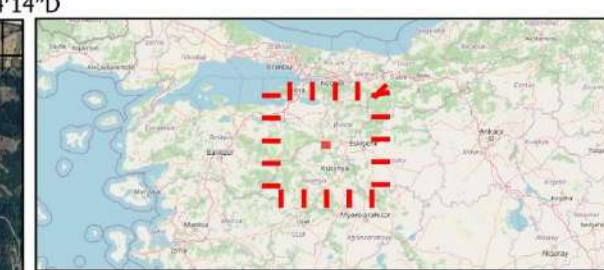
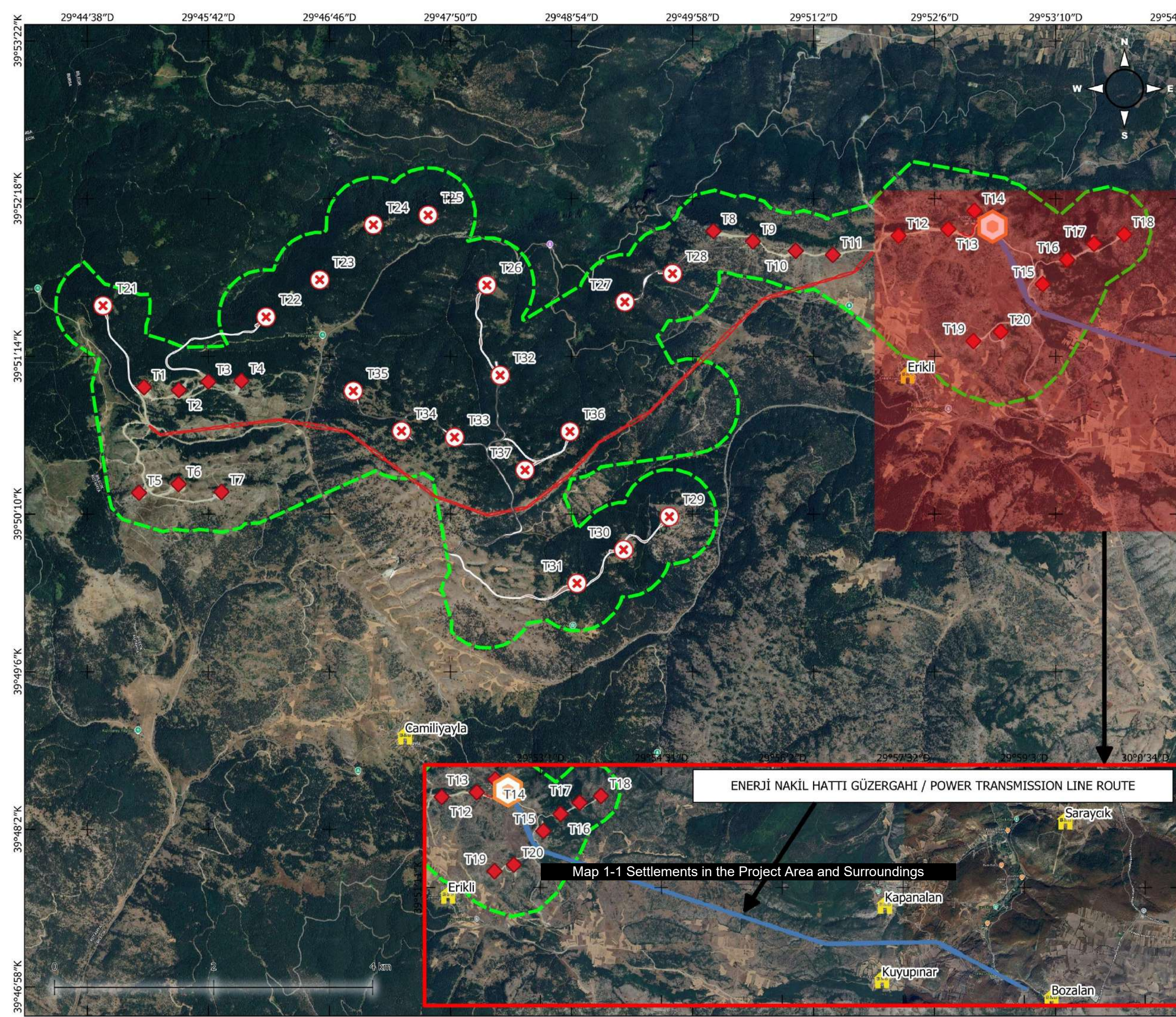
Table 1-1 Investor Company Information

Company Name (Trade Name)	İnebolu Enerji Yatırım Üretim ve Ticaret Anonim Şirketi
Short Name	İnebolu Enerji
Main Activity	Electricity Production
Year of Establishment	2010
Address of Investors	Kemerağzı Mah. Yaşar Sabutay Bul. No: 70 Aksu / Antalya
Affiliated Trade Registry Office	Antalya Trade Registry Directorate
Trade Registry Number	128518
Tax Office and Number	Antalya Tax Office / 4780521133
Central Registration System Number	0478052113300015
Website	https://www.rtenerji.com/project/bozuyuk-wpp/
E-Notification Address	25949-12566-88739
Phone	+90 242 352 12 06

Table 1-2 Investor-Owned Bozüyük WPP Branch Facility Information

Facility Name	İnebolu Enerji Yatırım Üretim ve Ticaret Anonim Şirketi
Facility Province / District	Bozüyük/Bilecik
Facility Address	ERİKLİ KÖYÜ ERİKLİ KÖY SOKAĞI KÜME EVLERİ NO: 142 BOZÜYÜK / BİLECİK
Facility Establishment Year	2021
Facility Location	39.863431 29.875144
Type	Energy
Sector of Activity	Renewable Energy
Status within the Scope of Environmental Impact Assessment Regulation	EIA Decisions are given in the ESMP annexes.
Status within the Scope of Environmental Permit and License Regulation	Exempt
Facility Capacity	Production License is given in the ESMP annexes.
E-Mail	https://bozuyukres.com/
Telephone	+90 535 456 26 07
Number of Employees	8

The map showing the project area and the settlements around the project area is given below (Map 1-1).



GÖSTERİM - LEGEND

- Bozüyük RES Lisans Sınırı / Bozüyük WPP License Area
- Enerji İletim Hattı / Energy Transmission Line
- İç Havaî Enerji İletim Hattı / Internal Overhead Energy Transmission Line
- Kapasite Artışı Türbinleri (T21 - T37)/ Capacity Increase Turbines (T21 - T37)
- Mevcut Türbinler - Existing Turbines
- Planlanan Ulaşım Yolları Faz-1/ Planned Access Roads of Phase-1
- Planlanan Ulaşım Yolları Faz-2/ Planned Access Roads of Phase-2
- Şalt Sahası / Switchyard
- İlçe ve Mahalle Merkezleri / District and Neighborhood Centers

Harita Adı / Map Name :
PROJE ALANI / PROJECT AREA

Proje Adı / Project Name :
BOZÜYÜK RÜGAR ENERJİ SANTRALİ KAPASİTE ARTIŞI
BOZÜYÜK WIND POWER PLANT CAPACITY INCREASE

Faaliyet Sahibi / Project Owner :
İNEBOLU ENERJİ YATIRIM
ÜRETİM VE TİCARET A.Ş.

Harita Bilgileri / Map Information:
Koordinat Sistemi / Coordinate System : EPSG:3857 WGS 84 / Pseudo-Mercator
Dosya Adı / File Name : F-3850921 Bozüyük-Proje Alanı
Son Güncelleme / Last Update : 12/09/2025
Harita Sürümü / Map Version : 202504 Baskı Boyutu: A3

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1.4 Potential Project Impacts and Summary of Mitigations

In this section, environmental and social impacts that may be related to the Facility and directly/indirectly/cumulatively concern stakeholders will be determined and measures to reduce the impacts will be discussed. The impacts to be addressed within this scope are shared in detail on the table below (See Table 1-3)

Table 1-3 Potential Impacts of the Project and Mitigation Measures

Project Period	Potential Impact	Subject of the Impact (Environmental, Social, OHS)	Nature of Impact (Direct, indirect, cumulative)	Magnitude of Impact (Local, Regional, National, Global)	Whether the Effect is Reversible	Mitigation Measures	Frequency	Responsible
Construction or Operation Phase	Water Consumption	Environmental	Direct	Local	Irreversible	• Use of low-flow faucets, shower heads and water-saving toilets that reduce water consumption. • Prevent leaks by regularly checking pipelines and plumbing. • Use of low-flow faucets, sensor faucets and water-saving shower heads in all areas. • Installation of sensor-controlled smart irrigation systems to use water to a minimum in green areas. • Energy-efficient dishwashers and washing machines should be used to reduce water consumption. • Increasing staff awareness of water consumption and making water saving a culture.	At the level of legal requirements and periodically	Business Manager and Environmental Specialist
Construction or Operation Phase	Energy Consumption	Environmental	Direct	Local	Reversible	• The building should be made energy efficient by using insulation materials that reduce energy consumption, energy efficient HVAC (Heating, Ventilation and Air Conditioning) systems, windows and doors. • Using energy efficient LED lighting both reduces temporary lighting costs and is a sustainable practice. • Integration of smart systems that optimize energy consumption contributes to energy management and saving. • Reducing energy consumption by using LED lighting and sensor lighting systems. Also, minimizing the need for lighting by taking advantage of daylight. • Keeping the building insulation strong reduces energy losses. Good insulation reduces heating and cooling requirements and reduces energy consumption. • Using programmable or smart thermostats for common areas prevents energy waste and optimizes consumption. • Educating and informing the staff about energy saving. Using energy efficient devices in energy intensive operations such as control building.	At the level of legal requirements and periodically	Business Manager and Environmental Specialist
Construction or Operation Phase	Waste Management	Environmental	Direct	Local	Reversible	• A waste reduction and recycling plan should be prepared to manage waste correctly. • A material usage plan should be made to prevent unnecessary material waste during construction. • Choosing the materials to be used from recycled or reusable materials as much as possible reduces the amount of waste. • Educating and raising awareness about waste management contributes to the correct separation of waste and increasing recycling rates. • An effective recycling program should be implemented to separate recyclable waste such as plastic, glass, metal, and paper.	At the level of legal requirements and periodically	Business Manager and Environmental Specialist

Project Period	Potential Impact	Subject of the Impact (Environmental, Social, OHS)	Nature of Impact (Direct, indirect, cumulative)	Magnitude of Impact (Local, Regional, National, Global)	Whether the Effect is Reversible	Mitigation Measures	Frequency	Responsible
						The supply of recyclable and environmentally friendly products should be requested. This reduces overall waste production and ensures the use of sustainable resources.		
Construction or Operation Phase	Wastewater Management	Environmental	Cumulative	Regional	Reversible	- Precautions should be taken to select the chemicals and materials used so that they do not pollute water resources and to prevent them from mixing with wastewater and the environment. - Drainage and filtration systems should be installed to prevent rainwater coming from surface flow at the construction site from mixing with the environment as polluted. - Low-flow faucets, shower heads and water-saving toilets should be used to reduce water consumption and therefore the amount of wastewater. These measures reduce both water consumption and wastewater production. - Grease trap systems should be used to prevent oily waste that may occur in kitchens from mixing with the sewage system. These systems separate oil and solid substances in wastewater and prevent it from reaching the treatment plant. - Smart systems that monitor water consumption and wastewater allow water and wastewater to be managed in the most efficient way. These systems can detect leaks and prevent unnecessary waste of water	At the level of legal requirements and periodically	Business Manager and Environmental Specialist
Construction or Operation Phase	Air Pollution	Environmental	Cumulative	Regional	Irreversible	- Regular irrigation should be done to reduce dust emission in the operation area. In addition, dust can be prevented by covering soil, rubble and other excavation materials. - During the construction phase, low-emission or electric construction machines that create less air pollution should be used. Regular maintenance should be done to ensure that the machines operate efficiently, and their emissions should be reduced. - The emission of harmful gases can be reduced by installing particle filters and catalytic converters in the exhaust systems of construction vehicles and machines. - Material shipments and logistics activities to be carried out at the construction site should be planned to create minimum vehicle traffic. Reducing traffic density and the number of vehicles will reduce the effect of air pollution. - In order to prevent waste materials burned during construction from causing air pollution, waste should be collected appropriately, recycled or disposed of with appropriate methods. - It is important to select energy-efficient and low-emission models for heating, cooling and ventilation (HVAC) systems. In addition, regular maintenance should be done to ensure that these systems operate efficiently.	At the level of legal requirements and periodically	Business Manager and Environmental Specialist

Project Period	Potential Impact	Subject of the Impact (Environmental, Social, OHS)	Nature of Impact (Direct, indirect, cumulative)	Magnitude of Impact (Local, Regional, National, Global)	Whether the Effect is Reversible	Mitigation Measures	Frequency	Responsible
						- Energy consumption can be reduced by using energy-efficient devices (A++ class) and LED lighting, which reduces emissions from energy production. - When choosing materials such as paint, varnish, and adhesives for interior spaces, environmentally friendly products with low VOC content should be preferred. This improves indoor air quality and reduces the risk of air pollution. - Creating green areas around the facility helps improve the air quality in the surrounding area. Trees and plants reduce air pollution by increasing carbon dioxide absorption.		
Construction or Operation Phase	Noise Pollution	Environmental	Cumulative	Regional	Irreversible	- Construction activities that cause noise should be carried out during the hours when residential areas will be least affected. Noisy work should not be done in the early morning or late evening hours. - Noise propagation can be prevented by placing sound barriers or sound-insulating curtains around noise sources in the construction area. - Choosing quieter or low-decibel machines and vehicles reduces noise pollution. In addition, regular maintenance of the machines should be carried out to ensure that noise levels are kept under control. - Continuous monitoring of noise levels in the construction area and taking the necessary precautions to ensure that limit values are not exceeded ensures environmental and legal compliance. - Training construction workers on noise pollution reduction techniques. For example, methods such as operating equipment in silent mode or using noise sources more efficiently should be encouraged. - For example, construction methods such as using precast concrete instead of pouring concrete can be preferred. These techniques are methods that produce less noise. - HVAC (heating, ventilation, air conditioning) systems, generators and other mechanical equipment should be installed in sound-insulated rooms or areas equipped with sound barriers. - Interior design should use acoustic control materials (e.g. sound-absorbing ceiling panels, acoustic wall coverings). - Educate staff on noise management. For example, staff should be made to operate equipment in quiet mode, close doors gently, and be aware of activities that may create noise.	At the level of legal requirements and periodically	Business Manager and Environmental Specialist
Construction or Operation Phase	Greenhouse Gas	Environmental	Cumulative	Regional	Irreversible	- Instead of energy-intensive materials such as concrete, steel and other building materials, prefer materials with a low carbon footprint. Greenhouse gas emissions can be reduced by using recycled materials. - Construction machinery and vehicles should be selected with low-fuel consumption, energy-efficient and low-emission models. Fossil fuel-related	At the level of legal requirements and periodically	Business Manager and Environmental Specialist

Project Period	Potential Impact	Subject of the Impact (Environmental, Social, OHS)	Nature of Impact (Direct, indirect, cumulative)	Magnitude of Impact (Local, Regional, National, Global)	Whether the Effect is Reversible	Mitigation Measures	Frequency	Responsible
						emissions can be minimized by choosing electric or hybrid machines. • Procuring construction materials from local suppliers whenever possible significantly reduces carbon emissions from transportation and logistics. • Recycling waste generated during construction and minimum waste production reduces greenhouse gas emissions from waste disposal. • Energy consumption can be minimized by using high-efficiency heating, cooling and ventilation (HVAC) systems. In addition, regular maintenance of these systems reduces energy waste and therefore greenhouse gas emissions. • Energy consumption can be reduced by using LED lighting and energy-efficient devices. This both reduces operating costs and reduces greenhouse gas emissions. • Paper consumption and therefore greenhouse gas emissions from paper production and transportation can be reduced by using digital solutions.		
Construction or Operation Phase	Ecosystem	Environmental	Direct	Local	Reversible	• Before the construction project starts, a detailed Environmental Impact Assessment should be carried out to protect the natural life, flora and fauna in the area. In addition, strategies for protecting biodiversity should be determined. • Sensitive ecosystems should be kept away and when determining construction areas, boundaries should be drawn to prevent damage to natural habitats. In particular, water resources, forests and natural reserve areas should be protected. • Effective planning should be made to prevent soil erosion and ensure the protection of natural vegetation during construction. Methods such as protecting existing vegetation and moving native plants to new areas through transplantation can be used when possible. • When landscaping, local and natural plant species should be preferred. This supports biodiversity by adapting to the local ecosystem and optimizes water use. • The chemicals and pesticides to be used should be kept to a minimum or completely environmentally friendly alternatives should be preferred. Chemical use should be prevented from damaging ecosystems, polluting water resources and affecting biodiversity. • Effective management of solid waste helps protect surrounding ecosystems. Proper disposal of plastic and chemical waste in particular protects land and water ecosystems. • Raising awareness among staff about the environment and ecosystems minimizes behaviors that harm the ecosystem. Training programs can be organized on topics such as conscious water and energy use and waste management.	At the level of legal requirements and periodically	Business Manager and Environmental Specialist

Project Period	Potential Impact	Subject of the Impact (Environmental, Social, OHS)	Nature of Impact (Direct, indirect, cumulative)	Magnitude of Impact (Local, Regional, National, Global)	Whether the Effect is Reversible	Mitigation Measures	Frequency	Responsible
						Ecosystem services in the region (such as clean air, water cycle, soil health) should be protected. Methods that encourage the sustainable use of natural resources should be implemented.		
Construction or Operation Phase	Employment	Social	Direct	Local	Reversible	- The facility prioritizes local employment - Permanent job opportunities - Providing vocational training for employment - Providing employment opportunities without discrimination based on gender or vulnerable groups - Coordinating with relevant institutions regarding local employment opportunities	At the level of legal requirements and periodically	Business Manager
Construction or Operation Phase	Socio economic impacts	Social	Indirect	Local	Reversible	- The facility prioritizes local economic needs. - The facility contributes to socio-economic development by prioritizing local employment, eliminating gender discrimination in employment, and considering vulnerable groups. - Contributing to regional infrastructure investments. - Treating employees equally in income distribution.	At the level of legal requirements and periodically	Business Manager
Construction or Operation Phase	Demographic Change	Social	Indirect	Local	Reversible	- Preventing irregular labor migration by prioritizing local employment - Ensuring cultural and social interaction with local people if people from outside come to work at the facility - Creating collaboration projects with relevant institutions to ensure social acceptance and management of the impacts of significant demographic change	At the level of legal requirements and periodically	Business Manager
Construction or Operation Phase	Impacts on Vulnerable /Disadvantaged People and Groups	Social	Direct	Local	Reversible	- Developing the principles of equality, inclusiveness, and social responsibility by facility management - Evaluating every employment opportunity without gender discrimination - Preventing child labor - Ensuring building designs are geared towards the elderly and disabled - Developing policies that embrace ethnic and cultural diversity - Developing programs that support social integration and harmony	At the level of legal requirements and periodically	Business Manager
Construction or Operation Phase	Cultural Impacts/ Conflict	Social	Indirect	Local	Reversible	- Ensuring that facility activities align with the cultural identity of the local community - Activities that emphasize cultural identity are implemented at the facility - Providing training on social integration if employees come from outside the region to work at the facility	At the level of legal requirements and periodically	Business Manager
Construction or Operation Phase	Land Use / Infrastructure	Social	Direct	Local	Reversible	- In particular, ensuring that local people's access to land is not restricted. - In the event of any forced displacement during land use, resettlement plans should be implemented in line with international standards. - Consulting with local communities during the project planning phase, taking their concerns into account, and making land use decisions with their approval. - Comprehensively assessing the environmental impacts of the planned land for development.	At the level of legal requirements and periodically	Business Manager

Project Period	Potential Impact	Subject of the Impact (Environmental, Social, OHS)	Nature of Impact (Direct, indirect, cumulative)	Magnitude of Impact (Local, Regional, National, Global)	Whether the Effect is Reversible	Mitigation Measures	Frequency	Responsible
						Collaborating with local governments to contribute to infrastructure investments and improve local services.		
Construction or Operation Phase	Working Conditions	Social	Direct	Local	Reversible	- Providing fair wage policies and comprehensive social security benefits - Implementing occupational safety measures and providing ergonomic working conditions for employees - Adopting a comprehensive gender equality policy to eliminate workplace barriers faced by vulnerable groups of employees	At the level of legal requirements and periodically	Business Manager
Construction or Operation Phase	Physical Hazards	OHS	Direct	Local	Reversible	Construction Phase: - Before starting the construction process, a comprehensive risk assessment should be carried out for possible physical hazards. This assessment determines the physical risks that threaten the workers and the environment and ensures that the necessary precautions are taken. - It should be mandatory for workers in the construction site to use personal protective equipment (PPE) such as helmets, work shoes, reflective clothing, eye protection, and gloves. - The construction site should be surrounded by safety fences and warning signs to protect people and animals in the area from danger. In this way, unauthorized people are prevented from entering the construction site. - Regular maintenance of construction machinery and vehicles helps prevent accidents and mechanical failures. In addition, operators should be trained to use the equipment safely. - In cases of working at heights, it should be mandatory to take safety precautions such as scaffolding, safety ropes, and guardrails. In addition, workers working at heights should be trained in this regard. - Fire safety precautions should be taken to minimize fire and explosion risks at the construction site. It is important to store construction materials safely, to have fire extinguishers, and to provide fire training. - A comprehensive emergency plan should be prepared for possible accidents or emergencies during construction. This plan should include procedures to ensure rapid response in cases such as fire, chemical leakage, and injury. Operation Phase: - Ergonomic design of work areas is important to protect the physical health of personnel. Appropriate height countertops and ergonomic equipment should be used for employees in kitchen, cleaning, maintenance, and office areas. - Fire safety measures such as fire alarm systems, fire extinguishers, and emergency exits should be constantly monitored. Regular fire drills should be	At the level of legal requirements and periodically	OHS Specialist

Project Period	Potential Impact	Subject of the Impact (Environmental, Social, OHS)	Nature of Impact (Direct, indirect, cumulative)	Magnitude of Impact (Local, Regional, National, Global)	Whether the Effect is Reversible	Mitigation Measures	Frequency	Responsible
						conducted for personnel and information should be provided on what to do in case of fire. - Elevators should be regularly maintained and inspected and have safety certificates. Stairs should be equipped with solid railings and non-slip surfaces. - Sufficient and appropriate safety lighting should be provided in interior and exterior areas. Stairs, corridors, parking lots, and emergency exits should be well-lit, especially. - Non-slip surfaces and carpets should be used in all areas to prevent slipping and falling. In addition, drainage systems should be regularly checked to prevent the formation of water accumulation. - Sound insulation and protection measures should be taken against loud noises and noises caused by mechanical equipment. This helps to protect the hearing health of the personnel. - Regular inspection and maintenance of electrical installations should be carried out. Sockets and cables should be checked regularly and isolated when necessary to reduce the risk of electric shock. - Regular emergency drills should be conducted for all personnel, and first aid training should be provided. First aid materials should be accessible at all times. - Emergency exit signs, security cameras and alarm systems should be installed to ensure security in common areas. In addition, there should be directional signs in every area to ensure safe circulation.		
Construction or Operation Phase	Ergonomic Risks	OHS	Direct	Local	Reversible	Construction Phase: - Ergonomic equipment (cranes, transport vehicles, lifting platforms) should be used to reduce the risk of workers lifting heavy loads that may strain their backs, shoulders and waist during construction. - Workers should be trained in correct body postures and lifting techniques to safely lift and carry heavy objects. This training helps prevent back and muscle injuries. - Work areas should be arranged in construction sites so that workers can move more easily and working in cramped areas should be avoided. The placement of materials and tools should allow workers to work in a comfortable working position. - Working in the same position for long periods of time can cause musculoskeletal problems. Working hours should be arranged and workers should be given regular breaks. - During the use of vibration-emitting machines, workers' exposure time should be limited, and vibration-absorbing equipment should be preferred. In addition, workers should be encouraged to change positions frequently in jobs that require repetitive movements	At the level of legal requirements and periodically	OHS Specialist

Project Period	Potential Impact	Subject of the Impact (Environmental, Social, OHS)	Nature of Impact (Direct, indirect, cumulative)	Magnitude of Impact (Local, Regional, National, Global)	Whether the Effect is Reversible	Mitigation Measures	Frequency	Responsible
						Operation Phase: - Ergonomically designed furniture and equipment should be used in areas where workers work sitting or standing for long periods. - Job rotations should be made to prevent staff from constantly working in the same position. - Employees should be encouraged to wear ergonomic shoes and clothing. Choosing appropriate shoes, especially for staff who work standing for long periods, helps reduce foot, knee and back problems. - Staff should be given the opportunity to stretch and do light exercises during the day. Such physical activities can prevent work-related musculoskeletal problems by reducing muscle tension. - Especially in desk jobs such as offices, appropriate lighting conditions should be ensured. Insufficient or excessively bright light can cause eye strain and headaches. - Desks, computer screens and other workstations should be arranged ergonomically so that employees can use them comfortably. Computer screens should be at eye level and keyboard, and mouse positions should be placed at appropriate distances. - The equipment to be used by technical and maintenance staff should have ergonomic vibration and noise protection features. Anti-vibration hand tools and noise-dampening headphones should be used. • Regular training should be provided to increase the awareness of personnel about ergonomic risks and to enable them to do their jobs more safely. This training should include topics such as correct posture, correct lifting techniques and the use of ergonomic devices.		
Construction or Operation Phase	Chemical Risks	OHS	Direct	Local	Reversible	Construction Phase: - Paint, adhesives, solvents and other chemicals used during construction must be stored safely. Storage areas must be well ventilated, and chemicals must be stored in a way that prevents them from mixing with each other. - All chemicals must be clearly labeled; their risks must be stated and instructions for safe use must be placed visibly. In this way, employees know how to work safely with chemicals. - Workers working with chemicals on the construction site must be provided with appropriate personal protective equipment (gloves, masks, goggles, etc.). Appropriate precautions must be taken to prevent contact of chemicals with the skin or respiratory tract. - Waste from chemicals used during construction must be disposed of using appropriate methods to prevent harm to the environment. Licensed waste management companies must be worked with to prevent incorrect disposal of chemical waste into the environment.	At the level of legal requirements and periodically	OHS Specialist

Project Period	Potential Impact	Subject of the Impact (Environmental, Social, OHS)	Nature of Impact (Direct, indirect, cumulative)	Magnitude of Impact (Local, Regional, National, Global)	Whether the Effect is Reversible	Mitigation Measures	Frequency	Responsible
						- Workers working with chemicals must be trained on the safe use of these substances, their risks and what to do in case of exposure. Training is a critical step in managing chemical risks. - Good ventilation must be provided to prevent the accumulation of chemical vapors. Especially when using chemicals in closed areas, sufficient air flow should be created. Operation Phase: - Environmentally friendly and biodegradable alternatives should be preferred to minimize the use of chemical cleaning products and other maintenance materials. - Cleaning products, maintenance chemicals and other hazardous substances should be stored in well-ventilated and lockable cabinets. Correct and clear labels should be placed on chemicals, and misuse should be prevented. - Chemical waste should not be disposed of directly into the sewer or nature. Appropriate waste management systems and procedures should be implemented, and chemical waste should be collected by licensed waste collection companies. - Personnel who come into direct contact with chemicals, such as cleaning personnel, maintenance teams and kitchen workers, should be regularly trained in the safe use of chemicals, what to do in case of exposure and personal protection measures. - Personnel working with chemicals should always use appropriate personal protective equipment (gloves, face mask, protective glasses, etc.). This prevents skin contact, eye injuries and respiratory diseases. - Areas where chemicals are used should be well ventilated. Appropriate ventilation and air conditioning systems should be installed to prevent the accumulation of chemical vapors, especially in closed areas. - Emergency procedures should be established in case of chemical leakage, spillage or accidents. Personnel should be aware of the procedures to be followed in cases such as fire, chemical spillage or contact with chemical substances. - It is important to regularly monitor and report processes such as the use, storage and waste management of chemicals. This ensures that chemical risks are constantly kept under control. - It is important to select chemicals used in the maintenance of electronic devices in a way that will not damage the devices. Incorrect chemical use can lead to device failure and hazards. - It is important to keep chemical exposure to a minimum by reducing the amount and type of chemicals. The frequency and intensity of use of cleaning products should be controlled, and organic and environmentally friendly products should be preferred if possible.		

Project Period	Potential Impact	Subject of the Impact (Environmental, Social, OHS)	Nature of Impact (Direct, indirect, cumulative)	Magnitude of Impact (Local, Regional, National, Global)	Whether the Effect is Reversible	Mitigation Measures	Frequency	Responsible
Construction or Operation Phase	Biological Risks	OHS	Direct	Local	Reversible	Construction Phase: - Before construction begins, biological hazards on site (e.g. pathogens, pests, insects, poisonous plants in soil or water) should be identified and a risk assessment should be conducted. - Regular pest control programs should be implemented to prevent the proliferation of disease carriers such as pests, rodents, flies, mosquitoes on the construction site. The formation of puddles and waste piles on the construction site should be prevented. - Appropriate personal protective equipment (gloves, masks, goggles, long-sleeved clothing) should be used to prevent workers from being exposed to biological risks. This is especially important for workers who are in contact with soil or water. - Ensuring hygienic conditions on the construction site is critical to preventing the spread of biological diseases among workers. Adequate hand washing points and toilets should be established for cleaning and personal hygiene. - Construction workers should be informed about biological risks and protection methods. Training should be provided on what to do to prevent exposure to pathogens, pests, and biological hazards. Operation Phase: - Food safety and hygiene rules must be strictly followed to prevent biological risks. Proper storage, cooking and presentation of foods and regular cleaning of kitchen equipment must be ensured. - Biological risks (e.g. mold, fungi, bacteria) can affect indoor air quality. Regularly maintained HVAC systems and ventilation ducts help prevent the proliferation of biological agents. - Regular pest control programs must be implemented. Waste management and prevention of water accumulation must be ensured to prevent the proliferation of mosquitoes, houseflies, rodents and other disease-carrying vectors. - Hygiene standards must be followed against biological risks in cleaning services. Proper use of cleaning materials reduces biological risks. - Regular training must be provided to employees on ways to protect themselves from biological risks, hand washing and compliance with hygiene rules. - Waste that may pose biological hazards (organic waste, food residues, hazardous biological waste) must be collected and disposed of correctly. In particular, organic waste must be processed with appropriate methods. - Humidity levels in buildings must be kept under control to prevent mold and fungus formation that may lead to biological risks.	At the level of legal requirements and periodically	OHS Specialist

Project Period	Potential Impact	Subject of the Impact (Environmental, Social, OHS)	Nature of Impact (Direct, indirect, cumulative)	Magnitude of Impact (Local, Regional, National, Global)	Whether the Effect is Reversible	Mitigation Measures	Frequency	Responsible
Construction or Operation Phase	Fire and Explosion Risk	OHS	Direct	Regional	Reversible	Construction Phase: - Before construction begins, a comprehensive fire safety plan should be prepared to determine fire risks on site. This plan should include materials, activities and hazard areas that could cause fire. - It is important to store flammable and explosive materials (e.g. paint, solvents, gas cylinders) used during construction safely. These materials should be kept in appropriate storage areas, away from each other and other risky areas. - Activities that create sparks, such as welding, grinding and cutting, should be carried out in a controlled manner on the construction site. Appropriate fire extinguishers should be available during fire work and flammable materials in the surrounding area should be avoided. - An emergency evacuation plan should be created to ensure a fast and safe evacuation in the event of a fire on the construction site. Evacuation routes should be marked, and employees should regularly conduct evacuation drills. - Fire extinguishing equipment such as fire extinguishers and fire cabinets should be kept in easily accessible places on the construction site. All employees should be trained on how to use this equipment. - Temporary electrical systems used during construction should be installed safely and checked regularly. Faulty cables or overloaded sockets can create a fire hazard. Construction workers should be trained on fire and explosion risks, methods of protection against these risks, and what to do in emergencies. Training should be especially about working with fire and using chemicals. Operation Phase: - Smoke and heat detectors and fire alarm systems should be installed to detect fire risk early. These systems should be tested and maintained regularly. - Automatic sprinkler systems should be installed in high-risk areas (kitchen, laundry, boiler room). These systems automatically extinguish the fire in the event of a fire and prevent it from growing. - Fire extinguishing equipment such as fire extinguishers, fire cabinets, and fire hoses should be placed at strategic points. This equipment should be checked regularly and should be easily accessible. - Electrical installations and gas systems should be regularly maintained and checked. Old or damaged electrical cables and gas lines should be repaired immediately to minimize risks such as sparks or gas leaks. - Cleaning materials, maintenance chemicals, and other flammable materials used should be stored and	At the level of legal requirements and periodically	OHS Specialist

Project Period	Potential Impact	Subject of the Impact (Environmental, Social, OHS)	Nature of Impact (Direct, indirect, cumulative)	Magnitude of Impact (Local, Regional, National, Global)	Whether the Effect is Reversible	Mitigation Measures	Frequency	Responsible
						used appropriately. Misuse of flammable chemicals can increase the risk of fire and explosion. Regular training should be provided to personnel against fire and explosion risks. The use of fire alarm systems, how to use fire extinguishing equipment and evacuation procedures should be reviewed regularly to raise staff awareness.		
Construction or Operation Phase	Psychosocial Risks	OHS	Direct	Local	Reversible	Construction Phase: - Workload should be carefully planned to prevent construction workers from experiencing stress and burnout due to excessive workload. It is important for workers to take regular breaks and keep working hours at reasonable levels. - A communication and support system should be established where workers can share the problems and concerns, they experience during work. The ability of workers to communicate openly and effectively with their managers or human resources departments reduces psychosocial risks. - An effective conflict management strategy should be developed to resolve conflicts between workers and management that may arise during construction. This reduces stress and workplace unrest among workers. - Appropriate working conditions should be provided for workers to feel comfortable in the construction site. A clean, safe and orderly working environment increases workers' morale and motivation. - Professional support services such as workplace psychologists or counselors can be provided to support workers' mental and emotional health. This helps resolve stress and emotional problems with early intervention. - There may be workers from different backgrounds in the construction site. Preventing discrimination and promoting diversity in terms of race, gender and age is an important step in reducing psychosocial risks. Operational Phase: - Flexible working hours should be offered so that employees can maintain their work-life balance. A fair schedule should be prepared for employees working with a shift system and excessive overtime should be prevented. - Employees should be given awareness training on issues such as stress, burnout, bullying and discrimination in the workplace. This training ensures that employees are aware of psychosocial risks. - A zero-tolerance policy should be adopted to prevent bullying, harassment and discrimination among employees. A strong ethical code should be established to ensure that everyone works in a safe and respectful environment. - Employee support programs that provide professional counseling and support services should be established so that employees can cope with psychosocial risks. These programs can be an	At the level of legal requirements and periodically	OHS Specialist

Project Period	Potential Impact	Subject of the Impact (Environmental, Social, OHS)	Nature of Impact (Direct, indirect, cumulative)	Magnitude of Impact (Local, Regional, National, Global)	Whether the Effect is Reversible	Mitigation Measures	Frequency	Responsible
						important resource for dealing with personal stress, family problems or work-related psychological problems. - Recognizing and appreciating employees' achievements and contributions increases job satisfaction and motivation. Regular performance evaluations and reward programs make employees feel valued. - Regular social events and team-building activities should be organized to strengthen social relationships and cooperation among employees. These activities increase social connectedness in the workplace and prevent loneliness and isolation. - Practices that encourage work-life balance should be implemented so that employees can continue their personal lives. Regular use of vacation days and protection of employees' rights to rest should be ensured. - Mediation and conflict resolution services should be provided to resolve disputes that may arise between employees or between employees and managers. These services help reduce psychosocial stress in the workplace. - Managers should be trained on how to support employees' psychosocial health. Issues such as empathy, effective communication and stress management help managers establish better relationships with employees. - Ergonomic and comfortable working conditions should be provided to ensure that employees work in a comfortable and safe environment. In addition, regular checks should be made to ensure that factors such as excessive noise, poor ventilation or inadequate lighting in the workplace do not negatively affect employees.		
Construction or Operation Phase	Use of Machinery and Equipment	OHS	Direct	Local	Reversible	Construction Phase: - Workers who will use machines and equipment in the construction site should be required to receive training on how to use this equipment safely. Only trained and authorized people should be able to use the machines. - Regular maintenance and repair of construction machines and equipment should be carried out. Mechanical failures and accidents can be caused by poorly maintained and faulty machines. Therefore, machines should be checked before each use. - Workers working in areas where machines and equipment are used should be provided with appropriate personal protective equipment (helmet, glasses, gloves, work shoes, etc.). This is a preventive measure against possible injuries. - Areas where machines and equipment are used should be designated with safety barriers and warning signs. Pedestrian traffic should be separated from machine traffic, thus reducing the risk of accidents.	At the level of legal requirements and periodically	OHS Specialist

Project Period	Potential Impact	Subject of the Impact (Environmental, Social, OHS)	Nature of Impact (Direct, indirect, cumulative)	Magnitude of Impact (Local, Regional, National, Global)	Whether the Effect is Reversible	Mitigation Measures	Frequency	Responsible
						- Ergonomic seats and controls should be provided on machines to protect workers who use machines for long periods from ergonomic risks. This can prevent back and neck injuries. - Safety guards and locking systems should be used to protect moving parts in work machines and to prevent clothing from getting caught in the machine. This is especially important for heavy machinery such as cranes, forklifts and excavators. Operational Phase: - The machines and equipment used (laundry machines, kitchen equipment, ventilation systems, etc.) should be placed safely and ergonomically. They should be planned so that employees can easily access and prevent accidents. - All machines and equipment used should be regularly maintained and inspected. Using faulty equipment can lead to accidents and safety risks. - Ergonomically designed machines and equipment should be preferred to prevent musculoskeletal injuries that may arise from employees working with machines for long periods. - Regular training should be provided to employees on how to use and maintain machines safely. Using machines correctly prevents malfunctions and work accidents. - Safety protocols that must be followed when working with the machines used should be established and these protocols should be followed by employees. Instructions should be provided for emergencies such as fire, electrical leakage or equipment malfunctions. - The electrical installations of the electrical equipment and machines used should be checked and maintained regularly. Safety devices should be used against electrical leakage and possible fire risks (residual current relays, etc.). - Regular checks should be made of the lifting and carrying equipment used (forklifts, elevators, manual lifting tools) and it should be ensured that they comply with safety standards. - Emergency procedures should be established to provide rapid response to emergencies that may occur during the use of machinery or equipment (e.g., machine failure, fire, electric shock). Employees should be trained in these procedures.		
Construction or Operation Phase	Natural Disaster	OHS	Direct	Regional	Irreversible	Construction Phase: - The area where the construction will be carried out must be assessed in terms of natural disaster risks such as earthquakes, floods, hurricanes and landslides. - Solid foundations reinforced concrete structures and seismic insulation systems that comply with earthquake regulations must be used. Construction materials must be selected meticulously to increase earthquake resistance.	At the level of legal requirements and periodically	OHS Specialist

Project Period	Potential Impact	Subject of the Impact (Environmental, Social, OHS)	Nature of Impact (Direct, indirect, cumulative)	Magnitude of Impact (Local, Regional, National, Global)	Whether the Effect is Reversible	Mitigation Measures	Frequency	Responsible
						- In areas with flood risk, drainage systems, elevated building foundations and flood barriers must be used to protect against floods. Appropriate ground drainage and underground water management systems must be established to prevent floods. - Fire-resistant materials must be used, fire exits, and fire extinguishing systems must be built. In addition, materials and designs that will increase fire load during construction must be avoided. - In areas with storm and hurricane risk, structural elements (windows, roof, doors) must be designed to be wind resistant and reinforced connection systems must be used. Wind barriers and roof systems can be applied as additional measures. - In sloping terrain, stability-enhancing measures must be taken to reduce the risk of landslides or landslides. Structural measures such as retaining walls and soil stabilization must be implemented. Operational Phase: - A comprehensive emergency plan should be prepared for rapid and safe evacuation in the event of natural disasters (earthquake, fire, flood). Evacuation routes should be clearly marked for employees and emergency exits should be accessible at all times. - Regular disaster drills should be conducted for personnel to prepare for natural disasters. Employees should be informed about what to do in the event of an earthquake, fire or flood. - Fire alarm and automatic fire extinguishing systems should be installed. These systems should be tested and maintained regularly. In addition, fire extinguishers and emergency fire cabinets should be kept at certain points. - A warehouse containing first aid materials, water, food, blankets, fire extinguishers and other emergency materials should be created for use after natural disasters. These materials should be kept ready to provide assistance in disaster situations. - Electricity and water outages may occur after natural disasters. Emergency generators and water tanks should be available. In addition, regular maintenance should be performed to ensure that water resources and electrical systems are operational after a disaster. - Drainage systems should be constantly checked to prevent water accumulation. Infrastructure should be strengthened by using pump systems and water barriers against flooding in areas at risk of flooding. - Regular training should be given on what to do during natural disasters such as earthquakes. This training should include topics such as how to protect yourself during earthquakes, how to use safe areas, and how to provide guidance. - It is important to protect air quality during disasters. Therefore, HVAC (heating, ventilation, air conditioning) systems should be regularly maintained		

Project Period	Potential Impact	Subject of the Impact (Environmental, Social, OHS)	Nature of Impact (Direct, indirect, cumulative)	Magnitude of Impact (Local, Regional, National, Global)	Whether the Effect is Reversible	Mitigation Measures	Frequency	Responsible
						and ensured to be operational in emergency situations.		
Construction or Operation Phase	Health Conditions	OHS	Direct	Local	Reversible	Construction Phase: - Construction workers should receive regular training on occupational health and safety. This training should include recognizing potential health risks, using the right equipment, working with chemicals, and preventing accidents. - Everyone working on the construction site should be required to use appropriate personal protective equipment (helmet, goggles, gloves, work shoes, respiratory mask, etc.). This helps protect workers against dust, chemicals, loud noises, falls, and impacts. - Dust and other air pollutants (e.g. asbestos, silica dust) generated during construction can adversely affect workers' health. Therefore, dust control measures should be taken, irrigation or dust suppression systems should be used, and dust masks should be provided to workers. - Chemical substances (paint, solvent, adhesive) used during construction should be used and stored safely. Workers working with chemicals should be provided with appropriate protective equipment and ventilation systems should be used when working with chemicals. - Ergonomic measures should be taken to prevent construction workers from carrying heavy loads for long periods or working in challenging positions. Load-lifting equipment, appropriate work positions, and regular breaks should be provided for workers. - Temperature control should be carried out to protect the health of workers working in extremely hot or cold weather. Workers should be provided with appropriate clothing, encouraged to consume plenty of fluids in hot weather, and appropriate protective clothing should be worn in cold weather. - First aid supplies should be available for use in emergencies at the construction site. First aid providers should be trained in the event of injuries, fainting, or sudden health problems. - Adequate hygienic conditions should be provided at the construction site. Clean water, toilets, and hand washing stations should be made accessible to workers. This is important to protect workers' health and reduce the risk of infection. Operational Phase: - Regular health checks of employees are important in terms of monitoring their health status. - Working hours should be organized to prevent employees from being exposed to excessive workload and stress, and a work-life balance should be observed. Excessive stress can negatively affect employees' mental and physical health in the long term.	At the level of legal requirements and periodically	OHS Specialist

Project Period	Potential Impact	Subject of the Impact (Environmental, Social, OHS)	Nature of Impact (Direct, indirect, cumulative)	Magnitude of Impact (Local, Regional, National, Global)	Whether the Effect is Reversible	Mitigation Measures	Frequency	Responsible
						- Regular training should be provided on hygiene, cleanliness, and infection prevention. - Protecting indoor air quality is important for employees' health. Ventilation systems should be regularly maintained, and mold, dust and allergens should be prevented from accumulating indoors. - Measures such as hand sanitizers, mask use and social distancing should be taken against common infection risks such as pandemics. - Regular training should be provided on ways to protect their health in the workplace, safe working conditions and what to do in emergencies. This training helps prevent work accidents and occupational diseases. - Appropriate equipment and working environments should be provided to protect personnel from ergonomic risks. - First aid equipment and procedures should be created against health emergencies. Employees should be trained on first aid practices and emergency medical intervention, and rapid access to emergency health services should be provided.		
Construction or Operation Phase	Security Breaches	OHS	Direct	Local	Reversible	Construction Phase: - The construction site should be surrounded by security barriers and fences. This prevents unauthorized entry and ensures the safety of workers working on the site. Security barriers also limit dangerous areas that may cause accidents. - Security personnel should be constantly present at the construction site. These personnel should regularly patrol the site to prevent unauthorized entry and security violations such as theft. - Security cameras should be installed in the construction site and critical areas in terms of security should be constantly monitored. In addition, security lighting should be used in dark areas of the construction site. - Entrances to the construction site should be controlled. An identity verification system or access control such as an entrance card should be provided for all workers and visitors, and unauthorized people should be prevented from entering the site. - Materials and equipment on the construction site should be stored and locked securely. Valuable materials, equipment and tools should be kept under protection to reduce the risk of theft. - Regular training should be provided to workers on safety procedures. Compliance with occupational safety rules helps prevent possible security violations and accidents on the site. - Chemicals, explosives or flammable materials used during construction should be stored under appropriate security conditions. Special security measures should be taken to prevent unauthorized access to these items.	At the level of legal requirements and periodically	OHS Specialist

Project Period	Potential Impact	Subject of the Impact (Environmental, Social, OHS)	Nature of Impact (Direct, indirect, cumulative)	Magnitude of Impact (Local, Regional, National, Global)	Whether the Effect is Reversible	Mitigation Measures	Frequency	Responsible
						Operation Phase: - Security personnel should be present to ensure security. - The entrances, turbine areas, switchyard, parking lot and other critical areas of the facility should be monitored with security cameras. These cameras should be active 24 hours a day to detect unauthorized entries and suspicious behavior. - Fire and emergency alarm systems should be installed for rapid response in case of fire, explosion or other emergencies. - Personnel should be regularly trained in security procedures. They should be informed about methods for dealing with emergencies, security breaches and suspicious situations. - Cybersecurity is also of critical importance in business. Cybersecurity measures such as strong encryption, secure networks and firewalls should be taken to protect company information and personal information of employees. In addition, personnel should be trained against cybersecurity threats. - Comprehensive emergency plans should be created to safely evacuate employees in the event of a security breach, terrorist attack or suspicious situation. Evacuation routes should be clearly marked, and regular drills should be conducted.		
Construction or Operation Phase	Ground and Building Safety	OHS	Direct	Local	Reversible	Construction Phase: - Before construction begins, ground surveys should be conducted to determine the bearing capacity and stability of the ground. Appropriate ground improvement methods should be applied to ensure the safety of the construction against landslides, collapses or weak ground conditions. - It is critical to build a solid foundation. A foundation system (e.g. pile foundations, raft foundations) should be selected in accordance with the ground conditions and this foundation should be properly implemented during construction. - In order for the structures to be built earthquake-resistant during the construction process, materials and construction techniques that comply with earthquake regulations should be used in the design of the structure. Structural measures such as seismic isolation systems and reinforced concrete systems should be implemented. - An effective drainage system should be established to prevent damage that may occur due to floods or groundwater pressures. This system drains water to prevent groundwater from damaging the building. - Ground stabilization should be provided on sloping lands or slippery grounds. Precautions should be taken against landslides using retaining walls, filling materials and underground fixing techniques. - Regular inspections conducted by independent inspection organizations throughout the construction process ensure that construction continues safely and	At the level of legal requirements and periodically	OHS Specialist

Project Period	Potential Impact	Subject of the Impact (Environmental, Social, OHS)	Nature of Impact (Direct, indirect, cumulative)	Magnitude of Impact (Local, Regional, National, Global)	Whether the Effect is Reversible	Mitigation Measures	Frequency	Responsible
						in accordance with standards. These inspections check the quality of the structural elements and the safety of assembly. Operational Phase: • Regular inspections should be carried out for building safety. These inspections include assessing whether structural elements (walls, columns, beams, roofs) have been damaged over time, water leaks, and potential risks on the ground. • Evacuation plans should be updated regularly, and evacuation routes and fire exits should be clearly marked. It should be ensured that evacuation routes are not blocked and that personnel can safely exit the building. • There should be security systems against fire, earthquakes, and other natural disasters. Measures such as fire alarm systems, sprinklers, fire extinguishing equipment, and earthquake emergency plans should be tested and maintained regularly. • Non-slip floor coverings should be used in all areas. • It should be ensured that the building roof and facade coverings are installed safely. Regular maintenance should be carried out to prevent roof materials from being dislodged or facade coverings from being damaged in storms or bad weather conditions. • Water accumulation or water leaks on building floors can cause structural damage. Drainage and plumbing systems should be checked regularly, and the risk of water leakage should be minimized. • Electrical infrastructure should be inspected regularly, and the safety of the electrical installation should be ensured to prevent the risk of fire. In addition, emergency generators should be kept ready in case of power outages. • HVAC (Heating, Ventilation and Air Conditioning) systems should be regularly maintained, and their safe operation should be ensured. The safe operation of these systems indirectly contributes to the safety of the building's floors and structure.		

2. Stakeholder Engagement Requirements

2.1 Overview

In this section, the following will be explained within the scope of the Plan:

- National/international standards and requirements,
- Company policies and practices (summary of previous engagement activities, identification, qualification and prioritization of stakeholders)
- Information on the grievance mechanism, resources and responsible people.

2.2 Applicable Guidelines and Standards

This section details the basic legal obligations that the project must comply with and the environmental and social standards to be applied. It will also explain how the project management processes are shaped in line with internationally accepted guidelines such as the IFC Environmental and Social Performance Standards, the World Bank Environmental and Social Framework, and the United Nations Guiding Principles on Business and Human Rights. The main objectives of this section are to ensure the legal compliance of the project, to fulfill sustainability commitments, and to effectively manage environmental and social risks.

2.2.1 National Requirements

The national requirements addressed in the project covers the legal regulations of the Republic of Türkiye in the fields of environment, occupational health and safety, and social responsibility. These regulations require the project to comply with local laws and include environmental protection as well as the protection of workers' rights. The report should discuss in detail how the project meets these legal requirements and should also provide information on the regulations and standards applied. Applicable National Requirements within the Scope of the Plan are given in Table 2-1.

Table 2-1 National Requirements Applicable Within the Scope of the Plan

Law/Regulation Name (National) (Turkish Name)	Official Gazette Date	Official Gazette Number
Kişisel Verileri Koruma Kanunu (KVKK)	07.04.2016	29677
İş Kanunu	10.06.2003	25134
İş Sağlığı ve Güvenliği Kanunu	30.06.2012	28339
İdari Yargılama Usulü Kanunu	20.01.1982	17580
Türk Ceza Kanunu	12.10.2004	25611
Bilgi Edinme Kanunu	24.10.2003	25269
Kamulaştırma Kanunu	08.11.1983	18215
Türkiye Cumhuriyeti Anayasası • Madde 10 Kanun Önünde Eşitlik • Madde 17 Kişinin Dokunulmazlığı, Maddi ve Manevi Varlığı • Madde 18 Zorla Çalıştırma Yasağı • Madde 19 Kişi Hürriyeti ve Güvenliği • Madde 20 Özel Hayatın Gizliliği ve Korunması • Madde 25 Düşünce ve Kanaat Hürriyeti • Madde 26 Düşünceyi Açıklama ve Yayma Hürriyeti	09.11.1982	17863

Law/Regulation Name (National) (Turkish Name)	Official Gazette Date	Official Gazette Number
- Madde 48 Çalışma ve Sözleşme Hürriyeti - Madde 49 Çalışma Hakkı ve Ödevi - Madde 50 Çalışma Şartları ve Dinlenme Hakkı - Madde 51 Sendika Kurma Hakkı - Madde 52 sendikal Faaliyet - Madde 53 Toplu İş Sözleşmesi ve Toplu Sözleşme Hakkı - Madde 54 Grev Hakkı ve Lokavt - Madde 55 Ücrette Adalet Sağlanması - Madde 56 Sağlık Hizmetleri ve Çevrenin Korunması - Madde 60 Sosyal Güvenlik Hakları - Madde 74 Dilekçe, Bilgi Edinme ve Kamu Denetçisine Başvurma Hakkı		
Çevresel Etki Değerlendirme (ÇED) Yönetmeliği - Madde 4 Tanımlar (Etki alanı, Halkın Bilgilendirilmesi ve Sürece Katılımı, Kümülatif Etki Değerlendirme, Paydaş Katılım Planı) - Madde 9 Halkın Bilgilendirilmesi ve Sürece Katılımı	29.07.2022	31907

2.2.2 International Requirements

Within the scope of the international requirements addressed in the project, agreements and standards are examined. For example, environmental agreements adopted at the international level to combat climate change, such as the Kyoto Protocol and the Paris Agreement, as well as social responsibility norms such as OECD guidelines and ILO standards are also addressed.

TKYB Environmental and Social Policies

TKYB aims to reduce and manage negative environmental and social impacts in order to achieve environmental and social sustainability development goals. In this regard, the Bank announced the TKYB Environmental and Social Policy dated January 2020 to its stakeholders. The Bank bases all projects it finances on this policy. In this way, the Bank continuously monitors and manages environmental and social risks in credit evaluation processes; and clearly undertakes not to finance unethical practices such as illegal activities, forced labor and child labor.

In addition, there is an “Environmental and Social Risk Assessment Procedure in the Credit Process” in order to assess the environmental and social risks of loans and to ensure that the issue is effectively managed in line with the Bank's strategy. With this procedure, TKYB determines how environmental, and social risks will be addressed when evaluating credit requests and aims to manage the risks of credit projects in line with the Bank's strategy.

IFC Performance Standards

Performance Standards developed by the International Finance Corporation (IFC) govern how projects manage environmental and social risks. These standards include:

- 1. Environmental and Social Assessment and Management Systems:** Requires the project owner to establish a system to identify, assess and manage environmental and social risks.
- 2. Labor and Working Conditions:** It aims to protect workers' rights, implement occupational health and safety standards and improve working conditions.
- 3. Resource Efficiency and Pollution Prevention:** Strategies are developed to promote the sustainable use of resources and minimize environmental pollution.
- 4. Community Health, Safety and Security:** Measures are taken to reduce the impact of the project's environmental conditions on community health and safety.
- 5. Land Acquisition and Involuntary Resettlement:** Land acquisition and displacement processes are ensured to be fair and transparent.
- 6. Biodiversity Conservation and Sustainable Management of Living Natural Resources:** Biodiversity is preserved, and ecosystem services are protected.
- 7. Indigenous Peoples:** The rights of indigenous peoples are respected and interacted with.
- 8. Cultural Heritage:** The protection and management of cultural heritage is ensured.

World Bank Employee Health and Safety Guidelines

The World Bank's Occupational Health and Safety Guidelines provide an assessment of the project in terms of occupational health and safety. These guides cover topics such as the use of hazardous substances, prevention of occupational accidents and emergency preparedness. The report describes the occupational safety management systems by explaining how the project complies with these guidelines, the measures taken and the safety protocols implemented.

World Bank Environmental and Social Framework

The World Bank's Environmental and Social Framework sets standards for managing the environmental and social risks of a project. This framework includes policies and practices in areas such as environmental protection, social interaction, displacement and public participation. The report assesses how the project complies with this framework and the environmental and social management strategies implemented.

United Nations Guiding Principles on Business and Human Rights

The United Nations Guiding Principles on Business and Human Rights is a framework that sets out how companies should manage their impact on human rights. Adopted by the United Nations Human Rights Council in 2011, these principles adopt a "Respect, Protect and Remedy" framework to ensure the protection of human rights in global business practices. The principles consist of three main sections:

- **State Responsibility to Protect:** The obligation of States to enact and enforce adequate legislation to prevent human rights violations.
- **Business Responsibility to Respect:** Businesses must take appropriate measures to prevent human rights violations in their activities and to continuously monitor the human rights situation.
- **Access and Redress Mechanisms:** To provide effective remedies for victims when violations occur.

These principles require businesses to assess their human rights impacts, develop mitigation and prevention measures, and be accountable and transparent when human rights violations occur. The report assesses how companies integrate and implement these Principles.

International Labour Organization (ILO) Conventions

There are 59 ILO Conventions that our country has ratified. These conventions are;

- Basic Conventions: All 10 Basic Conventions
- Governance Conventions (Priority): 3 out of 4 conventions
- Technical Conventions: 48 out of 177 Conventions

55 out of 59 Conventions ratified by Türkiye are in force, 3 Conventions have been opposed and there have been no conventions ratified in the past 12 months.¹

2.3 Applicable Policies and Practices of the Project Company

This section will detail the policies and practices required for the project company to meaningfully interact with stakeholders and comply with legal regulations. First of all, it is necessary to summarize how the International Financial Institutions define stakeholder engagement.

Stakeholder engagement requirements according to the World Bank Occupational Health and Safety Guidelines;

- Projects should engage in meaningful consultations with stakeholders early and on an ongoing basis.
- Disclosure should be transparent, timely and in a culturally appropriate format.
- Feedback and grievance mechanisms should be established.
- A Stakeholder Engagement Plan (SEP) should be prepared and should be appropriate for the project phase.

Stakeholder engagement requirements according to IFC Performance Standards;

- IFC PS 1: Requires projects to engage in ongoing dialogue with stakeholders in order to manage environmental and social risks. In this context, stakeholder engagement is considered a critical component in the process of identifying and managing environmental and social risks.

¹ [Türkiye'nin Onayladığı ILO Sözleşmeleri | International Labour Organization](#)

- IFC PS 7: If the project affects indigenous communities, the project company should show special sensitivity to engage with indigenous peoples in a culturally appropriate manner and to protect their rights. Under the United Nations Guiding Principles on Business and Human Rights, stakeholder engagement requirements are considered a powerful tool to ensure respect for human rights and to prevent negative impacts of companies' operations on affected parties.

This engagement serves the purpose of protecting and developing the rights of stakeholders through meaningful dialogue, inclusiveness, transparency and feedback mechanisms. The implementation of these principles in facility activities forms the basis of social sustainability and respect for human rights.

According to the International Labor Organization (ILO) Conventions, stakeholder engagement requirements provide a strong foundation for the protection of workers' rights and the improvement of working conditions. In this way, it encourages workers to have a say in the workplace and to participate in decision-making processes through the right to organize, collective bargaining and social dialogue. Stakeholder engagement contributes to the implementation of a management model based on justice, equality and human rights in working life.

The facility must announce how stakeholders will communicate, the types of stakeholders and their priorities. For this, the facility must address the methods of informing and explaining its activities as follows during the construction and operation periods:

Construction Period

- Project development and update notes,
- Take measures to ensure that infrastructure, public and private property are not damaged,
- Take mitigation measures against environmental conditions such as dust, vibration, noise,
- Design internally targeted training programs and a capacity building program with key external training partners,
- Share job postings,
- Share current Project calendar,
- Community Development Program to be provided by the Company to affected communities,
- Communicate directly with relevant stakeholders through the Community Liaison Officer,
- Continue to be informed about activities and programs as planned.

Operation Period

- Sharing necessary information on the website so that stakeholders can see the current status and developments in accordance with the Project Information Policy,
- Providing information on how the grievance mechanism will work in the operational phase,

- Providing training on Company policies (employees and contractor employees) on community-friendly and appropriate behavior,
- Providing training on occupational health and safety to employees and contractor Company employees in line with Company policies,
- Relevant mitigation measures against environmental issues,
- Periodic monitoring of the possibility of the local community being negatively affected by the Project,
- Implementation of the Community Development Program to be provided by the Company to the affected communities,
- Sharing this situation openly with stakeholders in case of updates on the Project,
- Prioritizing hiring local people in case of need for work,
- Working with people whose livelihoods are affected to improve their livelihoods if identified,
- Prioritizing the active engagement of especially vulnerable/disadvantaged people in Project-related activities.

Stakeholder engagement activities undertaken at the facility to date have been conducted within the framework of the Stakeholder Engagement Plan, procedures, and policies developed in previous phases.

Stakeholder engagement within the scope of social responsibility is being handled within the framework of the Corporate Social Responsibility Plan prepared in previous phases for the Project. Furthermore, it was reported that the operations manager regularly communicates with stakeholders, asks for their requests, suggestions, and grievances, and provides assistance to nearby settlements as part of social assistance programs. In this context, the Company found a petition in the grievance box in Ormangüzle, which requested the renovation of the village playground.

Work has been initiated in connection with this request, and the mukhtar has been contacted, and support will be provided for the renovation of sports equipment, pergolas, toys, and the construction of a fence at the park.

Internal stakeholders are generally defined as those primarily involved in the Project and likely to be the first to be affected. Internal stakeholders at the facility consist of all employees. In the Stakeholder Engagement Plan prepared in previous phases, internal stakeholders are; they are categorized as employees, contractor and subcontractor employees, and company shareholders.

External stakeholders are defined as individuals who are not directly involved in the Project but are affected by or influence Project activities. External stakeholders within the Project include the nearest settlements, neighboring facilities within the region, relevant ministries and affiliated provincial directorates, central and local governments, relevant associations and NGOs, academic institutions and organizations, the media, and creditors. In the Stakeholder Engagement Plan prepared in previous processes, external stakeholders were categorized as national government institutions, local government institutions, non-governmental organizations, local communities, local businesses, public enterprises, universities, the media, and creditors.

Disadvantaged/vulnerable groups are likely to be included among both internal and external stakeholders in projects. Disadvantaged/vulnerable groups are individuals or communities who, unlike the general population, are more exposed to various risks due to economic, social, cultural, physical, or political reasons and therefore face greater difficulties in accessing equal opportunities. Disadvantaged/vulnerable groups among facility stakeholders can be defined as follows:

- Women, people with disabilities, the elderly, children, and youth
- Ethnic minorities, refugees, immigrants, and foreign nationals
- Low-income individuals
- Individuals with low education levels

There are no individuals from disadvantaged/vulnerable groups among the employees who are internal stakeholders at the facility.

It has been stated that all internal and external complaints received by the facility are recorded, and that action is taken regarding these complaints. There is a grievance box located within the facility. All employees interviewed stated that they are aware of the grievance box and actively use it when necessary. The grievance box is regularly checked by the authorized person at the facility (the operations manager), and if a complaint arises, it is photographed and forwarded to the head office and recorded. Employees can also submit complaints directly or through department heads if they wish. It has been stated that such verbal complaints are also recorded.

Grievance boxes are located in the nearby villages of Ormangüzle, Erikli, and Camiliyayla. These boxes are also regularly checked by the operations manager, and if a complaint arises, they are photographed and forwarded to the mukhtar office. Grievances submitted verbally by local residents are also recorded. The records and management of all internal and external stakeholder grievances are managed centrally.

In interviews with mukhtars, it was stated that the project representative is known and aware of the grievance boxes. It was determined that they can reach the authorized person with requests, suggestions, or grievances, and that their contact numbers are available. The Community Liaison Officer appointed by the company stated that he contacts Mukhtars periodically to learn about requests, suggestions, and grievances. This information was confirmed by the mukhtars of Erikli, Camiliyayla, and Ormangüzle. During the women's and men's focus group discussions, it was determined that men are aware of the grievance channels, while women are more hesitant to engage with them.

The company stated that it aims to resolve both internal and external grievances within 30 days and that all data is kept confidential. A Grievance Mechanism Plan has been developed for the facility in previous processes. This plan will be updated to take into account the planned capacity increase project.

3. Stakeholder Identification and Analysis

3.1 Methodology

The report was prepared in accordance with the IFC Environmental and Social Risk Assessment Analysis methodology and performance standards. In addition, the World Bank Occupational Health and Safety Guidelines, the World Bank Environmental and Social Framework, the United Nations Guiding Principles on Business and Human Rights, the Organization for Economic Co-operation and Development's Common Approaches to Officially Supported Export Credits and Social and Environmental Recommendation, the ILO Convention and the TKYB Environmental and Social Policies were taken into consideration. These standards were taken into account in the processes of determining, assessing and managing the environmental and social impacts of the project.

3.2 Project Affected People and Other Interested Parties

Project Affected Persons and Other Interested Parties refer to individuals, groups or organizations that are directly (whose living standards, property rights, livelihoods or environmental conditions may change directly due to the Project) or indirectly (who are not directly affected by the Project but may play a decisive role in the success or failure of the Project) affected by the project results or who may affect the project during the process of a project or activity.

In this context, the stakeholders determined within the Facility are shared in detail in the table below. (See Table 3-1)

Table 3-1 Identified Stakeholders

Stakeholder ID	Type	Stakeholder Type	Stakeholder Name	Scope	Explanation of the Effect	Contact Method	Frequency of Communication	Responsible
001	Public Institution/Organization	Direct	Ministry of Energy and Natural Resources	National	These stakeholders have a comprehensive influence and enforcement power by supervising their activities related to the Facility. The legislative provisions published or to be published by the stakeholder directly affect the structure and operation of the Facility.	Meetings and official correspondence	Periodically and when necessary, at the level of legal requirements	Business Manager Community Liaison Officer
002	Public Institution/Organization	Direct	Energy Market Regulatory Authority					
003	Public Institution/Organization	Direct	Turkish Electricity Transmission Corporation					
004	Public Institution/Organization	Direct	Land Registry and Cadastre					
005	Public Institution/Organization	Direct	Ministry of Agriculture and Forestry					
006	Public Institution/Organization	Direct	Ministry of Labor and Social Security					
007	Public Institution/Organization	Direct	Bilecik Governorate	Regional	Legislative provisions published or published by the stakeholder directly affect the structure and operation of the Facility.	Meetings and official correspondence	Periodically and when necessary, at the level of legal requirements	Business Manager Community Liaison Officer
008	Public Institution/Organization	Direct	Bilecik Municipality					
009	Public Institution/Organization	Direct	Bilecik Provincial Health Directorate					
010	Public Institution/Organization	Direct	Bilecik Provincial Disaster and Emergency Management Directorate					
011	Public Institution/Organization	Direct	Bilecik Labor and Employment Agency Directorate					
012	Public Institution/Organization	Direct	Bilecik Provincial Directorate of Agriculture and Forestry					
013	Public Institution/Organization	Direct	Bursa Eskişehir Bilecik (BEBKA) Development Agency					
014	Public Institution/Organization	Direct	Bozüyük District Governorate					
015	Public Institution/Organization	Direct	Bozüyük Municipality					
016	Public Institution/Organization	Direct	Bozüyük District Directorate of Agriculture and Forestry					
017	Public Institution/Organization	Direct	Bozüyük District Health Directorate					
018	Local Settlement	Direct	Ormangüzle Village	Local	The proximity of the settlement to the Facility may cause this stakeholder to be directly or indirectly affected by the activities.	Visit, brochure, website announcement and information meeting	Periodically and as necessary	Business Manager Community Liaison Officer
019	Local Settlement	Direct	Erikli Village					
020	Local Settlement	Direct	Camiliyayla Village					
021	Local Settlement	Direct	Bozalan Village					

Stakeholder ID	Type	Stakeholder Type	Stakeholder Name	Scope	Explanation of the Effect	Contact Method	Frequency of Communication	Responsible
022	Local Settlement	Direct	Kapanalan Village					
023	Non Governmental Organizations (NGOs)	Indirect	All academic institutions	National or regional	These are institutions that the facility can provide consultancy on educational services.	Visit, brochure, telephone, e-mail, website announcement and information meeting	Necessary	Business Manager Community Liaison Officer
024	Academic Institutions	Indirect	Local/national newspapers, local television channels, etc.	National or regional	It helps to provide information about the project.	Visit, brochure, telephone, e-mail, website announcement and information meeting	Necessary	Business Manager Community Liaison Officer
025	Media	Indirect	Lenders	International	Provides financial support for the continuity of the project.	Visit, phone, e-mail and information meeting	Continually	Business Manager Community Liaison Officer
026	Lender(s)	Direct	All employees Contractor/Subcontractor company employees	Facility	Internal interaction, communication and stakeholder engagement procedures are implemented.	Visit, brochure, telephone, e-mail, website announcement and information meeting	Continually	Business Manager Community Liaison Officer

3.3 Vulnerable/Disadvantaged People and Groups

Identifying vulnerable or needing groups in stakeholder engagement processes is critical to reducing the risk of these groups being disproportionately negatively impacted by the project and to including their views in the process. The following are suggestions for different vulnerable groups and how consultation can be conducted for each group:

- **Low Literacy Level Individuals:** Individuals who are illiterate or have low levels of education may have difficulty accessing written information about the project. They may not be able to participate in project briefings and may not fully understand their rights or project impacts.

Recommendations

Verbal Information: Instead of written materials, information should be conveyed through verbal information and face-to-face interviews. Local leaders should be contacted directly in places such as village meetings or mosques.

Visual and Simple Materials: Complex language should be avoided, and visual and easily understandable materials should be prepared. Brochures and posters can be supported with pictures and symbols to ensure understanding of the information.

Sensitivity to Local Language and Culture: Information should be provided in the local language and presented in culturally appropriate formats.

- **Women:** Women, especially in rural areas or traditional societies, may be excluded from being informed about projects and participating in decision-making processes. Gender-based inequalities may pose the risk that women's views are not sufficiently taken into account.

Recommendations

Women-only Meetings: Meetings should be organized for women only, where women can speak more comfortably. These meetings should be held in a safe environment where women can make their voices heard.

Cooperation with Local Women Leaders: Collaboration should be established with local women leaders or women's NGOs and women's engagement should be ensured with their guidance.

Child Care Services: Childcare services should be provided to increase women's engagement during the meetings. This will make it easier for women to attend the meetings.

- **Individuals with Low Socioeconomic Status:** Individuals living in poverty may face economic barriers to engagement in project processes. Transportation to meetings, accessing information, or participating in project opportunities may be costly.

Recommendations

Transportation and Catering Support: Free transportation can be provided to facilitate engagement in meetings. In addition, refreshments can be offered at meetings to encourage engagement.

Local Meetings: Meetings should be held in places that are easily accessible to these groups. Meetings held in neighborhood centers or community meeting places facilitate access.

Economic Support Information: These groups should be informed about how they can benefit from the project and about economic support programs, and participants should be encouraged to participate in the project.

- **Ethnic Minorities, Foreign Nationals and Groups Speaking Different Languages:** Ethnic minorities may be culturally affected by projects differently and may have difficulty being included in the information processes due to their different languages. In addition, these groups are at risk of being excluded from project processes due to historical discrimination and exclusion.

Recommendations

Use of Local Language: Information and consultation processes should be conducted in the native language of the minority groups. If languages are different, interpreter support in the local language should be provided.

Cultural Sensitivity: Meetings and information processes should be organized with respect to the cultural sensitivities and rituals of these groups.

Collaboration with Local Community Leaders: Regular dialogue should be established with representatives of minority groups, and their concerns, demands and suggestions should be taken into account.

- **Individuals with Disabilities:** Individuals with physical, mental or sensory disabilities may face access barriers in being informed about projects and participating in meetings. It may be difficult for individuals with disabilities to reach meeting places or receive information about projects.

Recommendations

Accessible Meeting Spaces: Meeting spaces should be made wheelchair accessible. Appropriate assistive devices and services (e.g., sign language interpreters, audio descriptions) should be provided for individuals with visual and hearing impairments.

Alternative Communication Methods: Project-related information should be presented to individuals with disabilities in a variety of communication formats (e.g., Braille, videos for the hearing impaired).

Private Meetings: Individuals with disabilities can be interviewed one-on-one and receive special counseling on their needs.

- **Elderly:** Elderly individuals may have difficulty accessing information, participating in meetings, or being affected by projects. Physical mobility limitations and lack of technological knowledge may lead to them not being adequately informed about projects.

Recommendations

Local Visits and Home Meetings: Direct visits should be organized to the places where elderly individuals are located, and on-site counseling should be provided. Meetings should be held in small groups and in places that they can easily access.

Communication with Family Members: Cooperation can be made with family members to facilitate the engagement of elderly individuals in counseling processes. More effective engagement can be achieved with their support.

Easy-to-Understand Information: Information materials should be prepared in simple language and large fonts that elderly individuals can easily understand.

- **Children and Youth:** Children and youth generally do not have the opportunity to participate in decision-making about projects but may be disproportionately affected by projects. Projects may present significant risks or opportunities for education, health and social development.

Recommendations

Cooperation with Schools and Educational Institutions: Information and consultation processes about projects for children can be carried out through schools and youth centers. Children's opinions can be obtained by collaborating with teachers and educators.

Child-Friendly Meetings: Meetings can be organized in a fun and interactive format where children and young people can express themselves comfortably.

Project Opportunities for Young People: Internships or training programs that encourage young people's engagement in the project can be offered, and young people can be included in decision-making processes.

Vulnerable/disadvantaged groups within the Bozüyük WPP Capacity Increase Project include female heads of households, people with disabilities, and elderly people in need of care. Project activities should be adjusted as necessary, taking into account the recommendations mentioned above.

4. Previously Carried out Consultation Activities and Outcomes

This section contains a summary of the consultations, information sharing, and feedback processes conducted with stakeholders. The stakeholder engagement activities and communication methods implemented by the Facility to date are discussed.

- A Stakeholder Engagement Plan was prepared within the scope of the Project in previous processes. It was stated that all stakeholder engagement activities carried out by the Company to date have been carried out in accordance with this plan. Furthermore, the Company's Grievance Mechanism Procedure and Sustainability Policy also address the contribution and importance of stakeholder engagement to these processes. All aforementioned documents are presented in Annex 7.
- Two EIA processes were conducted within the scope of the Bozüyük WPP Capacity Increase. In the first EIA process, the number of turbines was planned to increase from 20 to 25, and a "Public Information and Participation Meeting" was held in Çamyayla Village on February 10, 2023. During the second EIA process, the number of turbines was planned to be increased from 25 to 37, and a "Public Information and Participation Meeting" was held in Camiliyayla Village on May 31, 2025. The main purpose of the meetings was to provide stakeholders with detailed information about the project and answer their questions.
- The mukhtars of nearby settlements (Ormangüzle, Camiliyayla, Erikli) stated that they have been contacted regularly by the facility officials through calls or visits. They stated that they have contact information of several officials working at the facility and believe they can contact them through this method if they wish. The mukhtars of Kapanalan and Bozalan villages, who were included in the fieldwork as part of the ETL hotline, stated that they were contacted regularly during the ETL process but that they currently believe the Project has no impact on them.
- There are grievance boxes at the facility in the villages of Ormangüzle, Camiliyayla, Erikli, and for internal stakeholders. These are regularly checked and recorded.
- The submitted information/documents indicate that social assistance has been provided to villages within the impact area following consultations with the local community. Recently, support was being provided for the renovation of the Ormangüzle Village playground, a settlement within the impact area, in response to a recent request from the local community. Facility officials stated that they regularly communicate with internal and external stakeholders.
- Grievances from stakeholders are identified and recorded within the scope of the Grievance Mechanism, and a complaint resolution process is initiated.
- Stakeholder analysis is conducted, identifying stakeholders, types of stakeholders, the impact of stakeholders on the organization, the importance the organization places on stakeholders, stakeholders' needs and expectations, monitoring methods, and responsible parties.

5. Stakeholder Engagement Program and Disclosure Process

The aim of the stakeholder engagement program is to inform stakeholders affected by the project about the project processes and ensure their meaningful engagement. The objectives include taking into account the views of all stakeholders affected by the project, managing the environmental and social impacts that may arise from the project, increasing social acceptance and ensuring sustainable development. In this section, a transparent and inclusive approach is adopted by establishing a continuous communication and consultation process with stakeholders.

Information to be Communicated to Stakeholders and Communication Methods

Information about the project to be implemented by the facility should be communicated to stakeholders in appropriate formats and languages:

- Project purpose, nature and scale
- Duration of project activities
- Risks and potential impacts on communities
- Mitigation measures and opportunities
- Grievance mechanism

This information can be communicated to stakeholders through the following methods:

- Information brochures and posters (should be prepared in simple language)
- Website
- Meeting invitations and information materials (can be delivered to stakeholders both digitally (e-mail, SMS) and face-to-face)
- Official correspondence
- Local radio and press

Stakeholders will be informed in advance about the accessibility of informative documents and will be provided with access to the relevant documents through digital and physical means.

Stakeholder Consultation Methods

The following methods can be used to consult with stakeholder groups:

- Meetings
- Focus group meetings
- One on one meetings
- Surveys

Taking Into Account the Views of Disadvantaged/Vulnerable Groups

The views of disadvantaged/vulnerable groups can be taken into account by:

- Inclusive consultation processes: These groups will be included in the project, and appropriate communication methods will be used, taking into account language barriers and literacy levels.
- Collaboration with local leaders: Collaboration will be made with representatives of groups such as women, minorities and disabled individuals.
- Special meetings: Special meetings will be organized for these groups and strategies will be developed according to their needs.

Partnerships and Other Participatory Activities

Other activities to be carried out during the stakeholder engagement process are:

- Joint decision-making processes: Decision-making processes with stakeholders affected by the project will be encouraged, and partnerships will be developed, especially with local NGOs and community leaders.
- Community meetings and public information sessions: Regular information sessions on the project will be held and the public will be actively involved in the processes.
- Social media and digital engagement: Digital platforms can be used to collect feedback and provide information about the project.

An effective stakeholder engagement process should be viewed as an opportunity for project success. A planned, transparent, inclusive, and ongoing engagement process increases trust in the project and supports sustainable development. In this context, the dates and locations of stakeholder engagement activities will be determined in advance, and the schedule for these activities will be shared with stakeholders.

6. Project Grievance Mechanism

6.1 Overview

The grievance mechanism provides an effective way for all stakeholders affected by the project to have their voices heard and their concerns resolved. This mechanism is designed to be transparent, accessible, understandable, culturally appropriate and fair, ensuring that stakeholder concerns are taken seriously, and appropriate solutions are produced.

Stakeholders can submit their concerns, grievances or suggestions to the company through the following means:

Grievance Boxes: The facility may place grievance boxes in relevant locations that are not visible to cameras. These boxes are regularly checked and recorded.

- There is a grievance box for internal stakeholders at the Bozüyük WPP. There are also grievance boxes in the nearby villages of Ormangüzle, Erikli, and Camiliyayla. All of these grievance boxes are regularly inspected (biweekly) by the operation manager, and grievances are photographed and forwarded to headquarters.

Telephone and Email: A dedicated telephone line and email address are created for grievances. These channels should be open for all types of grievances.

- The phone number and email address of the Community Liaison Officer designated by the Company are used to submit grievances. Stakeholders may also submit their grievances through these channels if they wish.

Company Office: Grievances can be made verbally or in writing by applying directly to the company's local offices. The relevant unit personnel will record the grievances submitted here.

- External stakeholders have the right to contact the facility directly and convey their grievances through the business manager, if they wish.

Community Representatives and Local Leaders: Especially for vulnerable/disadvantaged groups, grievances can be submitted through local community leaders and representatives. These individuals will be responsible for forwarding grievances to the company through official channels.

- Mukhtars are seen as local community leaders, and in all villages participating in the fieldwork, it was stated that they were the ones who represented everyone and submitted complaints. Internal stakeholders also stated that they could submit their complaints directly if they wished.

All grievances should be recorded in a digital and/or physical record system from the moment the grievance is received. Each grievance should be given a grievance reference number, which makes it easier to track the grievance. Grievances should be classified according to whether they are directly related to affected individuals or whether they are about environmental, social, economic, etc. The complainant should receive an acknowledgement that the grievance has been received. This acknowledgement includes the complainant's grievance reference number and information about when the grievance will be resolved.

The grievance should be reviewed and prioritized by the relevant department. A priority order is determined according to the seriousness, scope and urgency of grievance. The grievance is directed to the relevant departments (e.g. environment, human resources, project

management) according to its subject. If grievance involves a complex situation, a grievance review committee may be established. The complainant is regularly informed about the stages of the process. The company aims to resolve grievances within a maximum of 30 days.

The company takes concrete steps to resolve the grievance. For example, project activities may be adjusted, compensation mechanisms may be put in place for the affected stakeholders, or direct meetings may be held with the stakeholders. When the grievance is concluded, the details of the solution are communicated to the complainant by phone, e-mail, or face-to-face. It should be ensured that the complainant understands how the problem was resolved and is satisfied with the outcome.

After the grievance resolution process is completed, it is monitored whether the grievance is brought up again. This process is important to determine whether the solution was effective. The company may contact the complainant afterwards to ask whether they are satisfied with the grievance resolution. These surveys aim to collect feedback for the improvement of the mechanism.

The facility informs all stakeholders about the grievance mechanism and explains how they can submit their grievances. This information can be used to ensure that the grievance mechanism is easily accessible by all stakeholders, such as through the website, billboards, social media channels, face-to-face visits, brochures and posters, and meetings.

It should also be stated that by implementing the open-door application, all stakeholders have the opportunity to communicate face-to-face, in addition to the communication methods mentioned above. The parties responsible who will take part in face-to-face communication methods should be defined separately for the stakeholders.

Regardless of the communication channel, all grievances should first be recorded on the Grievance Form. Then, the grievances should also be recorded on the Grievance Record Form and Grievance Closure Form.

All grievances are evaluated by the relevant unit. Unit managers are responsible for forwarding the grievances to the relevant units and ensuring coordination throughout the process. In particularly important grievances, a monitoring committee can be formed that includes project managers and relevant units. This committee ensures that the grievances are evaluated with an independent eye. During the grievance management process, regular reports are prepared on the grievances received and their resolution status. These reports will be evaluated by project management and integrated into project progress.

Throughout the project, the grievance mechanism will be transparent and open to everyone. All stakeholders will be able to easily access their grievances and follow the stage of their grievances. In addition, assurance should be given that the grievances are handled in a reliable and fair manner. If the complainant is not satisfied with the measures taken, a mutual solution will be sought. However, if the grievance cannot be resolved, other conciliation and legal solutions will be sought. All grievances, including anonymous grievances, will be kept confidential.

6.2 Principles of the Grievance Mechanism

The grievance mechanism should be a reliable and transparent system where stakeholders can comfortably voice their concerns, grievances and demands regarding the Facility without manipulation, coercion or intimidation. The basic principles of the grievance mechanism are;

Anonymity, Confidentiality and Transparency: The identities of the complainants will be kept confidential upon request and anonymous grievances will also be accepted. In line with the principle of transparency, information about the mechanism processes will be regularly communicated to the complainants and the solutions will be reported transparently.

Various Communication Channels: Grievance boxes, telephone lines, e-mail addresses and face-to-face meetings at the company offices will be provided in the local language or a widely used second language.

Inclusive and Equal Approach: All grievances will be handled equally without discrimination based on gender, age, socioeconomic status, ethnicity or any other reason.

Timely Response: Grievances will be resolved as soon as possible after they are received, and the complainant will be informed throughout the process.

Effective Solutions and Corrective Actions: Grievance resolution is carried out with a proactive approach. Corrective actions are planned by getting to the source of the relevant problem.

Grievance Tracking System: Complainants will be informed about the status of their grievances, and each stage of the resolution process will be carried out transparently.

Feedback: Once the grievance is resolved, feedback will be sought to understand whether the complainant is satisfied with the resolution.

Confidentiality and Sensitivity: Important grievances such as gender-based violence and harassment are handled confidentially. These grievances will be treated as urgent, and the grievances safety will be at the forefront.

Public Reporting: Public reports on the resolution of grievances will be shared with communities, thus informing the public about how the mechanism works.

Key Performance Indicators regarding the prevention and minimization of the impacts related to the Grievance Redress Mechanism can be listed as follows:

- Grievance Resolution Process
- Grievance Resolution Rate
- Satisfaction Rate with Grievance Resolution
- Repeated Grievance Analysis
- Grievance Density
- Anonymous Grievance Rate
- Categories of Grievances
- Grievance Turning Rate into Legal Process
- Corrective and Preventive Activities
- Providing training on the subject
- Meetings

6.3 External Grievance Mechanism

Stakeholders are divided into two: Internal stakeholders and external stakeholders. In this context, the grievance mechanism regarding the Facility should be detailed for internal and external stakeholders and the operation of the external grievance mechanism and how the internal grievance mechanism will operate should be detailed.

The external stakeholders of the Facility consist of public institutions and organizations, local settlements, civil society organizations, academic institutions, media and creditors as defined in Table 3-1.

It is important for external stakeholders to be able to convey their grievances about the Facility. In this context, communication channels should be established for external stakeholders.

Grievance Boxes: Grievance boxes can be placed in relevant places to collect grievances from local communities affected by the Project.

Telephone, E-mail, Website: External stakeholders can convey their grievance via the designated grievance line and website.

Community Representatives and Local Leaders: Representatives and local leaders can directly convey the grievances of the communities they represent.

Each grievance from external stakeholders will be evaluated and finalized by the relevant unit within the specified period, in line with confidentiality and transparency. The results will be shared with the complainant in detail. Once the grievance is resolved, the effectiveness of the outcome will be monitored and evaluated. The process will be carried out in accordance with international stakeholder engagement standards.

6.4 Internal Grievance Mechanism

The internal stakeholders of the facility consist of all employees, including subcontractor/contractor employees. The internal grievance mechanism aims to protect the rights of employees and contributes to a fair and safe working environment.

The following channels can be used by internal stakeholders to submit their grievances about the facility:

Grievance Boxes: Grievance boxes should be located in areas of the facility that are not visible to cameras. Employees can submit their grievances in writing to these boxes. The boxes are regularly checked and recorded. There is one grievance box within the facility.

Direct Application to Senior Management (Open Door Application): Employees can submit their grievances directly to the human resources department or their own department officer. If these grievances are verbal, they should be recorded. It has been stated that grievances are also accepted through this method.

Online Platforms, Phone Line, and Email: The company must provide an email address, phone line, and an online complaint form for employees to submit their complaints. A form accepting questions and suggestions is available on the project's website. Requests, suggestions, and grievances are also received through the phone line and email, which are managed by the Community Liaison Officer.

Union Representatives / Employee Representatives: Employees may submit their complaints through union representatives or employee representatives. Representatives are responsible for forwarding these complaints to the company. Department heads at the facility have confirmed that they have submitted the grievances.

Each complaint received from internal stakeholders will be evaluated and resolved by the relevant unit within a specified timeframe, in accordance with confidentiality and transparency. The results will be shared with the complainant in detail. Once the complaint is resolved, the effectiveness of the outcome will be monitored and evaluated. The process will be conducted in accordance with international stakeholder engagement standards.

6.5 Grievance Mechanism Channels and CLO Contact Details

The methods to be used to convey grievances should be clearly defined and communicated to stakeholders. The following methods will be used for stakeholders to convey their grievances:

- Grievance boxes
- Telephone, e-mail, website, online platforms
- Community representatives and local leaders
- Union representatives / employee representatives
- One-on-one meetings / open door application
- Meetings

The primary person responsible for the grievance mechanism is the Community Liaison Officer. His/her role is to collect grievances from both internal and external stakeholders, forward grievances to the appropriate units and follow up on the resolution process. The Community Liaison Officer ensures that grievances are handled impartially.

The contact information of the personnel serving as Community Liaison Officers within the facility is provided in Table 6-1.

Table 6-1 Community Liaison Officer (CLO) Contact Information

Name	Phone Number	E-mail Address
Sinem Aldoğan Demirkan	(539) 653 36 82	info@rtenerji.com

7. Resources and Roles & Responsibilities

Stakeholder engagement activities will be compatible with the Facility's Environmental and Social Management System (ESMS) and other core functions. This integration ensures that stakeholder engagement plays an active role in the management of environmental and social risks. Stakeholder engagement processes will be compatible with all reports and plans prepared within the Facility.

The audit of stakeholder engagement activities will be carried out by senior managers, business managers, human resources unit managers, community liaison officers, and department managers. (See Table 7-1). Audits will be carried out at regular intervals and relevant reporting will be carried out. If necessary, independent audits will also cover stakeholder engagement processes. These audit results can be shared with stakeholders.

Table 7-1 Roles and Responsibilities

Roles	Responsibilities
Business Manager	- Leads the implementation of the system related to this Plan, monitors and evaluates its performance and ensures continuous improvement. - Ensure that the implementation of this Plan, information on its performance, and the proper functioning of the grievance mechanism are monitored. - Responsible for auditing the compliance of contractor and subcontractor activities with national legislation and relevant international standards. - Responsible for the implementation of the procedures and requirements given in this plan. - Responsible for the preparation of the plan regarding this plan and updating it when necessary. - Controls the permits and notifications to be obtained.
Community Liaison Officer	- Responsible for the management and monitoring of the grievance redress mechanism and stakeholder engagement processes. - Ensures that incoming grievances are recorded, evaluated and directed to the relevant department to initiate the resolution process. - Monitors the resolution process of grievances and takes corrective measures when necessary. - If the complainant is known, maintains communication with the complainant, provides information about the process and communicates the results. - Prepare reports on the grievance mechanism and stakeholder engagement activities. - Responsible for informing external stakeholders about the Facility activities and introducing the grievance mechanism. - Provides communication with relevant institutions outside the facility (legal advisors, local authorities, etc.) when necessary and shares the current status of the facility.
Department Managers/Employee Representatives	- Department managers and employee representatives ensure that grievances received regarding their departments are handled. - They contribute to the resolution processes related to grievances in coordination with the HR and Community Liaison Officer and monitor the effectiveness of the resolution process. - When necessary, they contribute to the resolution of grievance by acting jointly with other departments related to grievance. - Department managers follow the training they need to receive regarding the grievance mechanism and stakeholder engagement.

Roles	Responsibilities
Employees	• They are responsible for attending the training courses defined for them in the plan. • They are responsible for communicating the problems and grievances they detect in accordance with the grievance mechanism prepared within the facility, in accordance with the confidentiality principle.

The recruitment and training of the Community Liaison Officer who will take part in stakeholder engagement processes will be carried out within the framework of the plan. The personnel to be appointed will be responsible for completing grievances related to stakeholder engagement, stakeholder interactions, feedback received, resolved and resolving grievances, and regular reporting.

The company's stakeholder engagement strategy will be determined through internal communication channels (e-mail bulletins, internal meetings, management reports), internal training programs (stakeholder engagement processes for all employees, feedback mechanisms and training on community relations, etc.), periodic evaluation meetings (periodical meetings with management, staff and contractors/subcontractors, opportunity to evaluate the implementation and effectiveness of the stakeholder engagement strategy, etc.).

A stakeholder database will be created in order to document, monitor and manage the stakeholder engagement process, where all stakeholders are registered, and grievances and feedback are tracked. This database will cover the contact information of the stakeholders, their grievances, resolution processes and feedback. The company's commitments to stakeholders and the fulfillment of these commitments will be tracked in the commitment records. The commitment record allows tracking of meetings and agreements with stakeholders, particularly during the project. A grievance management system will be used to record, track and resolve grievances. This system will track the resolution process for each grievance and provide the necessary reporting.

The contractor/subcontractors' interactions with other stakeholders will be managed in line with the company's overall stakeholder engagement strategy. The contractors/subcontractors will be trained on stakeholder engagement processes and building healthy relationships with communities. The contractor/subcontractors' relationships with communities will be regularly monitored and suggestions for improvement will be made where necessary. Regular meetings and consultation sessions can be held between the contractor/subcontractors and stakeholders. These meetings will allow the stakeholders' concerns to be directly communicated to the contractor/subcontractors.

8. Monitoring and Reporting

The results of stakeholder engagement activities will be reported to all stakeholders in a transparent manner. Notifications will be carried out through various methods.

Stakeholders will be informed about the results of project activities, feedback and how grievances are handled through regular meetings.

Regular reports will be prepared and shared with relevant stakeholder groups. These reports will include project progress, environmental and social impacts, mitigation measures and the results of the engagement processes. These reports will be prepared in simple and understandable language and will be easily accessible to stakeholders. Project reports for large stakeholder groups will be published on the company's website.

Social media and other media platforms will be used to reach large audiences. Regular information will be provided through these channels and project updates will be shared.

Stakeholders will be informed periodically throughout the construction and operation phases. The feedback collected at each stage will be shared with stakeholders along with the solution processes.

Stakeholders will be included in the monitoring process of the project's impacts and the implemented mitigation programs. This will both allow stakeholders to follow the project more closely and provide an impartial assessment of whether the mitigation measures are effective.

Monitoring programs will be initiated by stakeholders to monitor the project. Regular meetings will be held with stakeholders to ensure that monitoring processes become more inclusive. When necessary, independent auditors, NGOs, and academic institutions will be worked with. These institutions will examine project data, make recommendations, and evaluate whether stakeholder engagement processes are transparent and effective.

Monitoring activities will be carried out at regular intervals depending on the scope of the project impacts and mitigation programs. For example, environmental impact monitoring can be carried out monthly or quarterly, while community interactions and social impacts can be monitored more frequently.

Monitoring results will be shared with stakeholders regularly. Stakeholders will be provided with feedback on observations and results obtained through meetings and reports. This will both increase stakeholders' trust in the project process and ensure that the effectiveness of mitigation programs is monitored.

Monitoring and reporting activities enable the results of stakeholder engagement activities to be communicated to affected stakeholders and broader stakeholder groups in an effective and transparent manner. The inclusion of project stakeholders and other control mechanisms, if necessary, in the monitoring process will strengthen social acceptance of the project and increase the success of mitigation programs.

9. Annexes

Annex 1- Project Categorization Model Result

Annex 2- Sample Project Consultancy Form

Annex 3- Sample Project Consultancy Records

Annex 4- Sample Project Grievance Record Form

Annex 5- Sample Project Grievance Records

Annex 6- Sample Project Grievance Closure Form

Annex 7 - Grievance Mechanism Procedure and Sustainability Policy

Annex 1-Project Categorization Model Result



E&S risk categorization (1/3)

Project information

Advisor	environment@macom.com.tr
Started at	9/12/25, 11:15 AM
Finished at	9/12/25, 1:25 PM
Project ID *	BOZÜYÜK WPP
Sector *	Electricity, gas, steam and air conditioning supply ✓
Subsector *	Renewables: Solar (above 1 MW), wind, small hydro (up to 30 MW), geothermal ✓
Land-use change *	Expansion (existing facility to be expanded) ✓

Please don't write or upload any confidential information. Financial information regarding the project is usually considered confidential. Be aware that in some jurisdictions, the name of the project, associated companies, or photographs of the site may be considered confidential.



E&S risk categorization (2/3)

Severe E&S risks

Vicinity to vulnerable habitat or protected area (IFC PS 6)

- ☐ Project is NOT located in or near a vulnerable habitat / protected area
- ☐ Project is located near a vulnerable habitat / protected area
- ☐ Project is located inside the buffer zone of a protected area

- ☒ Project is located inside a protected area

Water stress (IFC PS 3)

- ☐ Project is not water-intensive OR project is located in a Low to Low-medium water stress area
- ☒ Project is water-intensive AND is located in a Medium-high water stress area
- ☐ Project is water-intensive AND is located in a High water stress area
- ☐ Project is water-intensive AND is located in a Extremely high water stress area

Presence of Indigenous Peoples, cultural heritage and/or archaeological artifacts (IFC PS 7 and 8)

- ☒ No presence
- ☐ Potential presence or presence nearby
- ☐ Known presence

Presence of existing settlement inside project area (resettlement) (IFC PS 5)

- ☒ No communities living in project area, no resettlement is expected or has occurred
- ☐ Communities live near project area, resettlement is possible
- ☐ Communities live inside project area, resettlement is expected or has occurred (<200 people)
- ☐ Communities live inside project area, resettlement is expected or has occurred (>200 people)

Presence or potential for conflict (IFC PS 4)

- ☒ No conflict has occurred or is expected
- ☐ Small-scale, non-violent conflict may occur
- ☐ Some degree of conflict may occur/has recently occurred in the area
- ☐ Conflict has occurred/is expected in the area

Presence or potential for harmful child labor or forced/bonded labor (IFC PS 2)

- ☒ No risk of harmful child labor or forced/bonded labor
- ☐ Low risk of harmful child labor or forced/bonded labor
- ☐ Potential risk of harmful child labor or forced/bonded labor

Other known risks

- ☒ No other risk
- ☐ Other potential risk
- ☐ Multiples other risks
- ☐ One or more known, severe risk(s)



E&S risk categorization (3/3)
Categorization summary

A

Overall risk

Baseline risk	B-	
Renewables: Solar (above 1 MW), wind, small hydro (up to 30 MW), geothermal	B-	
Expansion	B-	
Severe E&S risks	A	
Protected areas	A	
Water stress	B-	
Indigenous Peoples	C	
Resettlement	C	
Conflict	C	
Labor	C	
Other risks	C	

Projects are categorized as C (lowest risk level), B-, B+, or A (highest). For reporting purposes, the categories B- and B+ may be considered as the same category (B).

If you need guidance about the next steps in the E&S due diligence process, please check your E&S management system or seek advice from your E&S team.

Photos and documents

Comments

Please don't write or upload any confidential information. Financial information regarding the project is usually considered confidential. Be aware that in some jurisdictions, the name of the project, associated companies, or photographs of the site may be considered confidential.

Annex 2- Sample Project Consultancy Form

	İSTİŞARE KAYIT FORMU Consultation Form			
Formu Dolduran Kişi Person Filling Out the Form		Tarih Date		
Toplantı Gündemi Meeting Agenda		Görüşme Kayıt No Consultation Register Number		
1- Toplantı Bilgileri Meeting Information				
Yetkili Kişinin Adı Name of Authorized Person			İletişim Şekli Type of Communication	
İstişare Edilen Kurum Institution Consulted			☐ Yüz Yüze Face-to-Face	
Telefon/E-posta Phone/Email			☐ Telefon Phone	
Köy-Mahalle/İlçe/İl Village/District/Province			☐ Diğer Other	
Paydaş Tipi Type of Stakeholder				
☐ Kamu Kurumu Public Institution	☐ PEK PAP	☐ STK Association/NGO	☐ İlgili Grup Related Group	☐ Oda/Meslek Birlikleri Chamber/Professional Body
☐ Yüklenici/Alt Yüklenici Contractor/Subcontractor	☐ İşçi Sendikası Labour Union	☐ Medya Media	☐ Üniversite University	☐ Diğer Other
2- İstişare Detayları Details of the Consultation				
Konu Subject				
Geri Bildirim Feedback				
Not Note				

Annex 3- Sample Project Consultancy Records

[illegible]

Ek 4- Sample Project Grievance Record Form

Full Name	
Contact Information Please indicate how you would like to be contacted (mail, phone, email)	By mail: Please provide your mailing address. By Phone: By e-mail:
What is your preferred language of communication?	Turkish Other.....
Description of the incident or complaint (What happened? Where did it happen? Who did it happen to? What was the outcome of the problem?):	
Date of incident/grievance	
	One-time incident/grievance (date _____) Has happened more than once (how many times? ____) Ongoing (currently experiencing a problem)
What is your suggestion to solve this problem?	
Internal Use Only Date grievance received: Date: Reference number:	

Ek 5- Sample Project Grievance Records

[illegible]

Ek 6- Sample Project Grievance Closure Form

Name of the Registrant:	
Registration Date:	/...../.....
GRIEVANCE/REQUEST CLOSING	
This section of the Closing Form will include information on how the complaint was resolved or how the request was met; if an expense was incurred, its information will be entered; a statement will be written stating that the grievance/request was agreed upon with the complainant/requester and will be signed and closed by the complainant or requester and the relevant Customer employee. (An e-mail response will be expected instead of a signature for grievances received online)	
Procedures for Grievances/Requests	Related Departments / Contractors / Subcontractors
1-	
2-	
3-	
4-	
Spending Amount:	
Complainant/Requestor Name and Surname	On behalf of the customer Title-Name-Surname and Signature

Ek 7- Grievance Mechanism Procedure and Sustainability Policy



RT ENERJİ TURİZM SAN. TİC. A.Ş.

Şikâyet Mekanizması Prosedürü

1. Amaç

Bu prosedür, RT Enerji Turizm Sanayi ve Ticaret A.Ş.'nin rüzgâr enerji santralleri ile ilgili olarak paydaşlardan, çalışanlardan ve topluluk üyelerinden gelen şikâyetlerin etkin bir şekilde ele alınmasını sağlamak amacıyla hazırlanmıştır. Prosedür, şikâyetlerin nasıl iletileceğini, değerlendirileceğini, çözüleceğini ve takip edileceğini detaylandırır.

2. Kapsam

Bu prosedür, RT Enerji Turizm Sanayi ve Ticaret A.Ş.'nin tüm rüzgâr enerji santralleri faaliyetlerini kapsar. Çalışanlar, taşeronlar, yerel topluluklar ve diğer ilgili taraflar tarafından iletilen tüm şikâyetler bu prosedüre tabidir.

3. Tanımlar

Şikâyet: RT Enerji Turizm Sanayi ve Ticaret A.Ş.'nin rüzgâr enerji santrali faaliyetleri ile ilgili olarak yerel topluluklar, çalışanlar, taşeronlar veya diğer paydaşlar tarafından dile getirilen her türlü endişe, rahatsızlık veya itiraz.

Şikâyet Sahibi: Şikâyette bulunan kişi veya grup.

Şikâyet Sorumlusu: Şikâyetlerin alınması, kaydedilmesi, incelenmesi ve çözülmesi ile ilgili süreçlerden sorumlu kişi veya departman.

Çözüm Süreci: Şikâyetin değerlendirilmesi, gerekli önlemlerin alınması ve şikâyetin sonlandırılması süreci.

4. Sorumluluklar

Yönetim: Şikâyet mekanizmasının etkinliğini sağlamak ve gerekli kaynakları tahsis etmekle sorumludur.

Şikâyet Sorumlusu: Şikâyetlerin alınması, değerlendirilmesi, kaydedilmesi ve zamanında çözüme kavuşturulmasından sorumludur.

Çalışanlar ve Taşeronlar: Şikâyet mekanizması hakkında bilgilendirilmek, şikâyetleri uygun şekilde yönlendirmek ve çözüm süreçlerine destek olmakla sorumludur.

5. Şikâyet Süreci

5.1. Şikâyetlerin İletilmesi

Şikâyet Kanalları: Şikâyetler, telefon, e-posta, mektup, çevrimiçi platformlar veya yüz yüze görüşme yoluyla iletilebilir. Şikâyet sahipleri, şikâyetlerini iletmek için uygun olan herhangi bir kanalı seçebilirler.

Şikâyet Formu: Şikâyetlerin daha sistematik bir şekilde ele alınabilmesi için, şikâyet sahipleri tarafından doldurulacak bir şikâyet formu sağlanmalıdır.

Gizlilik: Şikâyet sahiplerinin talepleri doğrultusunda gizlilik sağlanmalı ve kişisel bilgilerin korunmasına özen gösterilmelidir.



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5.2. Şikayetlerin Kaydedilmesi

Kayıt Sistemi: Alınan tüm şikayetler, elektronik veya fiziki bir sistemde kayıt altına alınmalıdır. Kayıtlar, şikâyetin türü, tarihi, şikâyet sahibi, alınan önlemler ve sonuç gibi bilgileri içermelidir. Takip Numarası: Her şikâyet için bir takip numarası oluşturulmalı ve bu numara şikâyet sahibine iletilmelidir. Böylece şikâyet sahibi, sürecin ilerleyişini takip edebilir.

5.3. Şikayetlerin Değerlendirilmesi

Ön Değerlendirme: Şikâyet Sorumlusu, alınan şikâyeti değerlendirerek, şikâyetin niteliğine göre önceliklendirme yapar ve çözüm için ilgili birimlere yönlendirir. İnceleme: Şikâyetin niteliğine göre, Şikâyet Sorumlusu veya ilgili birim tarafından detaylı bir inceleme yapılır. İnceleme sırasında, gerekirse şikâyet sahibi ile ek görüşmeler yapılabilir. Geri Bildirim: Şikâyet sahibi, şikâyetinin alındığı, incelendiği ve süreç hakkında bilgilendirileceği konusunda haberdar edilmelidir.

5.4. Çözüm ve Düzeltici Faaliyetler

Çözüm Süreci: Şikâyet, en kısa sürede ve etkin bir şekilde çözüme kavuşturulmalıdır. Çözüm sürecinde şikâyetin tekrarlanmaması için gerekli düzeltici ve önleyici faaliyetler belirlenir ve uygulanır.

Geri Bildirim: Şikâyet çözümü sonrasında, şikâyet sahibi bilgilendirilir. Şikâyetin nasıl çözüldüğü, alınan önlemler ve gelecekte benzer durumların önlenmesi için yapılan çalışmalar açıklanır.

5.5. Takip ve İzleme

Takip: Çözüme kavuşturulan şikayetler, benzer durumların tekrarını önlemek için izlenmelidir. Gerekirse, ilave önlemler alınabilir.

Memnuniyet Değerlendirmesi: Şikâyet sahiplerinin çözüm sürecinden ne derece memnun kaldıklarını değerlendirmek için anketler veya geri bildirim formları kullanılabilir.

6. Şikayetlerin Raporlanması

Düzenli Raporlama: Şikayetler, yönetim tarafından düzenli olarak gözden geçirilmelidir. Bu raporlar, şikayetlerin doğasını, çözüm sürecini ve gelecekte benzer sorunların nasıl önleneceğini içermelidir.

Analiz ve İyileştirme: Raporlar, şikayetlerin kök nedenlerinin analiz edilmesi ve sistematik iyileştirme fırsatlarının belirlenmesi için kullanılmalıdır.

7. Eğitim ve Bilgilendirme

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Çalışan Eğitimi: Tüm çalışanlar, şikâyet mekanizması hakkında düzenli olarak eğitilmelidir. Eğitimler, şikâyetlerin nasıl ele alınacağı ve şikâyet sahiplerine nasıl davranılacağı konusunda rehberlik sunar.

Toplum Bilgilendirmesi: Yerel topluluklar ve diğer paydaşlar, şikâyet mekanizmasının varlığı ve nasıl kullanılacağı konusunda bilgilendirilmelidir. Bu, yerel toplantılar, bilgilendirme broşürleri veya çevrimiçi platformlar aracılığıyla yapılabilir.

8. Sürekli İyileştirme

Geri Bildirimlerin Kullanımı: Şikâyet mekanizması sürecinde alınan geri bildirimler, sistemin iyileştirilmesi için kullanılmalıdır. Bu geri bildirimler, prosedürlerin güncellenmesi ve daha etkili bir şikâyet yönetimi sağlamak için önemlidir.

Prosedür Güncellemeleri: Yasal düzenlemeler, operasyonel değişiklikler veya elde edilen deneyimlere göre şikâyet mekanizması prosedürü periyodik olarak gözden geçirilmeli ve gerektiğinde güncellenmelidir.

9. Yasal Uyum

Mevzuat Takibi: Şikâyetlerin yönetimi ile ilgili tüm yasal düzenlemeler ve sektörel standartlar yakından takip edilmeli ve bu prosedürün yasal gerekliliklere tam uyum sağlaması sağlanmalıdır.

10. Dokümantasyon ve Kayıtlar

Kayıt Tutma: Şikâyetlerle ilgili tüm belgeler ve kayıtlar, yasal gereklilikler doğrultusunda saklanmalı ve gizlilik ilkelerine uyulmalıdır.

Dokümantasyon: Şikâyet mekanizması prosedürü, tüm ilgili çalışanlar tarafından erişilebilir olmalı ve düzenli olarak güncellenmelidir.

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Sürdürülebilirlik Politikası

1. Giriş

RT Enerji Turizm Sanayi ve Ticaret A.Ş. (RT Enerji) olarak, yenilenebilir enerji alanında faaliyet göstermekte ve çevresel sorumluluk bilinciyle hareket etmekteyiz. Sürdürülebilirlik, iş stratejimizin temel taşlarından biridir ve bu alandaki taahhütlerimizi yerine getirmek için sürekli çaba sarf ediyoruz. Çalışmalarımızda, doğal kaynakların korunmasına, çevresel etkilerin minimize edilmesine ve toplumun refahına katkıda bulunmaya öncelik veriyoruz.

2. Çevresel Sürdürülebilirlik

Enerji Verimliliği: Tüm operasyonlarımızda enerji verimliliğini artırmayı hedefliyoruz. Üretim süreçlerimizde, enerji kayıplarını minimize etmek ve yenilikçi teknolojilerle enerji tüketimini optimize etmek için çalışıyoruz.

Karbon Ayak İzi Azaltma: Karbon emisyonlarını en aza indirmek için düşük karbonlu enerji kaynaklarına yatırım yapıyoruz. Yenilenebilir enerji projelerimizle, karbon ayak izimizi sürekli olarak azaltmayı taahhüt ediyoruz.

Atık Yönetimi: Atık üretimini en aza indirmek ve geri dönüşüm oranını artırmak için entegre atık yönetimi stratejileri uyguluyoruz. Atıkların uygun şekilde bertaraf edilmesini sağlamak ve geri dönüşümü desteklemek için iş ortaklarımızla iş birliği yapıyoruz.

3. Sosyal Sürdürülebilirlik

Toplum ve Paydaş Katılımı: Yerel topluluklarla iş birliği yaparak, projelerimizin toplumsal etkilerini göz önünde bulunduruyoruz. Toplumun refahını artırmaya yönelik programlar geliştiriyor ve sürdürülebilir kalkınmaya katkıda bulunuyoruz.

Çalışan Hakları ve Güvenliği: Tüm çalışanlarımızın haklarına saygı gösteriyor ve güvenli, sağlıklı bir çalışma ortamı sağlıyoruz. Çalışanlarımızın sürekli gelişimini desteklemek için eğitim ve gelişim programları sunuyoruz.

Eşitlik ve Çeşitlilik: Eşitlikçi bir iş yeri kültürü oluşturmak, farklılıkları kucaklamak ve çeşitliliği teşvik etmek temel değerlerimizdendir. Cinsiyet, ırk, din, dil veya herhangi bir ayırım gözetmeksizin herkes için adil çalışma koşulları sağlamayı hedefliyoruz.

4. Ekonomik Sürdürülebilirlik

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RT ENERJİ TURİZM SAN. TİC. A.Ş.

Uzun Vadeli Değer Yaratma: Ekonomik sürdürülebilirlik, iş modellerimizin merkezinde yer alır. Uzun vadeli değer yaratmayı, finansal performansımızı güçlendirmeyi ve paydaşlarımız için sürdürülebilir büyüme sağlamayı taahhüt ediyoruz.

Yenilikçilik ve Teknoloji: Yenilikçi teknolojilere yatırım yaparak, sürdürülebilir enerji çözümlerini sürekli olarak geliştirmeye çalışıyoruz. Ar-Ge faaliyetlerimizi genişleterek, sektördeki öncü konumumuzu korumayı hedefliyoruz.

5. Raporlama ve Şeffaflık

Sürdürülebilirlik hedeflerimize ulaşmak için attığımız adımları ve elde ettiğimiz sonuçları düzenli olarak raporluyoruz. Şeffaflık ilkemiz doğrultusunda, sürdürülebilirlik performansımızı paydaşlarımızla paylaşmayı taahhüt ediyoruz.

6. Taahhüt

RT Enerji, sürdürülebilirlik politikamız doğrultusunda sürekli iyileşmeyi, yenilikçiliği ve sorumlu iş uygulamalarını benimsemeyi taahhüt eder. Sürdürülebilir bir geleceği şekillendirmek için tüm çalışanlarımızı, iş ortaklarımızı ve paydaşlarımızı bu sürecin bir parçası olmaya davet ediyoruz.

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