



ISTANBUL
CHAMBER OF INDUSTRY

Istanbul Chamber of Industry Sustainability Report 2022





ISTANBUL
CHAMBER OF INDUSTRY

Istanbul Chamber of Industry Sustainability Report 2022

About the Report	3
Message from the Chairman	4
About the Istanbul Chamber of Industry	6
Our History	7
ICI Milestones	8
Vision, Mission and Values	12
Management of the Chamber	13
Assembly Presidential Committee	14
Board of Directors	15
Organizational Structure	16
Members	18
Business Model	20
2022 Developments	24
Türkiye and the World in 2022	24
Istanbul Chamber of Industry in 2022	28
Sustainability in the Istanbul Chamber of Industry	30
Sustainability Strategy	30
Governance	31
Materiality Analysis	32
Code of Ethics	34
Quality Management	35
Stakeholder Engagement and Communication Channels	36
Memberships and Collaborations	39
Affiliates and Subsidiaries	39
Values Created by The Istanbul Chamber of Industry	40
Values Created for Members	40
Values Created for Employees	54
Values Created for the Environment	58
Values Created for Society	59
Sustainability Performance of Istanbul Chamber of Industry	62
Environmental Performance	62
Social Performance	63
GRI Content Index	68
Contact	79

As Istanbul Chamber of Industry (ICI), we operate with the goal of increasing the production capability of our industry and contributing to the national economy. In line with this goal, we have embraced a philosophy of “sustainable manufacturing”, placing sustainability among our key areas of focus. We present ICI Sustainability Report 2022, our second sustainability report, in which we convey our works in sustainability to our stakeholders. The reporting period of ICI sustainability reports is annual and the information in this report covers our activities between January 1 and December 31, 2022. The report includes the environmental, social, and economic impacts of our activities as well as our objectives. Unless stated otherwise, the information and data provided in the report cover the operations of the Istanbul Chamber of Industry and the locations where these operations are carried out, its head office (Odakule), two branches (Yenibosna, Ümraniye), and two service units (Tuzla, Hadımköy). This report has been prepared in accordance with the globally recognized GRI Standards 2021. In addition, the report benefits from the guidance of the United Nations Sustainable Development Goals (SDGs).



The sustainability report was printed in limited numbers in order to minimize its environmental impact. You may access a digital version of the report at www.iso.org.tr/corporate/ici-sustainability-reports. You may contact us for all questions, comments, and suggestions about the report and our sustainability operations at surdurulebilirlik@iso.org.tr.

Dear Stakeholders,

While 2022 has been challenging for the entire world, unfortunately 2023 began with an unprecedented natural disaster for our country. On February 6, severe earthquakes in the Pazarcık and Elbistan districts of Kahramanmaraş caused great destruction in our eleven provinces. While the catastrophe had a profound impact on a substantial geographic region, encompassing an estimated population of approximately 14 million individuals; every region, province, and town of our country exhibited a remarkable spirit of mobilization, swiftly uniting to provide assistance. While our state mobilized with all its institutions and facilities, non-governmental organizations acted with great responsibility to pick up the pieces of this great tragedy. After delivering vital first aid to the region as soon as possible, as ICI, we took action to contribute and provide a solution for the paramount issue of our disaster victims. We established "ICI Living City" consisting of 1,000 containers in the region. On this occasion, I would like to reiterate my wish for our country a speedy recovery and share once again that we will continue to provide all the support we possibly can for our people in the region. Following the immensely traumatic and prolonged pandemic; the most noteworthy and devastating international development in 2022 was the war that erupted in Ukraine. The Ukraine-Russia conflict, resulting in a substantial humanitarian crisis near our borders, exacerbated the ongoing recovery efforts of the global economy from the pandemic's effects. The onset of political and economic uncertainties stemming from Russia's invasion of Ukraine precipitated an unprecedented surge in energy prices, disruptions in supply chains, and posed threats to global food security. This period underscored the paramount significance of both energy independence and supplier diversity, which emerged as focal points within the broader context of the global crisis. In response to these challenges, swift and enduring measures were implemented, notably within the European Union (EU), to address the energy crisis comprehensively. Rapid and permanent actions were taken in the context of the energy crisis, within the framework of the European Green Deal with the objective of energy saving, clean energy production, and diversification of energy sources. 2022 was also a year that made history in terms of extreme weather events, where we experienced the effects of climate change first-hand. In 2022, when 1,030 extreme weather events occurred in Türkiye, we experienced floods, storms, and forest fires, resulting in the loss of life and property. As the imperative for action to combat climate change

intensifies, sustainability criteria have become a standard across all phases of manufacturing. While technology-oriented manufacturing is becoming more and more prevalent with the developments in the context of the green transition in global economies; industries have to become greener, more circular, and more digital if they are to remain competitive globally. In line with these efforts; Türkiye's commitment to achieving a net-zero emission target by 2053, subsequent to becoming a party to the Paris Agreement in 2021, the Climate Council held in 2022, and the comprehensive updates made to the Nationally Determined Contribution, represent significant strides for our nation in showcasing its vision. At ICI, we prioritize sustainability in every facet of our operations. From vocational education to R&D and technology endeavors, and from energy management to foreign trade, we firmly believe in the integration of the sustainability approach, encompassing economic, social, and environmental dimensions, into our manufacturing processes. Our unwavering commitment drives our continuous efforts in this regard. In this context, we recently included the theme of "Resilience of Industry" as the sixth focus area in our sustainability efforts, which we launched in 2021 on five themes: Climate Change and Sustainable Industry, Circular Economy, Future of Work, Safe Working Environment, and Sustainable Finance. In addition, we also carry out efforts in the fields of "Sustainability-Oriented Innovation" and "Digital Transformation" as overarching elements. As part of our ongoing sustainability initiatives aimed at supporting all industrial organizations, ranging from large-scale enterprises to SMEs in this indispensable transformation journey, we consistently disseminate our publications, including the "ICI Green Blog" and "ICI Green Bulletin." These resources provide our industrial partners with up-to-date information about the evolving landscape of sustainability. In addition, we offer valuable services such as "Corporate Carbon Footprint Consultancy" and "Energy Efficiency Consultancy" to assist our members in effectively navigating the green transition process. Furthermore, within the realm of our sustainability initiatives, we provide sector-specific guidance to illuminate the path for our member companies on their sustainability journey. Our 'Sectoral Sustainability Roadmaps,' which outline sustainability priorities and performance criteria developed by ICI for ten different sector groups, received the prestigious Sustainable Business Award from the Sustainability Academy in 2022. Another notable collaboration in the year was the 'Circular Economy and Resource Efficiency Platform Project.'

In partnership with BCSD Türkiye, we are dedicated to enhancing resource efficiency and promoting circularity within priority sectors and value chains. Considering that solidarity with global stakeholders is crucial in addition to national efforts in this regard, we attended the Conference of the Parties 27 (COP27) of the United Nations (UN) Framework Convention on Climate Change, which is the most significant platform on a global scale for sustainability and the fight against climate change. As ICI, we contributed to the COP27 side event program coordinated by the Ministry of Environment, Urbanization, and Climate Change and held the panel "Industrial Moving forwards for the Sustainability." In the panel, we conveyed the activities of our Chamber and our member industrial organizations towards sustainability and combating climate change. In 2022, we presented our "Türkiye's Top 500 Industrial Enterprises' (ISO 500) and 'Türkiye's Second Top 500 Industrial Enterprises' (ISO Second 500) surveys to the public. These surveys garnered considerable attention from the economic, political, media, and academic communities, offering a direct and comprehensive glimpse into the state of our economy and industry. Additionally, our commitment to providing essential insights into the industry persisted through the publication of the 'ICI Purchasing Managers' Indices' and the 'ICI Export Climate Index.' These indices continue to serve as critical leading indicators, offering valuable insights into both the present and future prospects of our industrial landscape. Within the scope of the ICI Academy, which aims to increase the competitive power of ICI members, and contribute to the professional development of individuals, we have reached thousands of members and professionals of our industry with a wide range of training programs from corporate development to personal development. In 2022, we also took a significant step towards institutionalizing our training services by certifying the ICI Academy with the "ISO 29993 Education and Training Services Management System" standard. In our strategic planning, we place great emphasis on aligning our activities with global sustainability principles, particularly the United Nations Sustainable Development Goals (SDGs). These goals are designed to address global challenges and create a more equitable and sustainable future for all. Consequently, we are dedicated to the principle of 'leave no one behind' and are committed to fostering an inclusive, fair, accessible, and equitable transformation. As part of this commitment, we recognize the importance of collaborating with young people to co-create a better future. Guided by this philosophy and with the aim of achieving 'Competent Schools, Competent Graduates, and a Competent Labor Force,' we have implemented the Vocational Education Cooperation Project (ICI VECP) in partnership with the Ministry of National Education (MoNE). This initiative has gained recognition as a leading practice in Türkiye, thanks to its unique model that strives to elevate the status and respectability of vocational high schools.

In acknowledgment of our efforts in promoting diversity and inclusion, we were honored with an award in the 'Diversity and Inclusion-Paving the Way for Youth' category in the 2022 Joint Future Award Program, organized by the Turkish Confederation of Employer Associations (TISK) in partnership with the ICI VECP. Additionally, we were among the four finalists in the 'Best Partnership Project' category of the 2023 World Chambers Competition, organized within the scope of the 13th World Chambers Congress, in which 111 chambers from 47 countries competed. Within the contemporary manufacturing, characterized by the growing importance of technology-oriented approaches, the imperative of a 'green and digital transition,' often referred to as the 'twin transition,' has become indispensable for global competitiveness. In line with this imperative, ICI has undertaken initiatives such as the MIND4MACHINES and the Industrial Design and Prototyping Centre (ICI IDPC) Projects. These endeavors are designed to empower SMEs to harness digital technologies, thereby enhancing their capabilities and offering them a competitive edge in the global market. As an influential and strong stakeholder in our country's industry, we will continue our efforts in the forthcoming period with an awareness of our social and environmental responsibilities and our determination to play a leading role in sustainability. Our commitment to supporting our members through collaborations with reputable institutions and organizations remains steadfast. We extend an open invitation to all our stakeholders to actively engage in efforts to promote the sustainable development of our nation in 2023, a year of great significance as we celebrate the 100th anniversary of our Republic. We are delighted to present the second sustainability report of the Istanbul Chamber of Industry, which provides a comprehensive account of our activities undertaken in 2022 under the theme 'Name of Transformation: Sustainable Manufacturing'. I would like to take this opportunity to express my sincere gratitude to all our stakeholders who have been instrumental in supporting our endeavors.

Erdal BAHÇIVAN
Istanbul Chamber of Industry
Chairman





ABOUT THE ISTANBUL CHAMBER OF INDUSTRY

Our History

Istanbul, a hub of religion, culture, economy and commerce throughout its history, witnessed the emergence of a new generation of labor-intensive, small-scale manufacturing firms in the 1950s, operating alongside large, private investment companies. Despite the lack of resources and material, industrialists who started out in their small workshops made significant advances. During this period, manufacturing industry developed rapidly, due in no small part to the fact that Istanbul received the lion's share in public infrastructure investments, particularly in transportation and energy, as well as loans, incentives, and public sector investments. One of the major actors of this period was the Istanbul Chamber of Industry, which was founded in 1952 with the formal request of close to 750 industrialists.

Since its inception, the Istanbul Chamber of Industry has been bolstered by its members' contributions to the national economy, and with over 22,000 members as of 2022, it is the largest chamber of industry in Türkiye and one of the strongest representatives of the Turkish industry. As the largest chamber of industry in Türkiye, ICI members account for around 32.7% of Türkiye's total industrial output.

Representing the private sector in Istanbul and Türkiye at large, ICI is committed to minimizing adverse environmental impact and contributing to socioeconomic development of the country through the services it provides to its members and its collaborations with the public sector.



ABOUT THE ISTANBUL CHAMBER OF INDUSTRY

ICI Milestones

1968

The Türkiye's Top 500 Industrial Enterprises study is conducted for the first time in 1968 under the title of "Top 100 Enterprises". The study, which reflects the results of the previous year, sees its scope expanded to 300 enterprises in 1978, and further to 500 in 1981.

1987

The Environmental Issues Department is established in 1987 in order to raise awareness about and propose solutions to environmental problems that are frequent in the industry. The department would be later renamed the "Environment Department" in 1990. Due to the key role energy policies play in the fight against climate change, the Environment Department's scope is expanded in 2015 to include energy-related activities as well, and the unit is renamed "Environment and Energy Department."

1995

The Environment Awards are launched in 1995 to publicly promote the sustainability efforts of manufacturing enterprises that demonstrate high levels of environmental awareness.

1952

The Istanbul Chamber of Industry, established with the formal request of approximately 750 industrialists, starts its activities with the first assembly meeting held on May 30, 1952.

1976

An iconic Istanbul landmark, a fine example of Turkish architecture and one of the first highrises in Türkiye, Odakule opens its doors in 1976.

1994

The Istanbul Chamber of Industry Foundation (ICIF) is established in 1994 by the Assembly members in order to steer the social and cultural efforts of ICI.

1999

In 1999, ICI establishes its ISO 9001:2015 Quality Management System, which is subsequently certified by an independent certification body.



ABOUT THE ISTANBUL CHAMBER OF INDUSTRY

ICI Milestones

2004

The ICI Art Gallery is opened in 2004 to support culture and arts as part of the Chamber's social responsibility efforts.

2014

In 2014, the Istanbul Chamber of Industry opens branches in the European and Asian sides of Istanbul to enhance the speed and convenience of the services it provides to its members.

2018

Odakule, ICI's head office, undergoes extensive renovation and is fully modernized with smart and green building systems that meet today's needs, received the building LEED Gold certification in March 2018.

2021

By assessing the risks and opportunities presented by new international trade systems that may emerge within the scope of climate change and sustainability ICI established the Sustainability and Coordination Department in 2021 to provide guidance to industrialists accordingly.

ICI Green Blog, a digital publishing platform that will guide industrialists in line with the vision of sustainability, begins publishing.

The "ICI Sustainability Platform" is established to contribute to the activities of the Istanbul Chamber of Industry in the field of sustainability, to create strategy proposals, develop collaborations with relevant institutions and organizations, produce outputs that will contribute to the transformation of our industry, and build synergy with stakeholder institutions for sustainable manufacturing with its inclusive structure.

2002

The first Industry Congress takes place in 2002 with the theme "Sustainable Competitive Strength" as part of ICI's 50th anniversary.

2008

ICI joins Enterprise Europe Network in 2008.

2015

ICI-KOZA is established in 2015 to support the entrepreneurial ecosystem from entrepreneurs to industrialists.

ICI collaborates with a global brand IHS Markit ¹ to calculate Purchasing Managers' Indices (PMIs), a common indicator in use in over 40 countries across the globe, in Türkiye, and starts publishing Türkiye Manufacturing PMI data on a monthly basis in 2015.

2019

Ministry of National Education, Ministry of Industry and Technology, Istanbul Technical University, Istanbul Chamber of Commerce, and Istanbul Chamber of Industry signed a Vocational Education Collaboration Protocol in 2019, paving the way for a comprehensive and holistic drive to support vocational education.



1- IHS Markit has merged with S&P Global as of February 2022, and as of this date, PMI data has been published under the S&P Global brand.



ABOUT THE ISTANBUL CHAMBER OF INDUSTRY

Vision, Mission and Values

VISION

To become an institution that develops Turkish industry on a global scale by increasing sustainable competitiveness and competence of our industrial enterprises while serving as an efficient stakeholder that leads the way in the industrial environment.

MISSION

To guide the industrial infrastructure and environment by way of creating information, policies, and systems in collaboration with internal and external stakeholders based on domestic and international comparisons,

To support the sustainable growth of our industry by providing innovative services that add value to industrial enterprises,

To improve the image of the industrialist and to support decision makers in drafting and implementing legislation.

CORPORATE VALUES

The Istanbul Chamber of Industry is a transparent, inclusive, consistent, reliable, determined, realistic, and innovative organization that honors universal code of ethics, social responsibility, and environmental awareness in all its activities.

Management of the Chamber

As with all chambers in Türkiye, ICI conducts its activities through elected bodies and the General Secretariat in accordance with Law No. 5174, on the Union of Chambers and Commodity Exchanges of Türkiye, and Chambers and Commodity Exchanges.

As mandated by the law, the chamber is governed by duly authorized bodies which are elected for four-year terms, the highest decision-making and supervisory body being the Chamber Assembly, which has 130 members and convenes on a monthly basis.

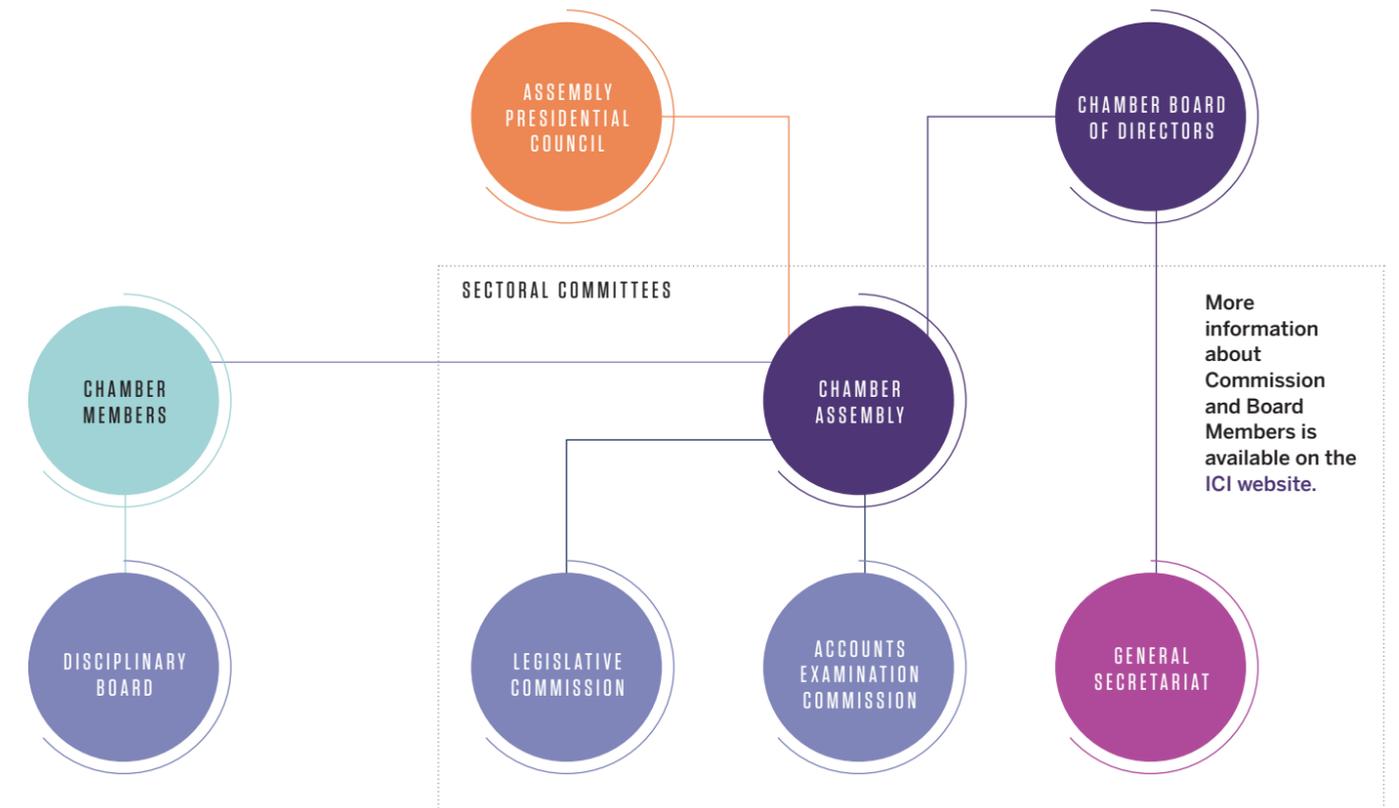
The Chamber Assembly evaluates the activities of the Chamber through Specialization Committees, which are formed by members based on the particular requirements. The decisions taken and reports prepared by these commissions are submitted to the Chamber Assembly for approval. The commissions that operate within the Istanbul Chamber of Industry are;

- Accounts Examination Commission
- Legislative Commission

Sectoral Committees form the foundation of the Chamber’s work as an advisory body and represent the 55 sectors in which ICI members operate.

The Disciplinary Board has six members, appointed by the Chamber Assembly among Chamber members who do not serve on the Chamber Assembly. The Disciplinary Board convenes as necessary to carry out disciplinary investigations against Chamber members in accordance with the Law No. 5174 and other relevant legislation.

The Board of Directors, the highest executive body of the Istanbul Chamber of Industry, consists of a chairperson and ten members, all selected by the Chamber Assembly from among its own members, and convenes weekly. Please refer to the “Board of Directors” section for detailed information on the Board.



GRI 2-1, GRI 2-9, GRI 2-11, GRI 2-12, GRI 2-13, GRI 2-18, GRI 2-24, GRI 2-26, GRI 3-3



Assembly Presidential Committee



ENDER YILMAZ
President of the Assembly



SADIK AYHAN SARUHAN
Vice President of the Assembly



YÜKSEL ÖZYURT
Vice President of the Assembly



KORAY YAVUZ
Secretary Member

Board of Directors



ERDAL BAHCIVAN
Chairman of Board of Directors



İRFAN ÖZHAMARATLI
Vice Chairman of Board of Directors



CEMAL KELEŞ
Vice Chairman of Board of Directors



SULTAN TEPE
Accounting Member of Board of Directors



KEMAL AKAR
Member of Board of Directors



VEHBI CANPOLAT
Member of Board of Directors



CELAL KAYA
Member of Board of Directors



İNAN ALTINBAŞ
Member of Board of Directors



HÜSEYİN ÇETİN
Member of Board of Directors



DR. FARUK SARI
Member of Board of Directors



MURAT ÇÖKMEZ
Member of Board of Directors

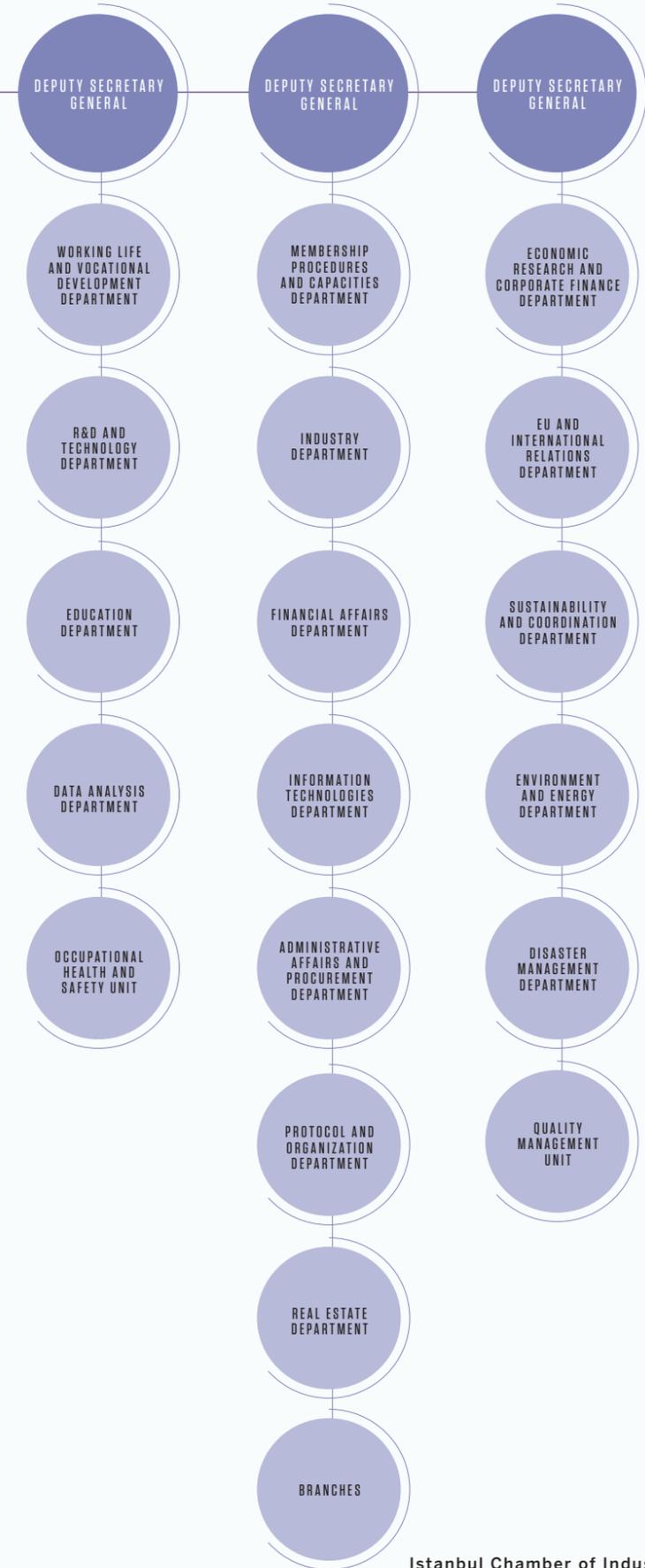
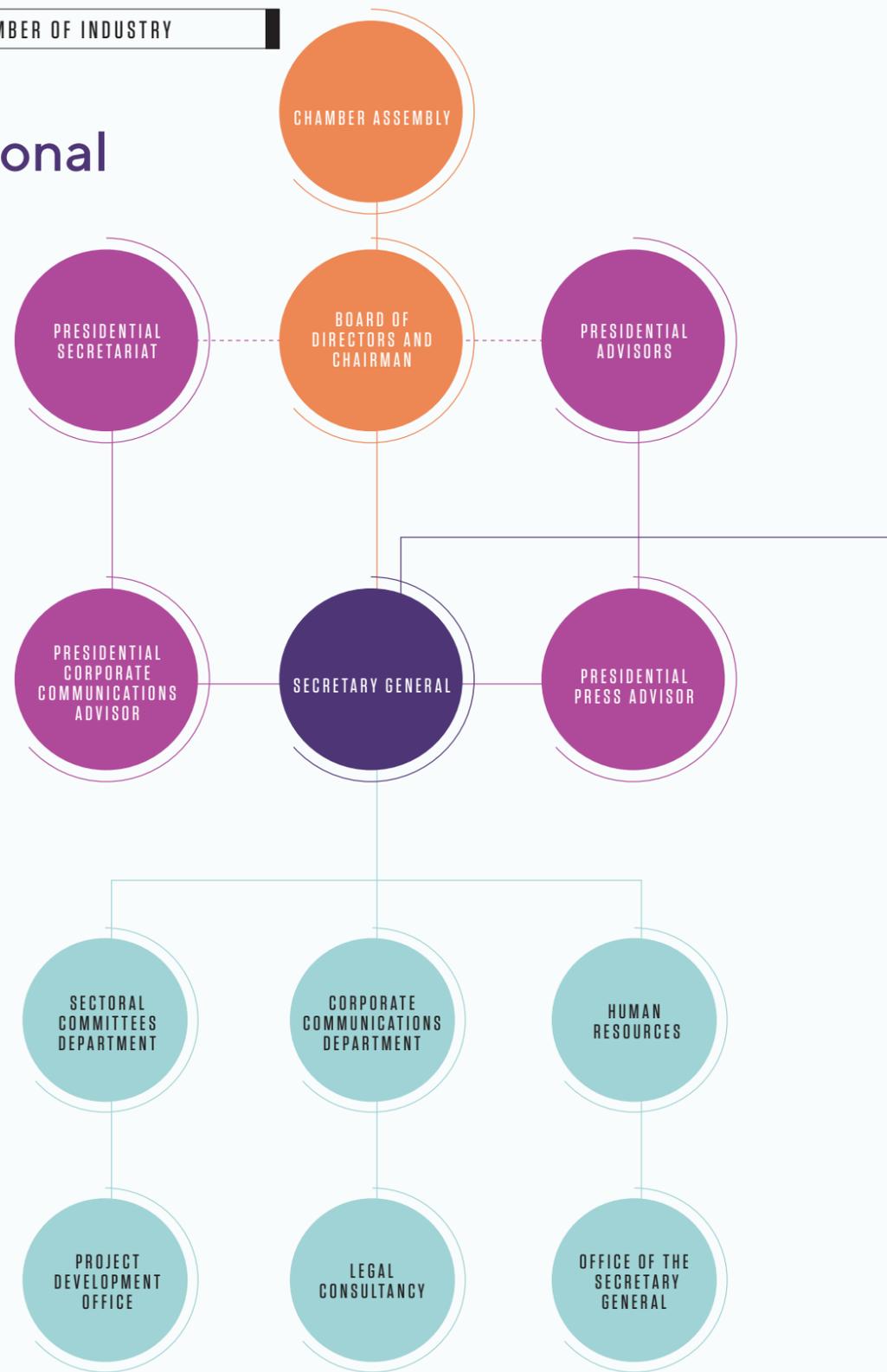
Detailed information about the Assembly Presidential Committee members are available on the [ICI website](#).

Detailed information about the Board of Directors members are available on the [ICI website](#).



ABOUT THE ISTANBUL CHAMBER OF INDUSTRY

Organizational Structure

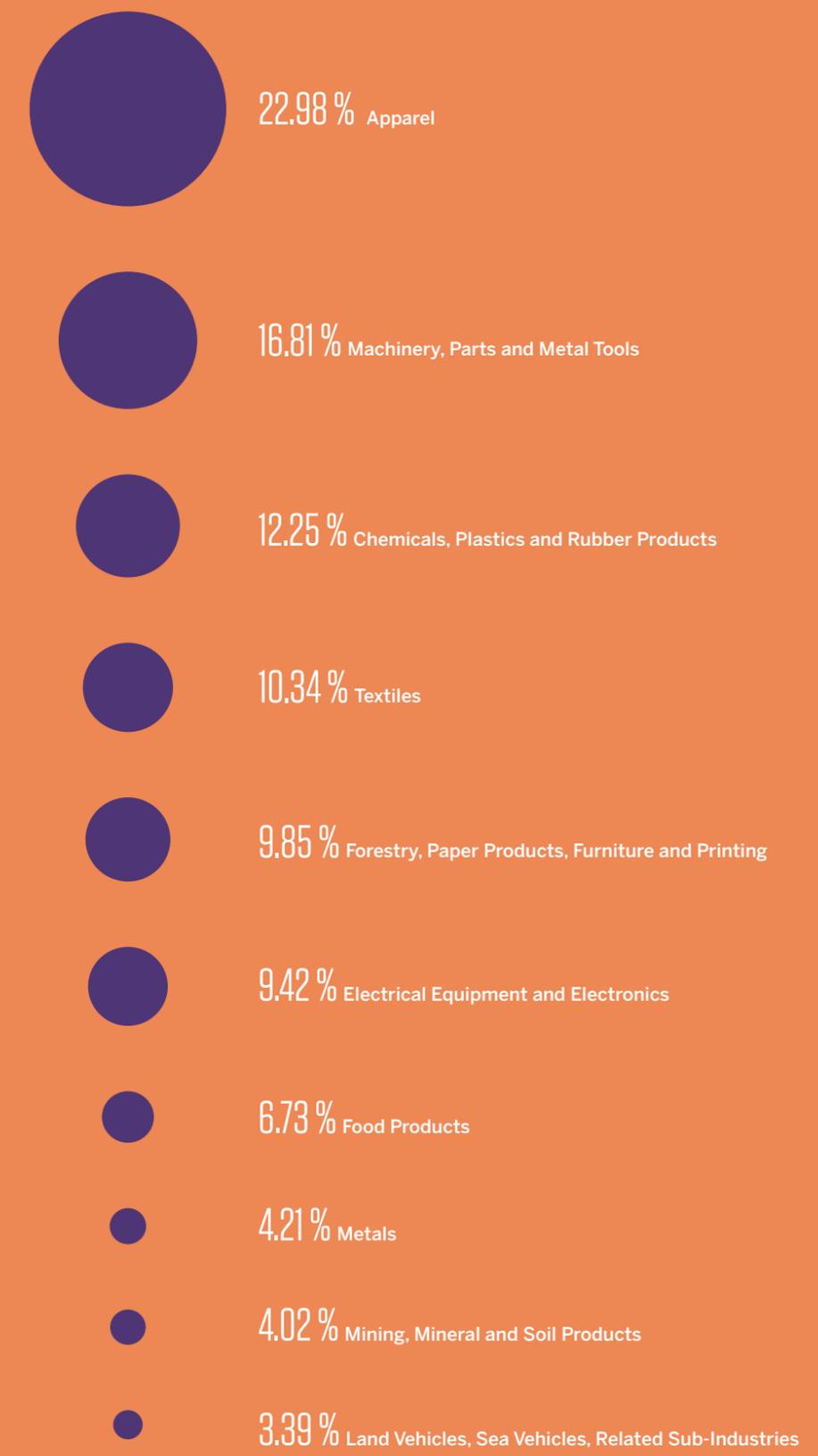
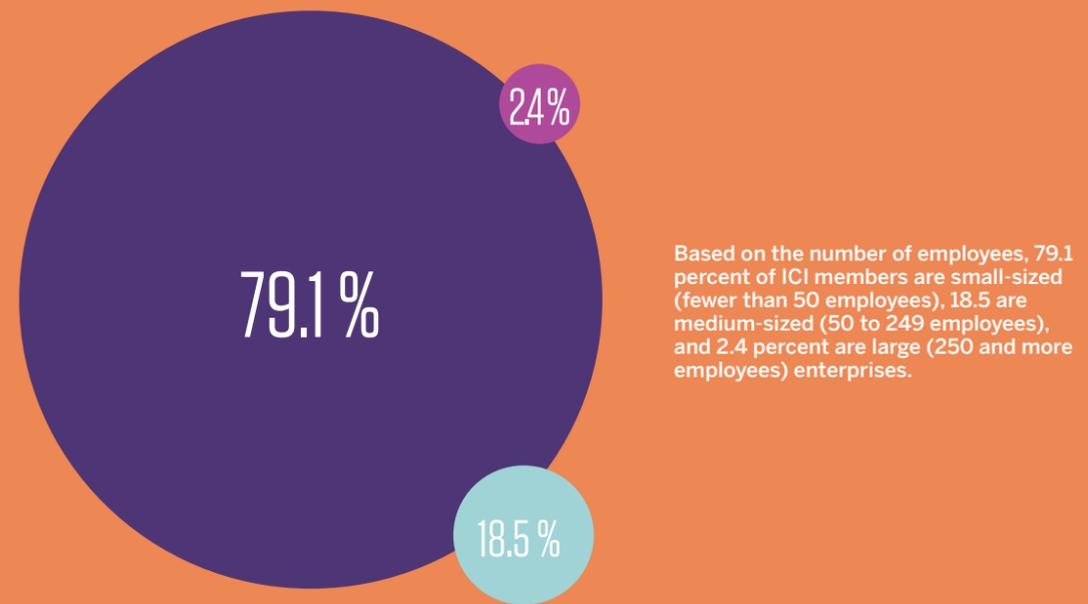


Detailed information about the organizational structure is available on the ICI website.



ABOUT THE ISTANBUL CHAMBER OF INDUSTRY

Members



THE 55 DIFFERENT SECTORAL COMMITTEES INCLUDING ICI MEMBERS ARE EVALUATED IN 10 MAIN SECTORAL GROUPS.



ABOUT THE ISTANBUL CHAMBER OF INDUSTRY

Business Model

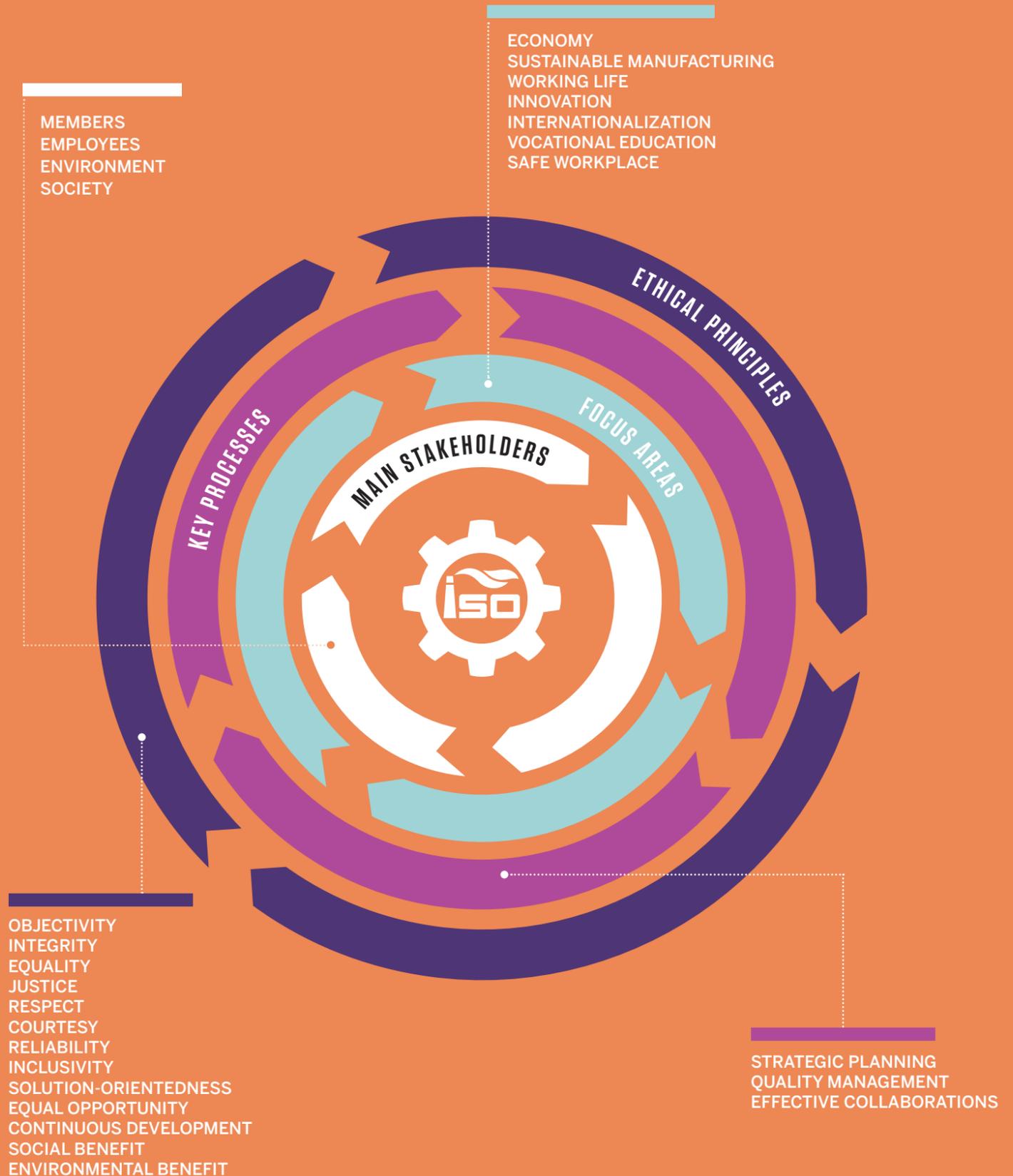
As an organization providing high-value innovative services to industrial enterprises and supporting the sustainable development of our industry, the Istanbul Chamber of Industry operates to create value for all its internal and external stakeholders.

As we persist in our operations, drawing strength from our members' significant contributions to the national economy since our establishment, our foremost priority remains the creation of value for our esteemed **'Members'** through our endeavors. In this direction, we operate to contribute to the *"Economy," "Sustainable Manufacturing," "Internationalization," "Innovation,"* and *"Working Life"*.

Our most valuable asset, which will further enhance the quality of our services and propel our Chamber forward in alignment with perpetual advancement, is our competent human resource. In this direction, we carry out activities on *"Employee Rights and Development," "Safe Workplace"* and *"Equal Opportunity and Diversity"* in order to create value for our **"Employees."**

As an organization committed to the principles of social responsibility and environmental consciousness in every facet of our operations, we care about monitoring our environmental impacts in all locations we operate and reducing adverse effects to create value for the **"Environment."**

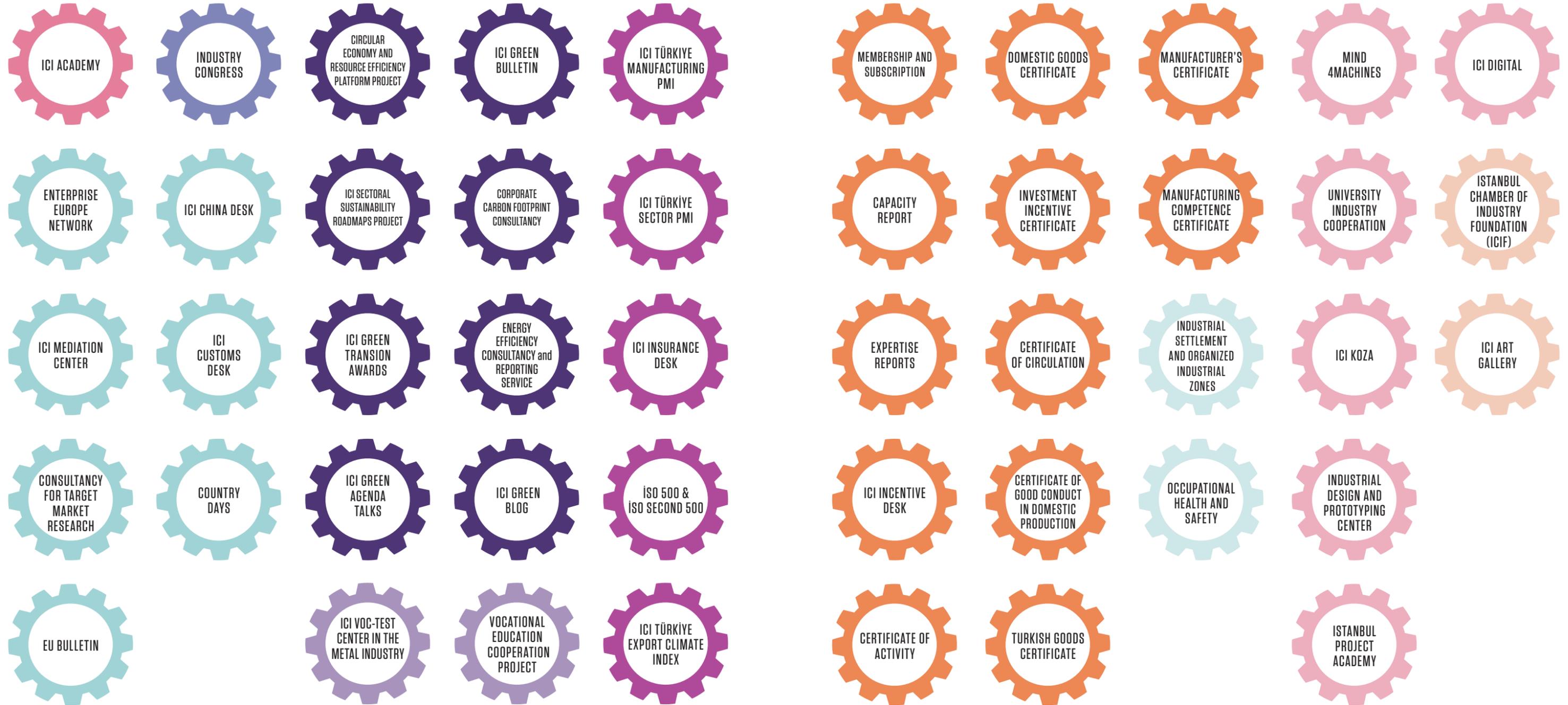
We consider creating value for **"Society"** as one of our main areas of responsibility, and we carry out activities to contribute to our society in education, culture, and arts in general, especially in vocational high schools.





ABOUT THE ISTANBUL CHAMBER OF INDUSTRY

PRODUCTS, SERVICES AND PROJECTS



Detailed information about our products, services and projects is available on the [ICI website](#).

Türkiye and the World in 2022



In 2022, the world faced a complex landscape shaped by a convergence of critical challenges. Climate change-induced extreme weather events, exacerbated by the Ukraine-Russia war, and the ongoing efforts to navigate the post-pandemic normalization process all played pivotal roles.

The Ukraine-Russia conflict had far-reaching consequences on the global stage, particularly on the economy. The sanctions imposed during this war had a decisive impact on the global economy, resulting in significant disruptions in supply chains, historic surges in commodity prices, and a resurgence of global inflationary pressures. Particular concern was the reduction in the supply of essential agricultural products hailing from Ukraine, which fulfill a substantial portion of global demand. This supply shortage not only contributed to rising prices but also raised serious alarms about global food security.

The confluence of these challenges underscores the interconnectedness of our world today, where geopolitical conflicts, environmental issues, and economic factors are intricately linked, necessitating a coordinated and comprehensive response on a global scale.

The tension between Ukraine and Russia had a ripple effect, triggering an energy crisis in the EU, which heavily relies on Russia for its energy resources. Faced with concerns about energy security due to supply constraints, the EU initiated efforts to decrease its dependence on Russia. These measures included diversifying energy sources, promoting clean energy production, and advocating for energy-saving initiatives. While the global shift toward electrifying transportation and heating was gaining momentum, the surge in fossil fuel prices in 2022 accelerated energy efficiency initiatives in various countries.

Several significant policy initiatives further highlighted the growing global emphasis on energy-related topics. In the United States, the Inflation Reduction Act was introduced, the European Union unveiled the REPowerEU plan, and Japan launched the Green Transformation (GX) program. These developments underscored the increasing prominence of energy-related issues on the global agenda in the coming years.

Furthermore, 2022 will be remembered as a year overshadowed by extreme weather events driven by climate change. Pakistan experienced widespread flooding, while Europe grappled with devastating forest fires, and Africa faced severe droughts. In light of the escalating frequency and severity of natural disasters worldwide, there is a growing imperative to intensify efforts for climate change adaptation.

The annual Global Risks Report published by the World Economic Forum (WEF) highlights that the most severe

global risk over the next decade is perceived to be the insufficient action taken to combat climate change. This underscores the urgency of addressing climate-related challenges at both the global and local levels.

PwC's 26th Global CEO survey¹, conducted in October and November 2022, revealed that CEOs have identified cyber threats and climate change as major short-term risks in their mid-term outlooks. Furthermore, CEOs anticipate that in the next 12 months, climate change-related risks will have a more substantial impact on their cost profiles and supply chains than on their physical assets. This recognition underscores the growing importance of climate change as a critical factor in shaping business strategies and operations across industries. The Intergovernmental Panel on Climate Change's (IPCC) Sixth Assessment Report (AR6)², finalized in 2022, represents a definitive and urgent call to action on the issue of climate change. The report underscores the severity of the climate crisis and the need for immediate and concerted efforts to address it. A key highlight of the report is its insistence on the imperative of reducing greenhouse gas emissions by a substantial 43 percent by 2030. This ambitious reduction target is essential for aligning with the objectives of the Paris Climate Agreement, which aims to limit global temperature rise to 1.5 degrees Celsius by the end of the century. The AR6 report serves as a critical scientific foundation and rallying point for global action to combat climate change and protect the planet's future. The 27th United Nations Climate Change Conference (COP27), which took place from November 6 to November 18, 2022, in Sharm El Sheikh, Egypt, was closely monitored as a pivotal event for tracking global climate goals. COP27 was anticipated to focus on the implementation of agreements reached during COP26 in Glasgow in 2021 and was often referred to as the "Implementation COP." However, the final text released at the end of the conference revealed that no concrete steps had been taken toward the actual implementation of these measures. Instead, efforts seemed geared towards maintaining the decisions made in the previous year.



1- <https://www.pwc.com.tr/ceo-arastirmasi>

2- <https://www.ipcc.ch/2022/04/04/ipcc-ar6-wgiii-pressrelease/>

2022 DEVELOPMENTS

Climate justice emerged as a prominent issue during the climate summit, which encompassed discussions on various global concerns, including plans to reduce greenhouse gas emissions, the energy crisis following the Ukraine-Russia war, and the food crisis. Following extensive negotiation meetings, the summit led to the establishment of the "Loss and Damage Fund." Despite their relatively low contributions to global emissions, the creation of this fund, designed to compensate developing countries severely impacted by the effects of climate change, was hailed as the most significant decision since the Paris Agreement. Another notable development at COP27 was the launch of The Forest and Climate Leaders Partnership (FCLP), aimed at uniting business and community leaders to collaborate on sustainable forest management and conservation. Accelerating efforts to reduce deforestation is seen as essential to achieving the Paris Agreement's goal of limiting global warming to 1.5 degrees Celsius. Furthermore, experts underscored the necessity of addressing biodiversity preservation and reversing environmental damage to meet the objectives set in the Paris Agreement. Consequently, at the 15th Conference of the Parties (COP15) to the UN Biodiversity Conference held in Montréal, Canada, at the end of 2022, parties signed an agreement to safeguard biodiversity, committing to preserving one-third of the planet by 2030. This represents a critical step toward holistic environmental conservation and sustainable development. The most noteworthy output of COP27 for Türkiye was the announcement of Türkiye's updated Nationally Determined Contribution (NDC). In the context of the Paris Agreement, there has been a significant recalibration of climate mitigation goals. Initially set at a 21 percent reduction target for 2030 in 2015, Türkiye has now ambitiously raised its Nationally Determined Contribution to a 41 percent reduction in greenhouse gas emissions for the same year. This heightened commitment is projected to yield an impressive reduction of around 500 million tonnes of emissions. Moreover, the year 2038 has been designated as the point when emissions will peak. These strategic revisions underscore Türkiye's strong dedication to aligning with global climate objectives. Türkiye's climate policy landscape has witnessed pivotal developments, including its accession to the Paris



Agreement in 2021 and the establishment of the Climate Council in early 2022. These milestones, coupled with the initiatives emanating from the Climate Council, hold profound implications for trade, industry, technology, and employment processes in the nation, underlining the transformative impact of climate-focused policies. Simultaneously, within the EU, Türkiye's principal market, climate action has gained even greater urgency. In December 2022, key stakeholders, including EU Council negotiators, member states, and the European Parliament (EP), reached a critical agreement on the draft Carbon Border Adjustment Mechanism (CBAM). Part of the broader European Green Deal's³ "Fit for 55" initiative, this mechanism will encompass a range of products, from iron and steel to cement, aluminum, fertilizer, electricity, and hydrogen, as well as certain sub-products like screws and bolts. CBAM is set to be implemented, with a transitional phase, starting from October 1, 2023. These developments underscore the growing emphasis on climate action within the EU and have direct implications for Türkiye's economic activities. Furthermore, noteworthy advancements were made in the fields of circular economy and sustainability reporting throughout 2022, within the scope of the European Green Deal.

These developments are of particular significance for manufacturers and exporters. The Sustainable Products Initiative, introduced in March 2022, is aimed at reshaping products available in the EU market to be more durable, reusable, repairable, recyclable, and energy-efficient. Additionally, it seeks to ensure that consumers and supply chain actors are well-informed about the environmental sustainability of products through the use of Digital Product Passport applications.

Corporate Sustainability Reporting Directive (CSRD), expected to take effect in 2024, will mandate companies to regularly disclose information regarding their social and environmental impacts. This directive is part of the EU's broader efforts to combat greenwashing and bolster the market economy. Similarly, the German Supply Chain Due Diligence Act, enacted by the German government in 2021, places greater accountability on larger companies operating in Germany for human rights and environmental violations within their global supply chains. While currently more prevalent among large-scale corporations, the importance of sustainability performance monitoring will expand to encompass SMEs in a relatively short timeframe, particularly as regulations concerning supply chains continue to proliferate. In the current landscape, technology tools such as data analytics and artificial intelligence are emerging as invaluable resources for companies to monitor and report their sustainability performance. This intersection of technology and sustainability reporting aligns with the prevailing production paradigm, which places a premium on technology-oriented approaches. Companies are now better poised than ever to seamlessly integrate technology and digitalization into their sustainability reporting processes.

Moreover, global markets are swiftly aligning their strategies to meet the 2030 sustainability goals. Extensive efforts are underway to establish systems capable of producing the most cost-effective and efficient alternative products. These endeavors aim to harmonize consumer and investor preferences with innovative technological solutions. As a result, concepts such as digitalization, data collection, reporting, transparency, green energy, and sustainable finance will assume top priorities in the near future. Sustainability-driven innovation and digital transformation will continue to be central topics on the agenda.

Research indicates that the most influential factors driving job creation in contemporary contexts are technology, digitalization, and sustainability. Anticipations suggest that employment models adaptable to evolving labor dynamics will rise in prominence in the coming years. Consequently, as we progress toward transformation goals, emphasis on inclusiveness, diversity, equal opportunities, and fair transitions is growing. The overarching objective remains the creation of a livable, equitable, and inclusive future for all, underscoring the importance of these considerations in the transformation journey.



3- https://commission.europa.eu/strategy-and-policy/priorities-2019-2024/european-green-deal_en



2022 DEVELOPMENTS

Istanbul Chamber of Industry in 2022

JANUARY 2022

The January Assembly Meeting of the Istanbul Chamber of Industry was held with the main agenda item "New Strategy and Development Suggestions for Increasing the Production and Competitiveness of the Industry in Istanbul, the Heart of the Turkish Economy and Export."

FEBRUARY 2022

Istanbul Chamber of Industry hosted the Istanbul Health Industry Cluster (ISEK) regarding the "Cluster Modelling Project for Smart Medical Devices and Health Information Technology in Istanbul."

MARCH 2022

Istanbul Chamber of Industry attended the "Eco Climate - Economy and Climate Change Summit and Fair", organized to combat climate change and minimize the impact of climate change on the economy.



APRIL 2022

The launch of the "Circular Economy and Resource Efficiency Platform Project" carried out in collaboration with the Istanbul Chamber of Industry and BCSD Türkiye, was held within the scope of the Innovative Istanbul Financial Support Program by the Istanbul Development Agency (ISTKA).

MAY 2022

The launch meeting of the "Istanbul Project Academy" project, developed by the Istanbul Chamber of Industry and funded by the Istanbul Development Agency (ISTKA) within the scope of the Innovative Istanbul Financial Support Program, was held.

With the collaboration of the Istanbul Chamber of Industry and TOS+H EXPO, the 4th Turkish Occupational Safety and Health Exhibition, and "Occupational Health and Safety Symposium" were held at the Istanbul Congress Centre.



JUNE 2022

Istanbul Chamber of Industry celebrated its 70th anniversary with a spectacular gala.

Within the scope of the school-industry partnership program, printing department students of Küçükçekmece Dr. Oktay Duran Vocational and Technical Anatolian High School made the first export of the paper cleaning materials they manufactured.



JULY 2022

The introductory meeting of the Digital Employment Matching Platform Project, which will be carried out in collaboration with the Istanbul Directorate of National Education, Istanbul Chamber of Industry (ICI), and Istanbul Chamber of Commerce (ICOC), was held.

AUGUST 2022

The August ordinary meeting of the Istanbul Chamber of Industry (ICI) Assembly was held with the main agenda of "The Impacts of Developments in Energy Supply on Europe and Türkiye."

SEPTEMBER 2022

Istanbul Chamber of Industry (ICI) announced its first "Sustainability Report." The report is also unprecedented among the chambers of industry in Türkiye.



OCTOBER 2022

Istanbul Chamber of Industry Industrial Design and Prototyping Center (ICI IDPC) was opened with a ceremony.

Istanbul Chamber of Industry (ICI) was awarded the "Sustainability Communication Award" within the scope of the Sustainable Business Awards 2022, organized by the Sustainability Academy for its Sectoral Sustainability Roadmaps project.

NOVEMBER 2022

The elections of the Sectoral Committee and Assembly Members, Assembly Presidential Council, Board of Directors, and other units to serve in the 2022-2026 term of the Istanbul Chamber of Industry were held.

ICI contributed to the COP27 side event program coordinated by the Ministry of Environment, Urbanization, and Climate Change at the 27th Conference of the Parties (COP27) of the United Nations (UN) Framework Convention on Climate Change, held in Sharm El Sheikh, Egypt, and hosted the "Industrial Moving forwards for the Sustainability" panel.

DECEMBER 2022

Istanbul Chamber of Industry (ICI) was granted an award in the category "Diversity and Inclusion-Paving the Way for Youth" with ICI VECP in the Joint Future Award Program of the Turkish Confederation of Employer Associations.



SUSTAINABILITY IN THE ISTANBUL CHAMBER OF INDUSTRY

Sustainability Strategy

The transformation towards sustainability, prompted by the climate change in particular, has sparked a global change in the way we think about production and consumption. Today, companies are expected to go beyond the financial value they generate through production and sales, and to become organizations that embrace and uphold respect towards the environment and people.

As an organization providing high-value innovative services to industrial enterprises and supporting the sustainable development of our industry, we are aware that new international trade systems pose novel risks and opportunities for sustainability, which makes transformation essential for Türkiye. Guided by the new understanding of production that places environmental and social challenges, including climate change, at the core of production, we embraced a “sustainable manufacturing” approach.

Our sustainability vision, aligned with our mission to guide Turkish industrialists, was announced by Erdal Bahçivan, ICI Chairman of Board of Directors, at a press meeting held at Odakule on June 17, 2021. The vision is “Supporting industrial enterprises in their efforts to create high

value-added and strengthening their competitive sustainability capabilities within the global value chain.” When formulating our sustainability strategy for a just and more sustainable world, we benefited from the guidance provided by international sustainability efforts, the foremost of which is the United Nations Sustainable Development Goals (SDGs). While planning our activities, we consider local and regional sensitive issues along with international development and aim to take concrete steps to prepare our industrialists for sustainable transformation and thus, support Türkiye’s development. As a key enabler of this journey, we added **Resilience of Industry** as the sixth theme to the five main themes on which we concentrated our sustainability-oriented efforts; **Climate Change and Sustainable Industry, Circular Economy, Future of Work, Safe Working Environment, and Sustainable Finance**. We also consider “Sustainability-Oriented Innovation” and “Digital Transformation”, which we consider crucial for today’s business models, as overarching elements of all our main themes.

GRI 2-22, GRI 2-24, GRI 3-1



Governance

We believe that strong governance is essential for our efforts to create long-term value for all stakeholders and contribute to the progress of Türkiye’s development goals. The core of our governance approach is sustainable development, which is described as fulfilling the needs of current generations without compromising the needs of future generations. The highest executive body in charge of our Chamber’s sustainability governance is the Board of Directors, which bases its decisions on the potential risks and opportunities Türkiye may encounter due to emerging systems in international trade.

In February 2021, members of the Assembly voted to form a new department within the Chamber organization for coordinating the efforts to guide industrialists towards sustainable manufacturing. The newly established “Sustainability and Coordination Department” reports to the Secretary General and Deputy Secretary General as per the management model set by the senior management. The purpose of the department is to integrate sustainable development into all Chamber activities and guide industrialists of all scales in their journey of sustainable transformation. The department also aims to support industrial enterprises in their efforts to create high value-added and enhance their competitive sustainability competencies in the global value chain by placing environmental, social, and economic factors at the core of production. Considering that sustainability affects a wide range of areas from energy to human resources, from finance to digital transformation, the Department also works to develop new projects and ensures that sustainability

Detailed information about sustainability governance is available on the [ICI sustainability website](#).

GRI 2-9, GRI 2-12, GRI 2-13, GRI 2-14, GRI 2-16, GRI 2-22, GRI 2-24



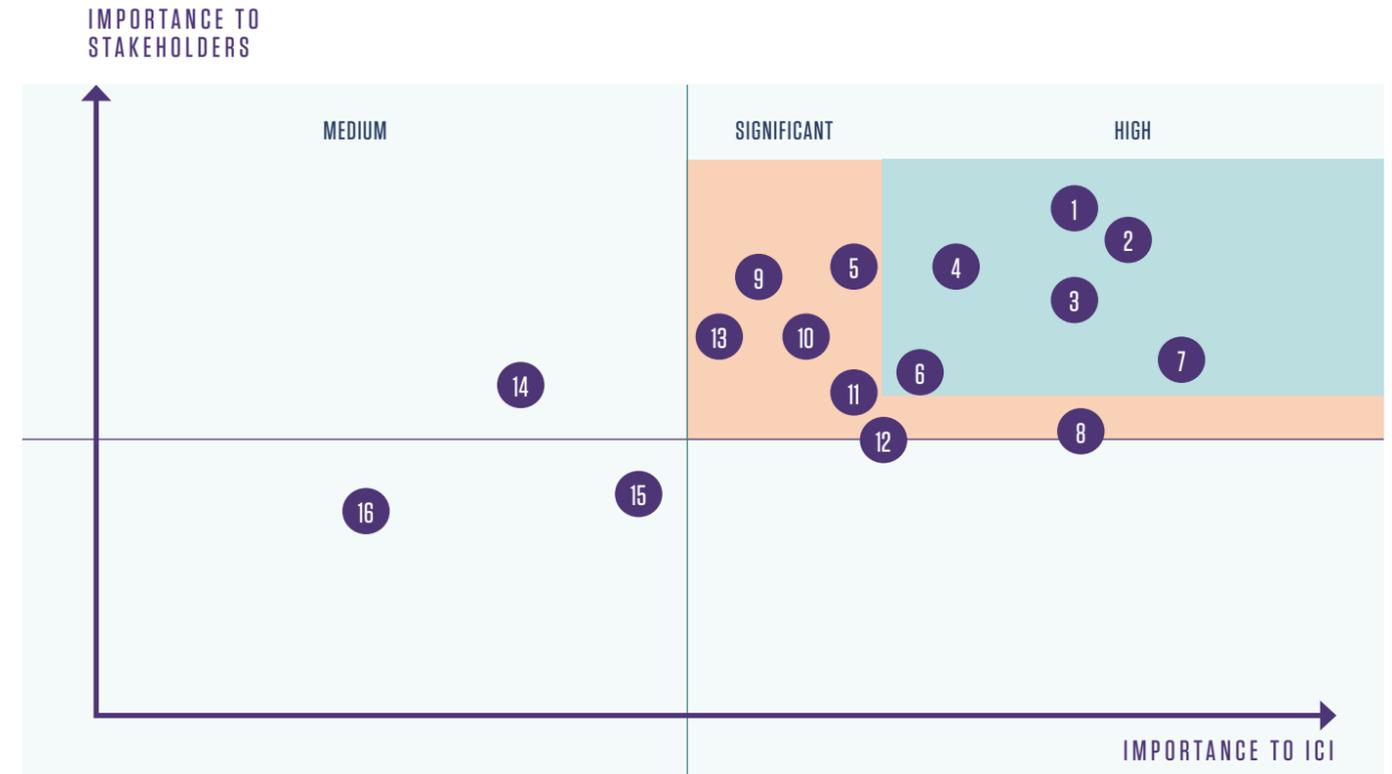
efforts are carried out in coordination with other relevant departments of the Chamber. The department, which endeavors to promote the sustainability approach across the entire Chamber operations, senior management, and employees, is also responsible for drafting our chamber’s sustainability reports and submitting them to the Board of Directors’ approval. The “ICI Sustainability Platform,” which we established in addition to the ICI Sustainability and Coordination Department to develop strategy proposals for the Chamber’s sustainability-oriented activities and create synergy by bringing together relevant stakeholders, has been operating since 2021. The ICI Sustainability Platform operates in the form of a think-tank led by the Treasurer of the ICI Board of Directors, and convenes periodically with industrialists, academics, and representatives of public, private, and Civil Society Organizations (CSOs) that focus on sustainability.

SUSTAINABILITY IN THE ISTANBUL CHAMBER OF INDUSTRY

Materiality Analysis

Since December 2020, as ICI we have engaged in various activities to identify sustainability priorities that would serve as the starting point of our sustainability efforts. We analyzed the needs of our stakeholders by conducting surveys following a series of sustainability-oriented events in 2020. After engaging the services of a third-party consultancy firm to augment our sustainability activities with specialized support, we have begun analyzing the expectations of our members, local and global developments, and risks and opportunities.

Furthermore, we have taken into account the stakeholder analysis of the Strategic Plan of our Chamber, which was prepared in accordance with the Union of Chambers and Commodity Exchanges of Türkiye (TOBB) Chamber/Exchange Accreditation System and revised for 2019-2022. Following our assessment within the framework of the focus areas of our sustainability strategy, we updated the Emergency Management title in the previous year's list of material topics to Resilience of Industry and Emergency Management. We have also considered the United Nation Sustainable Development Goals to align our materiality topics with the SDGs.



Material Topics

Relevant UN SDGs

1. Climate Change	SDG13-SDG7
2. Support to Economy and Employment	SDG8
3. Circular Economy	SDG12
4. Sustainable Industry	SDG9
5. Future of Work	SDG8
6. Safe Working Environments	SDG8
7. Social Responsibility Projects	SDG4
8. Innovation and Digital Transformation	SDG9
9. Sectoral Collaborations	SDG17
10. Employee Rights and Development	SDG8
11. Internationalization	SDG17
12. Sustainable Finance	SDG8
13. Ethics, Transparent Management and Reporting	SDG12
14. Equal Opportunity and Diversity	SDG5
15. Resilience of Industry and Emergency Management	SDG11
16. Biodiversity	SDG15



SUSTAINABILITY IN THE ISTANBUL CHAMBER OF INDUSTRY

Code of Ethics

The Chamber’s management approach places a high value on ethics as well as efficiency and effectiveness. Our Code of Ethics is a part of the Istanbul Chamber of Industry Personnel Internal Directive, and thereby disseminated across the entire Chamber. Furthermore, the code of ethics is also part of the onboarding activities.

THE CODE OF ETHICS THAT GUIDES US IN ALL OF OUR OPERATIONS ARE;

- OBJECTIVITY
- INTEGRITY
- EQUALITY
- JUSTICE
- RESPECT
- COURTESY
- RELIABILITY
- INCLUSIVITY
- SOLUTION-ORIENTEDNESS
- EQUAL OPPORTUNITY
- CONTINUOUS DEVELOPMENT
- SOCIAL BENEFIT
- ENVIRONMENTAL BENEFIT

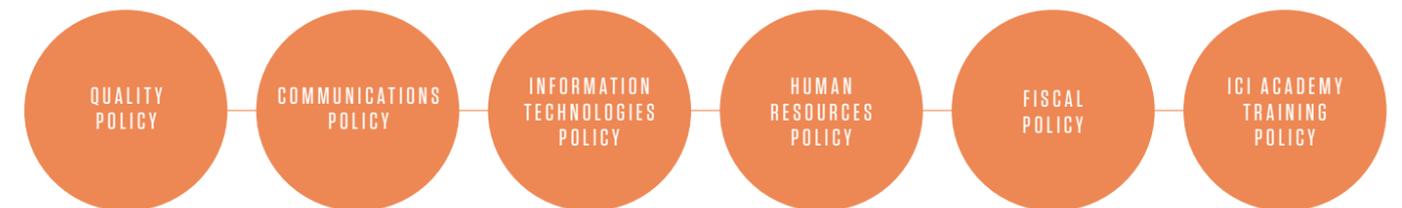
Quality Management

As one of the largest and oldest organizations representing the Turkish industry, our goal is to fulfill the expectations of customers fully, accurately, and timely in accordance with public conscience, in line with the duties and responsibilities assigned to us by our members, laws, and regulations, and in conformity with the principles of objectivity and reliability.

In today’s changing world, service quality is the pillar of our efforts to maintain our corporate presence and our role as a private sector representative to increase the competitive strength of our members. The Chamber’s quality approach is manifested in its ISO 9001:2015 Quality Management System, which is certified for the first time by an independent certification body in 1999. With the latest audit conducted in 2022, we ensured that our system’s operability, effectiveness, and continuity were confirmed.

In addition to our Quality Management System, the quality of our training services offered to members by the Chamber was confirmed by TS ISO 29993:2020 Education

and Training Services Management System certificate following the independent certification body audit in 2022. We aim to regularly update and improve our training activities within the framework of international standards. In addition, since 2002, our Chamber has been certified as an “Accredited Chamber”, with the service quality at the “A-Excellent” level according to the Chamber Accreditation System implemented by TOBB. Our practices and performance continued to improve in 2022, as demonstrated by the audit conducted by TOBB. The “ICI Strategic Plan”, with its content and scope determined in accordance with the Chamber Accreditation Guide, is available on the ICI website. As we continue to manage and improve the Chamber’s activities applications in a way that meets all accreditation criteria at the highest level, we also revise and enhance the Quality Management System to reflect the evolution of the Chamber’s operations. For this purpose, we keep a close eye on the progress towards targets set as part of the Chamber’s strategic plans and evaluate those based on current conditions.



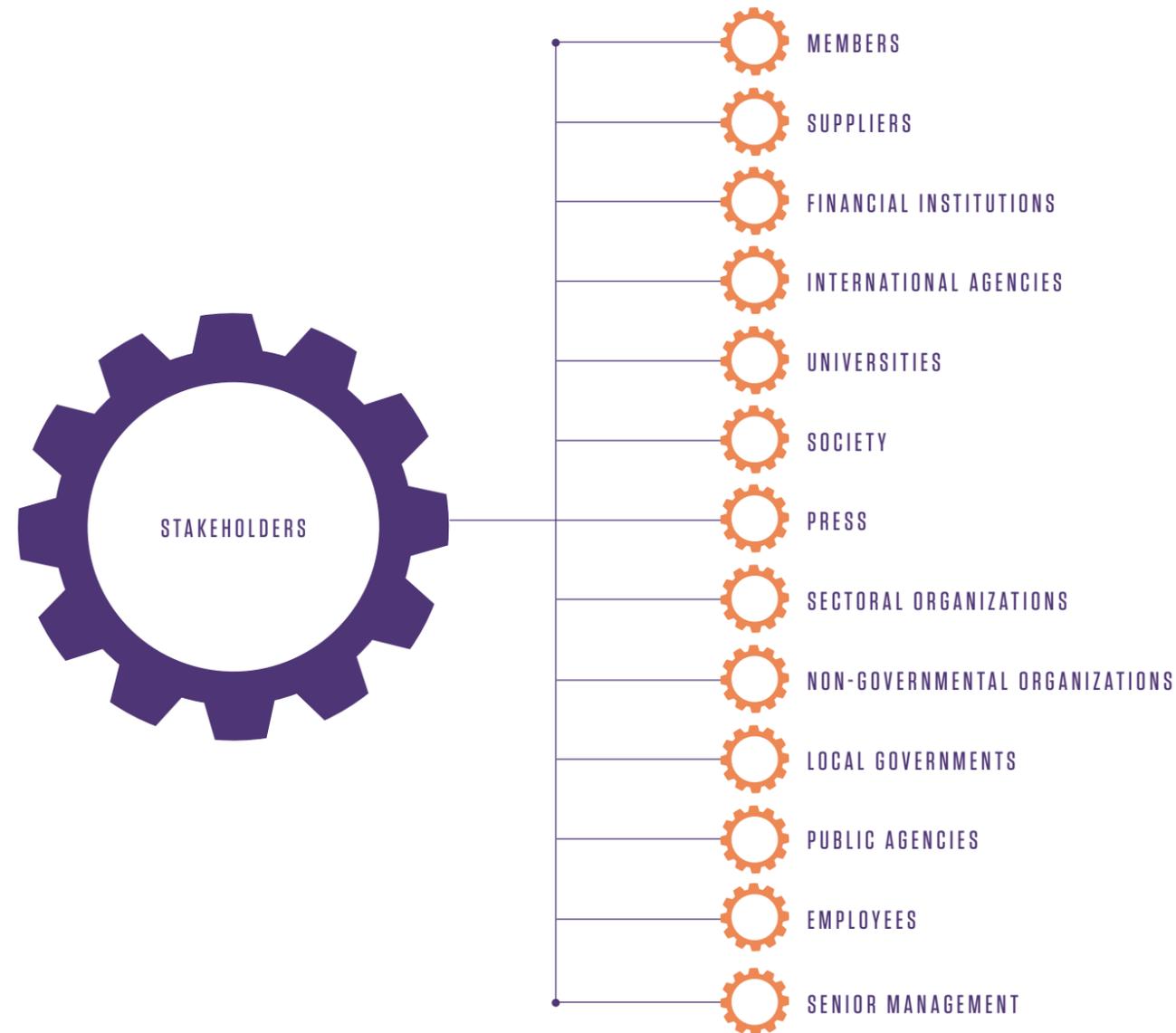
Our policy documents, which form the core components of our quality service approach, are available on the ICI website.



SUSTAINABILITY IN THE ISTANBUL CHAMBER OF INDUSTRY

Stakeholder Engagement and Communication Channels

Stakeholder engagement and effective communication with all stakeholders are key components of our strategic plan as we operate within the framework of our Quality Policy.



GRI 2-12, GRI 2- 22, GRI 2- 24, GRI 2-25, GRI 2-26, GRI 2-29, GRI 3-3, GRI 413-1

Suggestions and complaints about the products and services offered by our Chamber can be delivered to us through the suggestion/complaint form on our web page. Our Quality Management Unit handles the notifications received based on resolving them as soon as possible, refers them towards the relevant direction, and follows the process within

the framework of specific performance criteria. In 2022, 25 notifications were related to operational issues and concluded by taking the necessary actions. We also receive evaluations about our Chamber and services through our evaluation survey, which is continuously active on our web page, and evaluate them annually.

COMMUNICATION CHANNELS

Stakeholders	Communication Channel
Members	Reports Studies Meetings Fairs Trainings, Seminars, and Workshops Bulletins Sectoral Events and Visits Surveys Corporate Websites Journals Social Media Accounts Odakule, Representative Offices, Service Units Suggestion and Complaint Form
Senior Management	Reports Periodic Meetings Information Notes
Employees	Periodic Meetings Trainings, Seminars, and Workshops Internal Events Surveys ICI Information System Suggestion & Complaint Boxes Idea Sharing Platform
Public Agencies	Reports Meetings Trainings, Seminars, and Workshops Joint Projects
Local Governments	Reports Meetings Trainings, Seminars, and Workshops Joint Projects

GRI 2-12, GRI 2- 22, GRI 2- 24, GRI 2-25, GRI 2-26, GRI 2-29, GRI 3-3, GRI 413-1



SUSTAINABILITY IN THE ISTANBUL CHAMBER OF INDUSTRY

COMMUNICATION CHANNELS

Stakeholders	Communication Channel
Sectoral/Regional Associations and Organizations	Reports Meetings Fairs Trainings, Seminars, and Workshops Joint Projects
Press	Corporate Websites Social Media Accounts Press Meetings Press Releases and Interviews
Universities	Joint Projects Meetings Trainings, Seminars, and Workshops
Society	Trainings, Seminars, and Workshops Corporate Websites Social Media Accounts
International Agencies	Reports Meetings Joint Projects
Financial Institutions	Reports Meetings Joint Projects
Non-Governmental Organizations	Meetings Joint Projects
Suppliers	One-to-One Meetings

Detailed information about stakeholder engagement and stakeholder communication channels is available at www.iso.org.tr/contact

GRI 2-12, GRI 2- 22, GRI 2- 24, GRI 2- 25, GRI 2-26, GRI 2-29, GRI 3-3, GRI 413-1

Memberships and Collaborations

Sorted alphabetically.



Affiliates and Subsidiaries



GRI 2- 22, GRI 2- 24, GRI 2-28, GRI 3-3



VALUES CREATED BY THE ISTANBUL CHAMBER OF INDUSTRY

Values Created for Members

CONTRIBUTION TO THE ECONOMY

Since its inception, the Istanbul Chamber of Industry has been bolstered by its members' contributions to the national economy. Our members, which numbered over 22,000 in 2022, account for 32.7 percent of Türkiye's industrial output. Our monthly Assembly meetings, which are attended by government officials, local administrators, and experts, serve as an important platform for discussing the economic agenda of Türkiye in the light of local and global economic developments.

As the largest chamber of industry in Türkiye and one of the strongest representatives of the Turkish industry, the Istanbul Chamber of Industry provides its advisory functions through its **Sectoral Committees**, which convene at least once every month to evaluate the status of their respective sectors, discuss necessary measures to be taken, reporting their findings and suggestions to the Board of Directors. In the 665 meetings held in 2022, 987 recommendations were made covering environmental and social issues, in addition to economic issues.

In addition to regular monthly meetings, Sectoral Committees also organize meetings with broad participation of professional organizations and sector associations in order to strengthen relations, identify sectoral problems, and to develop effective solutions. In 2022, 15 separate meetings were held with members, sector stakeholders, or joint committees to discuss sector-specific problems, suggestions, and collaborations.

In addition to the operations we conduct by law, we also continuously improve upon our service areas in line with the needs of our customers. In this context, while our members benefit from the registration, report, and certification services we provide for various subjects, they can also perform many transactions electronically and obtain e-signed documents from our website.

665 Total Number of Meetings

987 Proposed Recommendations

They can also update their membership information, obtain good standing certification, or apply for a capacity report and view the progress of their applications. In addition, the ICI Mediation Center, employing the services of independent lawyers acting as mediators aiming to provide swift, economical, and impartial solutions to our members' disputes among themselves and with third parties, has been operating since 2018.

Capacity reports are the primary source of reference utilized by public agencies to evaluate private companies and serve as an industry inventory to inform plans and programs, reveal sector profiles, provide data for national income studies, and create a database for making international comparisons.

As an organization with many important data sources related to the Turkish industry, especially capacity reports, we are aware of the increasing importance of data analysis and processing for institutions and organizations. Based on this understanding, we aim to analyze the big data collected from the industry and to ensure that it is used with more value-added both inside and outside the Chamber.

Detailed information about the Sectoral Committees are available on the [ICI website](#), while data on ICI members, their economic value and contributions to Türkiye's industry are available in the [Members section](#) of the report.

Our Main Registration, Reporting and Documentation Services

Membership and Subscription

Capacity Report

Expertise Reports

Certificate of Activity

Domestic Goods Certificate

Certificate of Good Conduct in

Domestic Production

Manufacturing Competence Certificate

Manufacturer's Certificate

Certificate of Circulation

Investment Incentive Certificate

Turkish Goods Certificate

Digital Tachograph

ICI Incentive Desk

ICI Insurance Desk

Services Rendered in the Period between January 1 - December 31, 2022

Certificate of Activity: **1,723**

Capacity Report: **7,835**

Domestic Goods Certificate: **2,908**

Expertise Reports Regarding Export Incentives and Exports: **2,645**

Expertise Reports Regarding Imports and Customs: **1,328**

Other Expertise and Authentication Reports: **1,060**

VALUES CREATED BY THE ISTANBUL CHAMBER OF INDUSTRY

In this context, we continued our work on data management in 2022, which we began in 2021, and opened the "Data Analysis Platform" for all ICI branches to utilize in June 2022. In doing so, we plan on establishing a data management system that will help us create more accurate strategies, reduce inefficiencies, and identify potential challenges by processing and interpreting data from multiple sources.

We also conduct studies and prepare journals and reports to support the development of Turkish industry and contribute to its roadmap. In addition, we regularly monitor current economic conditions and basic macroeconomic indicators relevant to the Turkish economy and publish brief assessments on indicators such as national income, industrial production, inflation, employment, foreign trade, balance of payments, and central government budget.

Among all our studies, journals, and reports, İSO 500, which is accessible free of charge on the ICI website, is the most well-known and popular.

The annual "Türkiye's Top 500 Industrial Enterprises (İSO 500)" study has served as an important fountain of information on Turkish industry for over half a century. In addition to İSO 500, the Istanbul Chamber of Industry also launched a second, similar study in 1997, titled "Türkiye's Second Top 500 Industrial Enterprises (İSO Second 500)", which explores the small and medium-scale industrial enterprises in Türkiye. Providing a wide range of information in various areas, from production to exports, employment to profitability, and financing to R&D and technology, these two İSO 500 studies attract considerable interest from economic and business circles in terms of the development of the Turkish industry. Results of İSO 500 and İSO Second 500 studies are available in Turkish and English on www.iso500.org.tr With the many years of experience of the ICI in this field, we also aim to launch the "ICI Economy Blog" in the forthcoming period, which will include developments around the world and Turkish financial markets as well as current data in the fields of economy and industry.



Our Other Research and Publications;

[ICI Türkiye Manufacturing PMI Reports](#)

[ICI Türkiye Sector PMI Reports](#)

[ICI Manufacturing PMI Developments in the World Report](#)

[ICI Türkiye Export Climate Index](#)

[Sectoral Reports](#)

[ICI Financial Developments Report](#)

[ICI Investment Incentive Bulletin](#)

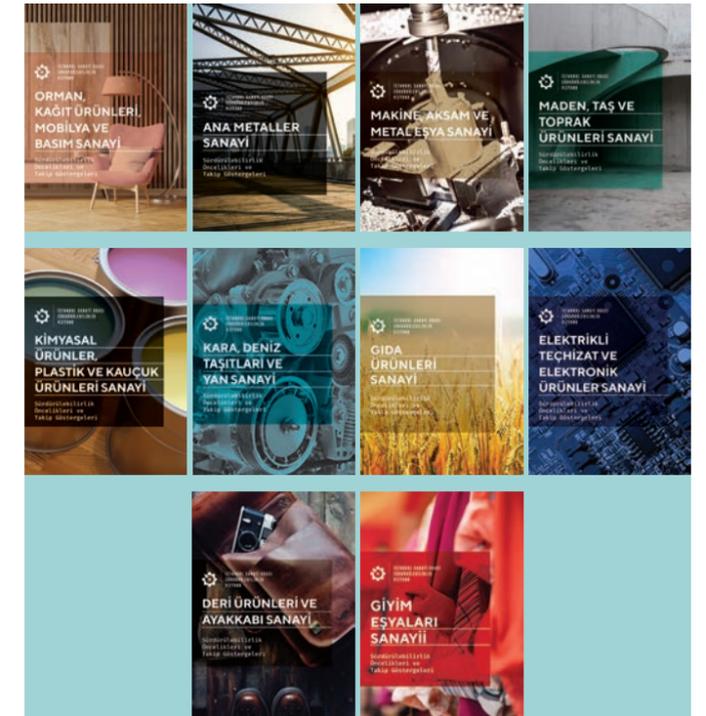
Detailed information about our contributions to the national economy is available in the [ICI 2018-2022 Annual Report](#).

CONTRIBUTION TO SUSTAINABLE MANUFACTURING

By assessing the new impacts presented by new international trade systems that may emerge within the scope of climate change and sustainability, we have been continuing our activities with the theme of sustainable manufacturing in order to coordinate the activities to guide the industrialists since 2021. In this context, in 2022, we carried out studies to support industrial enterprises in their efforts to create high value-added and enhance their competitive sustainability competencies in the global value chain by placing **environmental, social, and economic** factors at the core of production.

One of the studies we carried out to support the development, implementation, and dissemination of sustainable manufacturing methods in the industry is the Sectoral Sustainability Roadmaps project. Within the scope of our study, which includes sustainability priorities and follow-up indicators specifically guiding the 55 Sectoral Committees categorized into 10 main sector groups, we aimed to facilitate the first steps for the transition to sustainable manufacturing by raising awareness and capacity building, mainly in SMEs, and to encourage monitoring the performance on priority issues and preparing for potential regulative changes. Our Sectoral Sustainability Roadmaps project, which also contains information about the United Nations Sustainable Development Goals (SDGs), and the European Green Deal, as well as global best practices, was granted the "Sustainability Communication Award" within the scope of Sustainable Business Awards 2022 hosted by the Sustainability Academy.

The calculation and reporting of greenhouse gas emissions, which move up the agenda each year as a requirement of global trade due to its influence in combating climate change, is also at the center of ICI's sustainability activities. In this direction, we have launched the **Corporate Carbon Footprint Consultancy** project in 2021 with the awareness that the industry has an impact on climate change, as well as the developments in the context of climate change and the sustainability affect the industry. With this project, we assist our members in calculating and reporting their



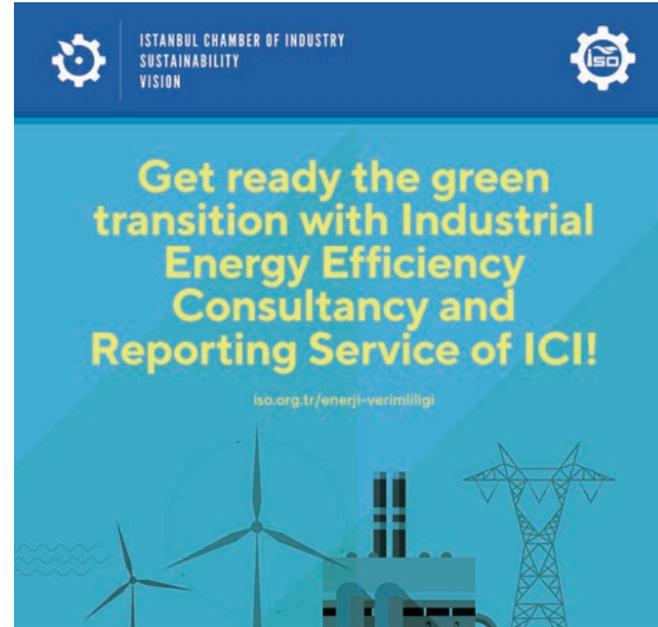
corporate greenhouse gas inventory, which is an important step in the transition to a low-carbon economy, and we act as a facilitator to meet our members and specialist consultancy firms. Our service, which continued to provide cost advantage to ICI member companies in 2022, continues in 2023.

In addition, we collaborated with the Turkish Standards Institution (TSE) in 2022 on this issue, and we organized a sectoral "EU Green Deal and Greenhouse Gas (Carbon) Emissions Calculation Training" series for the calculation of greenhouse gas (carbon) emissions of industrial facilities. At the training, which lasted three whole days, we aimed to develop human resources for carbon calculation in our industrial facilities, and sector-specific exemplary calculations were made during the training to enable our industry representatives to perform carbon calculations specific to their companies with their internal capacities.

Sectoral Sustainability Roadmaps, which were awarded in the Sustainability Communication-General category are available on the [ICI sustainability website](#).

VALUES CREATED BY THE ISTANBUL CHAMBER OF INDUSTRY

The training, which had a limited number of participants for training quality, was repeated **10 times in 2022**, and a total of **300 industry representatives** were entitled to receive participation certificates for the training. The training, which provided information on the establishment of the TS EN ISO 14064-1:2019 system, also included detailed and technical explanations about the Carbon Border Adjustment Mechanism within the scope of the European Green Deal. Considering the effects of energy efficiency, one of the most influential tools in reducing greenhouse gas emissions, on reducing energy costs, we continued to offer to our members in 2022 **The Industrial Energy Efficiency Consultancy and Reporting Service**, which we launched in 2021. Industrial facilities with an energy consumption below 1,000 TOE are offered this free-of-charge consultancy service, provided by an energy consultancy firm accredited by the Ministry of Energy and Natural Resources. Following one whole day of visiting the facility, the energy density of the facility was determined, areas that require energy efficiency were identified, and energy management and efficiency projects were proposed accordingly within the scope of the study. In the reports, which included the proposed project cost and payback period, the amount of CO₂ to be saved was calculated by determining the savings to be achieved by the realization of the project. Within the scope of **The Industrial Energy Efficiency Consultancy and Reporting Service**, **83 energy efficiency studies** were conducted in 50 companies.



Annual energy savings of 2,503 TOE/year and CO₂ emission reductions of more than 12 thousand tonnes were anticipated. These values are highly influential outputs in terms of environmental health, business economy, and energy supply security of Türkiye, which is an energy-importing country.

Project Outputs (EE and SPP Projects)



In 2022, we launched the **Circular Economy and Resource Efficiency Platform Project**, focusing on one of the thematic areas within our sustainability efforts. This project, carried out in collaboration with the Istanbul Chamber of Industry (ICI) and Business Council for Sustainable Development (BCSD Türkiye), and supported by the Istanbul Development Agency (ISTKA) through the Innovative Istanbul Financial Support Program, commenced on April 28, 2022. The project's objective is to enhance resource efficiency and circularity in priority sectors and value chains within Istanbul's industrial landscape. To achieve this, we conducted clean production and circular economy analyses tailored to the facilities of **21 pilot companies** operating in the textile, plastics, or white goods sectors. Additionally, we organized training sessions and workshops in collaboration with sector representatives to facilitate knowledge sharing and capacity building in this domain. Furthermore, the project aims to disseminate knowledge and raise awareness among Turkish institutions and organizations about crucial issues aligned with the European Green Deal, including circular economy, resource efficiency in the value chain, sustainability, and clean production.

In 2022, we rebranded our long-standing environmental awards as the '**ICI Green Transition Awards**'. These awards recognize and celebrate the integration of green transformation principles into every stage of the production process, from product development to R&D, within the framework of sustainable manufacturing practices. In the same year, we received **166 applications from 107 different companies** for the ICI Green Transformation Awards, which comprised five categories: **Environmentally Friendly Practice, Environmentally Friendly Product, Energy Efficiency Project, Energy Efficient Product, and Environmental Sustainability Management**. Applications were open to all companies in Türkiye that could demonstrate their industrial expertise. An esteemed jury composed of industrialists, representatives from public institutions, academics from relevant university departments and institutes, experts, and members of non-governmental organizations evaluated the applications. The winning industrial companies of the ICI Green Transformation Awards were announced at a well-attended ceremony in 2023, following an extensive evaluation process conducted throughout 2022. Furthermore, we are committed to disseminating knowledge about sustainability and raising awareness on this critical issue as part of our vision for sustainable manufacturing. To this end, we organized online events featuring national and international experts in various fields. Building on the success of the previous year, we continued the ICI Green Agenda Talks, initiated in 2021, with over 1,600 participants attending the events held in 2022 on six separate occasions.



ICI Green Agenda Talks

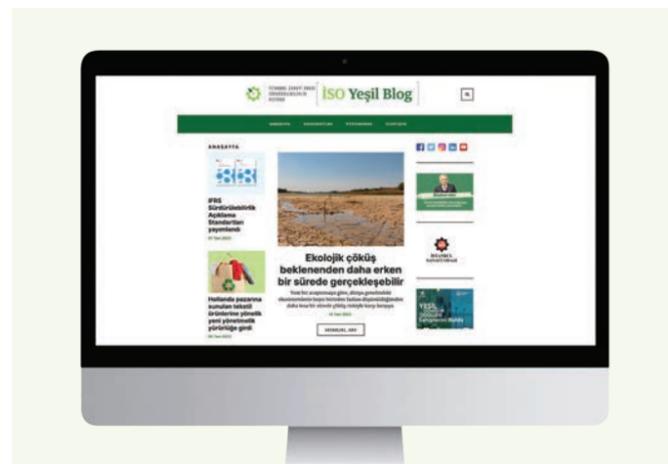
- **14 March 2022** Solar Power Generation Opportunities for Industrial Facilities
- **22 March 2022** Water and Industrial Wastewater Management on the World Water Day
- **26 April 2022** Future of Work and Professions of the Future
- **6 June 2022** Circular Economy in Textile Sector within the Scope of Türkiye Environment Week
- **29 September 2022** Transformation of Agriculture and Food Sectors for Our Future
- **6 October 2022** Sustainable Value Creation and Reporting Process



VALUES CREATED BY THE ISTANBUL CHAMBER OF INDUSTRY

In addition to our events, the Sustainability mini MBA Program, organized within the ICI Academy to explore the concept of sustainability, which has become an integral part of business strategies today, from different perspectives and to assess the impact of recent developments, continued in 2022 by addressing various sub-topics of sustainability. The number of participants in the Sustainability Finance Mini MBA program, which took place between September 5 and September 26, 2022, reached 2,098, with a satisfaction rate of 96 percent. The Circular Economy Mini MBA program was held between December 5, 2022, and January 10, 2023, with 193 participants and a satisfaction rate of 95 percent. Sustainability-themed mini MBA Programs will continue in 2023.

We continued creating content regularly to spread the understanding of sustainable manufacturing on the digital publishing platform ICI Green Blog, launched in 2021, as one of the studies to guide industrialists in line with the sustainability vision. In the forthcoming period, we will continue to regularly inform our industrialists about the developments in our country and the world on sustainability with the ICI Green Blog, which we equip with up-to-date information to raise the awareness and information capacity of our industrialists, especially SMEs, and the ICI Green Bulletin, which we regularly publish.



ICI Green Blog User Visits

4,100

23,663

September 1, 2021-January 1, 2022

January 1 -December 31, 2022

Detailed information about our efforts to support sustainable manufacturing is available on the ICI Sustainability website and the ICI 2018-2022 Annual Report.

CONTRIBUTION TO INTERNATIONALIZATION

As the Istanbul Chamber of Industry, we carry out various activities within the scope of EU, International Relations and Country Days to enable our members to benefit from potential business opportunities in foreign markets. During 2022, we initiated collaborations with ambassadors, consuls, and trade delegations of many countries and accelerated the work in this field with agreements. We organized several sectoral, virtual trade delegation and country day events, creating an environment for Turkish industrialists to become familiar with foreign markets and the investment and trade opportunities they present. In 2022, we continued to provide our member companies with access to potential customer information by identifying their target markets with the Consultancy for Target Market Research services, which we established to provide information and consultancy services to companies that want to engage in exports or improve their export performance, helping them identify target markets and access potential customers. By analyzing loss of market share of competing countries with the Consultancy for Target Market Research, we enable our exporters to take timely and accurate action in their potential markets. As part of this consultancy service, we also analyze suitable import markets for alternative supply channels. In 2022, a total of 83 firms received 35 Target Market Reports and 64 Target Customer Intelligence consultancy services.

Throughout 2022, we organized various seminars, meetings and projects designed to expand our members' knowledge about foreign trade and to address economic cooperation opportunities in foreign markets. In this context, 176 participants in the online Target Market Launch Information Meeting held on January 25, 2022, were informed about the process, and their questions were answered by ICI experts. In addition, the participants were informed about the State Aid provided by the Ministry of Commerce, the current online services of the Ministry of Trade, and the critical issues of today's foreign trade at the "Foreign Trade Information Seminar" held on May 17-18, 2022, hosted by the Istanbul Chamber of Industry in coordination with the Republic of Türkiye Ministry of Trade, the Union of Chambers and Commodity Exchanges of Türkiye, the Turkish Exporters Assembly, and the Higher Council of Organized Industrial Zones (OSBÜK). In addition to the informative events we organize on foreign trade, we also provide the services of the ICI Customs Desk free of charge, offering guidance to industrialists to solve import and export customs clearance challenges and providing information and support regarding customs regulations, accurate use of regimes, increasing efficiency, and preventing potential risks. As part of the ICI Customs Desk service, we carried out 7 seminars to a total of 962 participants between January 24-November 24 and responded to 127 queries.

Date	Delegation	Number of Meetings
21 - 24 February 2022	Electrical Lighting Equipment P&D Project United Kingdom Virtual Trade	28
28 August - 1 September 2022	Underwear and Hosiery Industry Israel Sectoral Trade	394
12-15 September 2022	Electrical Lighting Equipment P&D Project Morocco Trade	231
26 - 30 September 2022	Leather-Fur Clothing and Outerwear Industry South Korea Sectoral Trade	260
28 November - 2 December 2022	Apparel Accessories Netherlands-Belgium Sectoral Trade	Netherlands; Approximately 70 Belgium; 23

The ICI Customs Desk may be contacted via the ICI website. Detailed information on ICI Consultancy for Target Market Research is available on the ICI website.

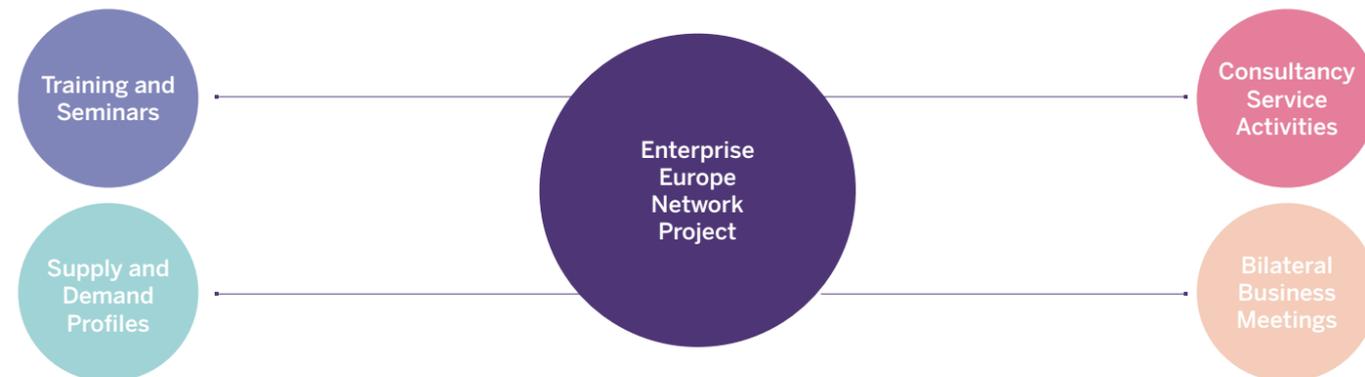
VALUES CREATED BY THE ISTANBUL CHAMBER OF INDUSTRY

Country Day Events

- 17 February 2022: Iraq Country Day and Trade and Investment Opportunities Seminar
- 22 February 2022: Ethiopia Country Day and Trade and Investment Opportunities Seminar
- 1 March 2022: Egypt Country Day and Trade and Investment Opportunities Seminar
- 15 March 2022: Argentina Country Day and Trade and Investment Opportunities Seminar
- 19 April 2022: State of North Rhine-Westphalia Online Information Seminar
- 29 June 2022: Austrian Country Day, Green Transformation in Bilateral Trade Seminar
- 23 August 2022: Israel Country Day & Investment and Trade Opportunities Seminar
- 29 November 2022: New Zealand Country Day & Investment and Trade Opportunities Seminar

In addition, the **Enterprise Europe Network** project, which the Istanbul Chamber of Industry has been involved since 2008 in collaboration with KOSGEB and Sabanci University, continued to offer its services to Istanbul-based companies. While "Foreign Economic Collaborations," "Technology Collaborations," "EU's R&D Support Program Collaborations," "Sustainability," and "Post-Pandemic Adaptation and Resilience" formed the basis of the activities of the European Enterprise Network Project, it continued to serve under four main headings within the scope of the Project. In addition, we began preparing the **EU Bulletin** every month as of 2022 to inform our members about the decisions taken by the European Union (EU), critical statements of the EU Council concerning the industrial world, and the policies it follows. We regularly share the Bulletin electronically with our members. Our endeavors regarding one of the key overseas targets

that we focused on in 2021 to support our members' access to international markets in China continued in 2022. The **"ICI China Desk"** we established with the cooperation agreement in May 2021 to provide our members with information about the Chinese market began operating on March 10, 2022. In addition to being a channel for services rendered by the Chamber services, the ICI China Desk also serves as a one-stop-shop for guidance about the Chinese market through collaborations with various organizations. This collaboration has enabled the ICI China Desk to carry out joint efforts with the EU China SME Centre, and to share information about the center's international events with our members. Within the scope of the ICI China Desk services, we are preparing a **"China e-bulletin"** as of 2022 to provide our members with further information about the economy of the People's Republic of China, one of the largest economies in the world, and share it with our members.



Detailed information about our contributions to internationalization is available in the **ICI 2018-2022 Annual Report**.

CONTRIBUTION TO INNOVATION

Innovation is one of the most crucial aspects of contemporary production. ICI focuses its sustainability efforts on a number of main themes, which are in turn supported by "Sustainability-Oriented Innovation" and "Digital Transformation". We conduct activities that support our industrialists in these areas as well, which we consider indispensable for today's business models.

In this direction, while continuing the **Innovation Vision Meetings** webinar series we launched in 2021, in 2022, we support digital transformation efforts to increase the innovation capacity and competitiveness of our members with the **ICI Digital Transformation in Industry Office (ICI digital)**. Within the scope of the Enterprise Europe Network project, we are offering an enterprise-specific **"Digital Transformation Maturity Analysis and Roadmap"** for industrial companies to comprehend the significance of digital transformation and to take the necessary steps towards the digitalization of production and management processes. Within the scope of Digital Transformation Roadmap Consultancy, carried out under the headings of Strategy, Human Resources/Culture, Customer, Innovation, Operation, Data, and Technology, we measure the Digital Transformation Maturity levels of companies with one-day online workshops, determine their weaknesses and strengths, and prepare 2-year digital transformation roadmaps.

The activities of the **MIND4MACHINES** project, which is designed to support the innovation efforts of SMEs and startups that focus on developing smart digital solutions for manufacturing and serve as an accelerator and a multiplier for other initiatives within the scope of the program are conducted under the coordination of ICI. Within the scope of the EU Horizon 2020 INNOVATION-01-2020 program, an Open Innovation Platform and Investment Readiness Self-Assessment Tool were also created and made available to SMEs on the project website (www.mind4machines.eu). The first call of the project: Applications were accepted between April 27 and June 29, 2022, within the scope of "MIND4MACHINES Digitalization in Manufacturing 1st Call". More than 400 participants attended the online promotion events held on April 28, May 27, and June 22, 2022. The 2nd call of MIND4MACHINES will be launched in 2023.

We also carry out joint projects with various institutions



to increase the competitive power of our Turkish industry. In this context, the Industrial Design Ecosystem Axis for Istanbul (IDEA4ISTANBUL) Project, which strives to increase Türkiye's share in competitive sectors by bringing together SMEs, designers, industrial actors, and universities, is supported by the European Union and the Republic of Türkiye, within the scope of the Competitive Sectors Program of the Ministry of Industry and Technology of the Republic of Türkiye, and is implemented by the Istanbul Chamber of Industry in collaboration with the Istanbul Development Agency, Istanbul Technical University and the Industrial Designers' Society of Türkiye. **The Istanbul Chamber of Industry, Industrial Design and Prototyping Center (ICI IDPC)**, established within the scope of the project, officially opened on October 15, 2022. Located in Istanbul İkitelli Organized Industrial Zone, the Center will provide technological design and prototyping tools such as 3D printers and 3D scanners, as well as user experience and virtual reality laboratories. The added value created by companies, entrepreneurs, and design will increase the economic value of products, reduce product development costs, and contribute to the rapid growth of the production sector in Türkiye.

In addition, we significantly contribute to the entrepreneurship ecosystem with collaborations and projects we conduct in line with our vision "From Entrepreneurship to Industrialism." The collaboration we formed with **ITU Çekirdek** in 2015 continued in this context in 2022. Within the scope of this collaboration, where initiatives with the potential for "Industrialist of the Future"



VALUES CREATED BY THE ISTANBUL CHAMBER OF INDUSTRY



consultancy, and offer them the opportunity to collaborate with the industry. In addition, the TOBB Istanbul Board of Young Entrepreneurs, which has been carrying out its activities under the coordination of our Chamber since 2009 and consists of representatives from four Chambers in Istanbul, continued its activities in 2022.

In 2022, we also continued our collaborations with universities and the industry. The "Istanbul Project Academy" project, developed by the Istanbul Chamber of Industry (ICI) and funded under the Innovative Istanbul Financial Support Program of the Istanbul Development Agency (ISTKA), began operating on February 15, 2022. The Istanbul Project Academy was designed as an interface where all stakeholders in the R&D and innovation ecosystem in Istanbul collaborated for industrial companies to benefit more from the funds provided under the Horizon Europe program. ITUNOVA TTO is the partner of the project, whereas Boğaziçi University TTO, Istanbul University TTO, Koç University TTO, Marmara University MITTO and Yıldız TTO are associates. Within the scope of the 15-month project, various services are provided under the titles of "Information and Training," "Networking," "Matching" and "Project Development Consultancy."

We continued our efforts in 2022 to support and inform our industrial companies on innovation, digital transformation, entrepreneurship, technology, and R&D.

are supported without subject restrictions, 291 entrepreneurs who participated in the ITU Çekirdek process in 2022 and benefited from the training support were evaluated. After the quarter-finals held between October 13-19, the entrepreneurs selected for the BIG BANG Start-up Challenge 2022 on December 7-8 were awarded the "Industrialist of the Future Award" worth TRY 750 thousand by ICI.

In 2022, we began a new organization process within ICI-KOZA. With the ICI-KOZA Collaboration and Accelerator Program, which brings together the "entrepreneur-investor-industrialist" trio, which are the most significant pillars of a high value-added and production-oriented entrepreneurship ecosystem, we not only accelerate start-ups but also go beyond and support them with training, mentoring, and

Event	Date	Number of Participants
KOSGEB R&D, P&D and Innovation Support Program Information Seminar	11 January 2022	208
Future of Mobility Seminar	18 January 2022	302
TÜBİTAK 1707 Order-Based R&D Call Information Day	17 February 2022	174
1702 Patent-Based Technology Transfer Support Call Information and Experience Sharing Day	23 March 2022	100
Vodafone Digital Transformation SME Meeting	23 March 2022	176
Industrial Property Rights Basic Level Online Seminar	24 May 2022	209
Horizon Europe Research Opportunities Event as part of the Marie Skłodowska - Curie Area "Staff Exchanges – Se" Call	14 November 2022	Over 500

Detailed information about our contributions to innovation is available in the ICI 2018-2022 Annual Report.

CONTRIBUTION TO WORKING LIFE

As ICI, we organize training programs through ICI Academy to guide professional development and strengthen the Turkish industry. The ICI Academy, which aims to increase the competitive power of ICI members and contribute to the professional development of individuals, reaches out to participants via social media to develop its training courses in line with the needs of participants and members.

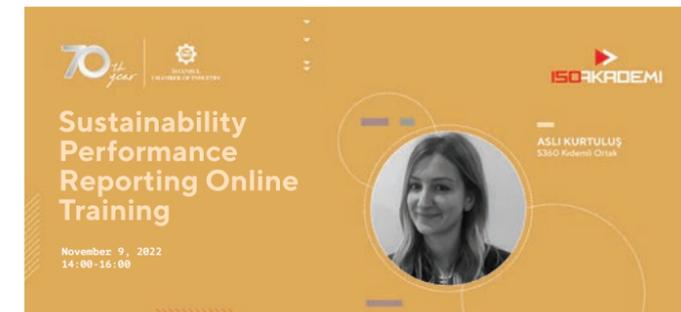
In 2022, we provided a total of 802.5 hours of training throughout 269 training courses; 51 online training courses, 14 webinars, 7 in-class training courses, and 197 mini MBA sessions with 51,180 participants. Although we are gradually increasing the number of in-class training courses as the effects of the pandemic wear out, we also continue our online training programs that provide access to large groups.

In 2022, the satisfaction rate in ICI Academy trainings reached 90 percent on average, while ICI Academy's training services were certified with the international ISO 29993 Standard⁴, a first in Türkiye. In this process, which began in November 2021, we concluded our procedures in May 2022 and were certified in July 2022, and we renewed all our training processes in line with the standard. With the certification, the quality of the training services provided by ICI Academy was certified with an international standard. Moreover, with this certification, the Participation and Achievement Certificates, issued to our participants at the end of the training, now represent a higher qualification.

51,180

In 2022, we provided a total of 802.5 hours of training throughout 269 training courses; 51 online training courses, 14 webinars, 7 in-class training courses, and 197 mini MBA sessions with 51,180 participants.

In 2022, we continued our Mini MBA programs, which offer participants a visionary perspective while contributing to Türkiye's need for qualified human resources. We have a Mini MBA program that includes noteworthy topics of working life in many different subjects such as R&D and innovation, digital transformation, marketing, sales skills development, e-commerce, foreign trade, human resources manager development, leader development programs, operational excellence, family companies, sustainable finance, and circular economy. In our mini MBA programs, with a specially designed education structure, professionals, company representatives, and managers have the opportunity to receive practical training from instructors competent in both sectoral and academic fields.



4- Learning Services Outside Formal Education - Service Requirements (TS ISO 29993:2020)

VALUES CREATED BY THE ISTANBUL CHAMBER OF INDUSTRY



In 2022, we continued our activities within the scope of our “Establishing a VOC-Test Center in the Metal Industry” project, which is financed under the VOC-Test Centers-III Grant Scheme of the European Union’s Instrument for Pre-Accession Assistance (IPA) Human Resources Development Operational Program (HRD OP). Within the scope of the project, which aims to support the development and/or revision of national occupational standards and national qualifications and the establishment of Vocational Standards Development Vocational Knowledge and Skills Testing and Certification Centers (VOC-Test Centers), **İstanbul Sanayi Odası Belgelendirme Anonim Şirketi (ISOBEL)** was established in August 2021. Following the Turkish Accreditation Agency (TURKAK) accreditation audits on June 2-4, 2022, İstanbul Sanayi Odası Belgelendirme A.Ş. was accredited by TURKAK on 9 August 2022. ISOBEL, which received its license on September 29, 2022, was entitled to become an authorized body that can issue VQA Vocational Qualification Certificates in Metal Work Mass Production Machine Worker, Metal Carpenter, Steel Welder, Metal Cutting Machine Operator, Sheet Metal Worker qualifications. Within the scope of the project, completed on August 31, 2022, five national qualifications were established and one was renewed.

Istanbul operations of the “Mahir Eller” project, which is led by TOBB in collaboration with the Economic Policy Research Foundation of Türkiye (TEPAV), is carried out with the cooperation of the Istanbul Chamber of Industry. This EU-financed project aims to enhance the employability of individuals by certifying their vocational skills and competence. Within the scope of the project, which commenced in July 2018, 232 people applied throughout 2022. In total, 322 candidates, including those whose applications were received in 2021 but whose examinations were held in 2022, took the vocational competence exams held in six different fields, and 189 of them passed and became eligible to receive their vocational competence certificate. The employment incentive, the last phase of the project, was distributed to 86 people from 19 companies to benefit from it in 2022. Detailed information about ICI’s collaborations, and projects on vocational education is available in the **Values Created for Society** section of this report. **Occupational Health and Safety (OHS)** is one of ICI’s key contributions to working life, both among its members and for the Turkish industry at large. Safe Working Environment, one of the core themes of ICI’s sustainability strategy, guides us to design workplaces to be as safe as possible even in the event of human error,



minimize and eliminate hazards to employee health, and establish a safety-oriented corporate culture. In 2022, we continued our activities within the scope of the “Grant Program for Improving Occupational Safety and Health” for which we became eligible to receive grant from the EU as one of the 37 projects out of the 400 applicants under the “Occupational Safety and Health Capacity Building through Structured Cooperation Program”. In addition to Mini MBA Trainings and sectoral OHS Seminars, we also provided OHS Integrated Consultancy Services within the scope of the project, which aims to assist industry representatives in fulfilling OHS requirements. The Integrated Consultancy Service offered to cover the companies categorized as very hazardous, located in the four Organized Industrial Zones, which are project partners, and 120 ICI member companies, is designed to be applied one-to-one. Unlike training and seminars, and in the field for each facility to provide the utmost benefit to the companies. The visits to the 120 facilities within the scope of the project were performed in the 2021-2022 period by consultants specialized in OHS. Within the scope of the project, a White Paper, which will include analyses and recommendations for the convergence of OHS legislation and practices in Türkiye, a technical training and study visit in Germany for the project team, and a Closing Seminar, at which the project

results and outputs will be shared, are included in the 2023 plans. With the online seminars we organized weekly in 2022, we held 20 events each week addressing noteworthy issues in occupational health and safety. 46,094 people participated in these events, which attracted significant attention. In addition, in collaboration with Messe Düsseldorf, we organized the OHS Symposium within the scope of the 4th Turkish Occupational Safety and Health Exhibition (TOS+H Expo) held at the Istanbul Congress Center on May 14-17, 2022. 85 speakers of leading professionals, academicians, and industrial organizations that play a leading role in the Turkish industry took part in their presentations in the symposium, which we organized simultaneously in three halls for four days. The symposium was followed with interest by 3,850 participants. In line with the high demand from those who could not attend the symposium, on June 30, 2022, in collaboration with the Ministry of Labour and Social Security, General Directorate of Occupational Health and Safety, we held a full-day online event titled “Basic OHS Practices in Workplaces” consisting of four sessions. This event, attended by 12 speakers from the leading figures of the Ministry and the sector, was also met with great interest and was watched by 9,767 people. We believe that disaster risk reduction plans at national and regional levels are an influential tool for monitoring disaster risk reduction activities carried out and to be carried out by the Provincial Directorates of Disaster and Emergency, preventing duplicate practices and increasing their effectiveness. We participated in the Istanbul Provincial Disaster Risk Reduction Plan (IRAP) in 2021-2022 with this awareness. In addition, in 2021-2022, we cooperated with the Istanbul Metropolitan Municipality, Department of Earthquake Risk Management and Urban Improvement, Directorate of Earthquake and Geotechnical Investigation within the scope of the project “Integration of Earthquake Early Warning and Rapid Response System in Istanbul Province and Updating Damage Estimation Studies.”

Detailed information about our contributions to working life is available in the [ICI 2018-2022 Annual Report](#).

VALUES CREATED BY THE ISTANBUL CHAMBER OF INDUSTRY

Values Created for Employees

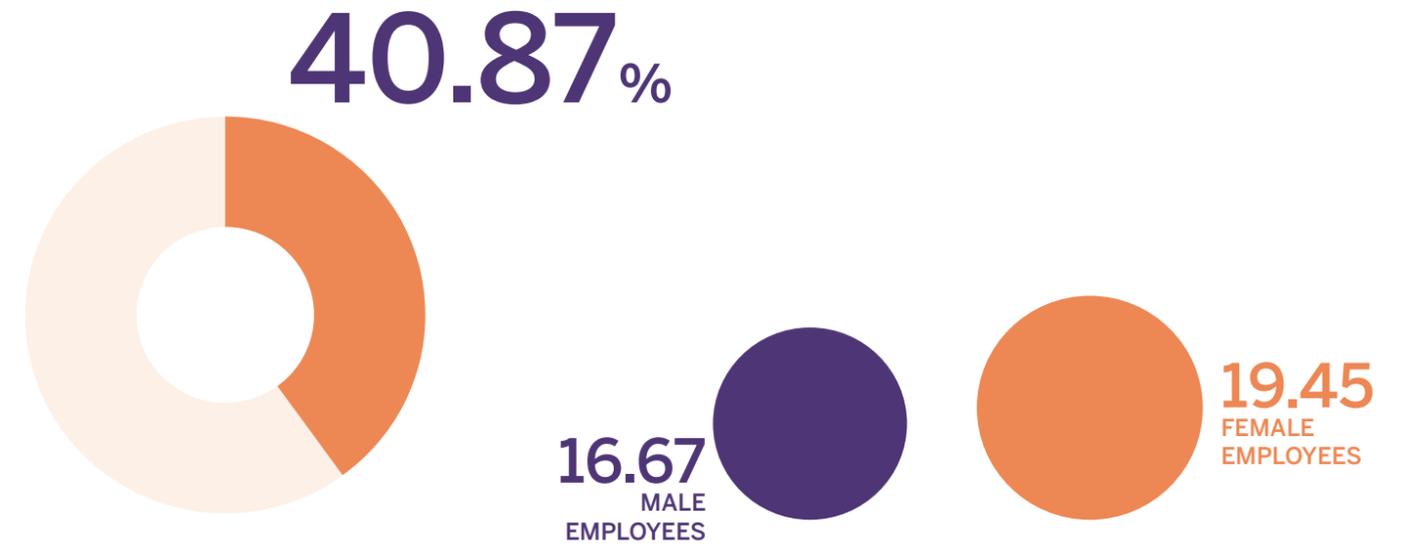
EMPLOYEE RIGHTS AND DEVELOPMENT

As the Istanbul Chamber of Industry, our competent human resource is the key resource that will enhance the quality of our services and carry our Chamber forward in line with our philosophy of continuous development. As of 2022, ICI has 115 employees, 91% of whom are assigned to our head office at Odakule, 4% working at the Yenibosna Branch, and 3% at the Ümraniye Branch. Tuzla and Hadımköy Service Units represent a total of 2% of workforce. Our **Human Resources Policy**, which is available to the public on our corporate website, represents a human resources management approach that takes into account the feedback and expectations of our employees, encourages innovative business ideas, values employee commitment, supports private and personal development, and prioritizes the creation of a workplace that they can perform their duties with high levels of satisfaction and motivation.

Our **Personnel Internal Directive** encompasses all aspects of human resources, including work conditions, code of conduct, staffing, recruitment, remuneration, promotion, training, duties, rights and responsibilities, retirement, and dismissal. Working in coordination with Financial Affairs Department and General Secretariat, the Human Resources Department is responsible for managing the aforementioned processes, as well as for employee communication. The Chamber prioritizes its existing personnel when filling up vacant positions. In case a suitable candidate is not found among current employees, the Chamber turns to outside sources. In 2022, ICI made 19 new hires. In addition to specifying qualifications and skills requirements for each position, the Chamber also implements an "Employee Evaluation System" in order to achieve the goals set by the management.

Some of our trainings for our employees in 2022;

- | | |
|--|--|
| <u>Mind Detox</u> | <u>Occupational Health And Safety (OHS)</u> |
| <u>Foreign Trade Practices</u> | <u>Data Literacy</u> |
| <u>Effective Presentation Techniques</u> | <u>Data and Business Intelligence</u> |
| <u>Teamwork</u> | <u>Quality management system</u> |
| <u>Zero Waste</u> | <u>ISO 29993 Learning Services Outside Formal Education - (Internal Auditor)</u> |



As of 2022, the average seniority of our employees is **10.42** years, and employees with a length of service of 10 years and above account for **40.87%** of our workforce.

In 2022, our training programs reached an average of **17.78** hours of training per employee.

The system enables a structured and quantifiable assessment of employee performance and contributions to the organization, and it also plays a role in their development.

This includes training courses for the professional and personal development of employees. In addition, ICI financially supports employees looking to further their education or learn a new language. In 2022, our training programs reached an average of 17.78 hours of training per employee.

Our remuneration and benefits procedures are shared with employees via the Personnel Internal Directive. We have a provider network offering healthcare services to our employees, who are also able to receive the services of out-of-network providers for more specialized healthcare or surgery needs. In addition, we offer Personal Accident Insurance to all of our employees.

Our human resources policy guides us to value employee commitment and develop new methods to increase it. As of 2022, the average seniority of our employees is 10.42 years, and employees with a length of service of 10

years and above account for 40.87% of our workforce. In addition, according to the results of the survey, that we conducted in 2020 with all personnel, the overall satisfaction rate of ICI employees is 3.80/5.00. We will conduct an employee satisfaction survey again in 2023 to acquire information on the current situation regarding the overall satisfaction rate of employees.

At ICI, we care about the feedback and expectations of our employees and run an idea and feedback sharing platform titled "I Have an Idea." The platform, managed by the Human Resources Department, enables employees to share their ideas for business development via the birfikrimvar@iso.org.tr website. The number suggestions, which was submitted by our employees to the platform, and have been implemented was 10. The Personnel Internal Directive also contain information about reporting and complaint processes. Employees are able to submit verbal and written reports, and any reports and complaints received are investigated and addressed without delay by the relevant department. There were no complaints from our employees in 2022.



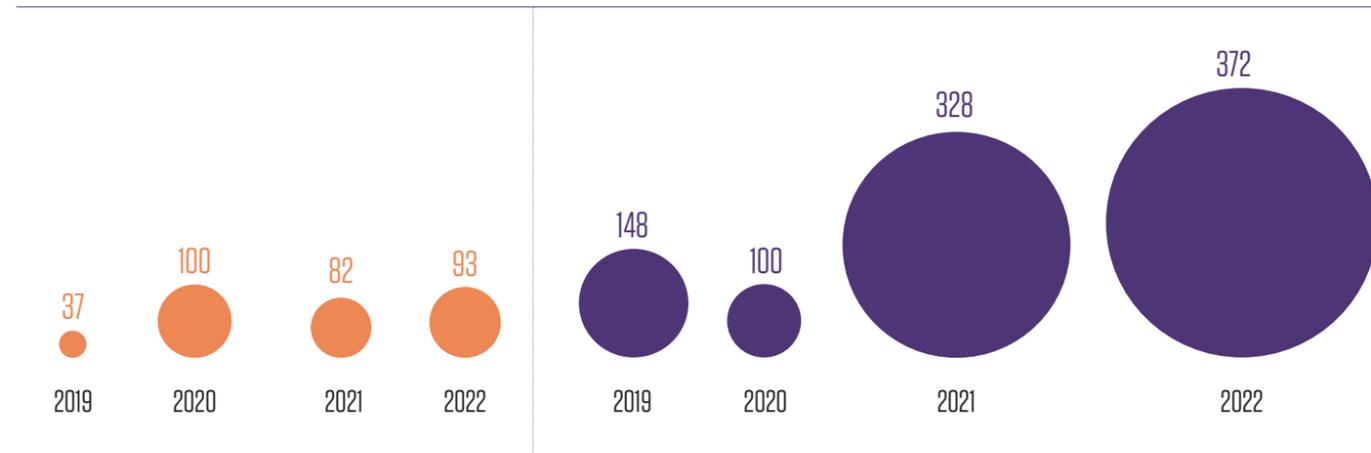
VALUES CREATED BY THE ISTANBUL CHAMBER OF INDUSTRY

SAFE WORKPLACE

Providing a safe and healthy workplace to our employees is one of our fundamental responsibilities, which is a philosophy ingrained in all of our activities. This also drives us to ensure full compliance with laws and regulations regarding occupational health and safety (OHS). The OHS-related activities of our Chamber are coordinated by the Occupational Health and Safety Unit led by the Occupational Safety Expert. Occupational Safety Expert reports directly to the Secretary General who is responsible for the administrative affairs of the Chamber. Furthermore, ICI has an OHS Board, made up of the Employer's Representative, Occupational Safety Expert, Workplace Physician, Human Resources Director, Employee Representative, and other relevant managers, which regularly convenes every quarter. The OHS Department prepares Risk Assessment Report and Emergency Action Plans to identify potential risks and specify the measures to be taken in response. We attach great importance to OHS processes, and make sure to maintain all building systems on a regular basis, and to resolve any issues without delay.

ICI organizes OHS training programs to raise awareness among employees about occupational health and safety. In 2022, we provided 327 hours of OHS training to 93 employees. Recruitment documents signed by new hires contain information about the Chamber's OHS processes, which are also included in the orientation training. In addition to hiring processes, the Chamber also requires compliance with its OHS procedures when procuring services. Also, ICI audits all of its employees, as well as the employees of its service providers, within the scope of the current efforts. ICI also expects contractors to provide OHS training to their employees as well. Necessary actions were taken after one occupational accident caused by a slippery floor in 2022, and fortunately, no one suffered any serious injuries. In addition, the accident was investigated and evaluated at the OHS board meeting. After the accident, the relevant personnel were warned to be more cautious when cleaning. The Chamber provides fire safety training and carries out fire drills on a regular basis.

OHS Trainings



* Training activities in 2020 and 2021 were online due to the pandemic

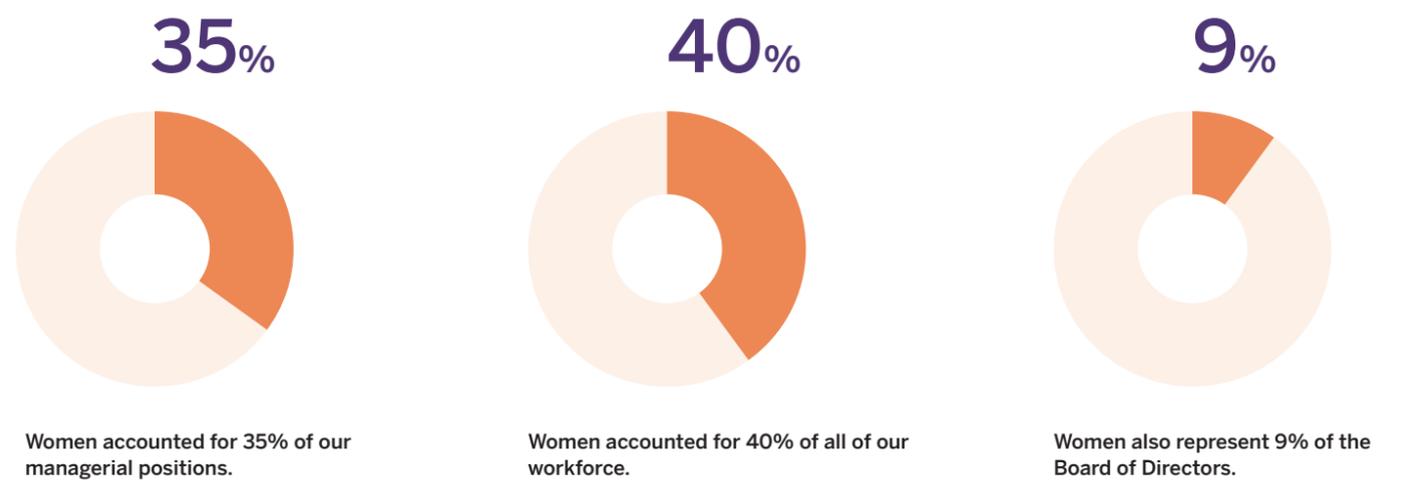
Number of Employees Participated in the Training (Orange bubble), Total Training Time(Hours) (Purple bubble)

GRI 2-24, GRI 2-25, GRI 3-3, GRI 403-1, GRI 403-2, GRI 403-3, GRI 403-4, GRI 403-5, GRI 403-8, GRI 403-9, GRI 403-10

EQUAL OPPORTUNITY AND DIVERSITY

The Istanbul Chamber of Industry attaches great importance to establishing a working environment that offers equal rights and opportunities to all employees, regardless of language, ethnicity, age, gender, political opinion, religious belief, and disabilities. Our code of ethics, which are a part of the Chamber's Personnel Internal Directive, guide us to embrace the principles of objectivity, integrity, equality, justice, respect, courtesy, reliability, inclusivity, solution-orientedness, equal opportunity, and continuous development in our dealings with employees. We care about women's empowerment in professional life and support gender equality in all human resources processes from recruitment to career development. In 2022, women accounted for 40% of all of our workforce, and 35% of our managerial positions. 33% of employees who were promoted in 2022 are women. Women also represent 9% of the Board of Directors.

At the Chamber, we care about the work-life balance at the workplace, and support female employees returning to work after maternity leave, and continuing their career development. Female employees of ICI are entitled to maternity leave as mandated by law and are additionally offered nursing breaks, which is three hours per day in the first six months after giving birth and one and a half hours per day in the second six months, with the daily timing and frequency of nursing breaks are up to the employee. One female employee took maternity leave in 2022, and another returned to work from maternity leave. We inform our employees about human resources-related decisions and news via e-mail, and we appreciate their feedback in return. Within the scope of our processes regarding the applications and complaints of our employees, which we carry out in accordance with the Personnel Internal Directive, no complaints were received in 2022 regarding race, religion, language or gender discrimination.



GRI 2-24, GRI 2-25, GRI 3-3, GRI 401-3

VALUES CREATED BY THE ISTANBUL CHAMBER OF INDUSTRY

Values Created for the Environment

As Istanbul Chamber of Industry, within the scope of environmental benefit, which is part of the code of ethics that guides our operations, we care about monitoring out environmental impact in the locations where we operate and reducing the negative impacts.

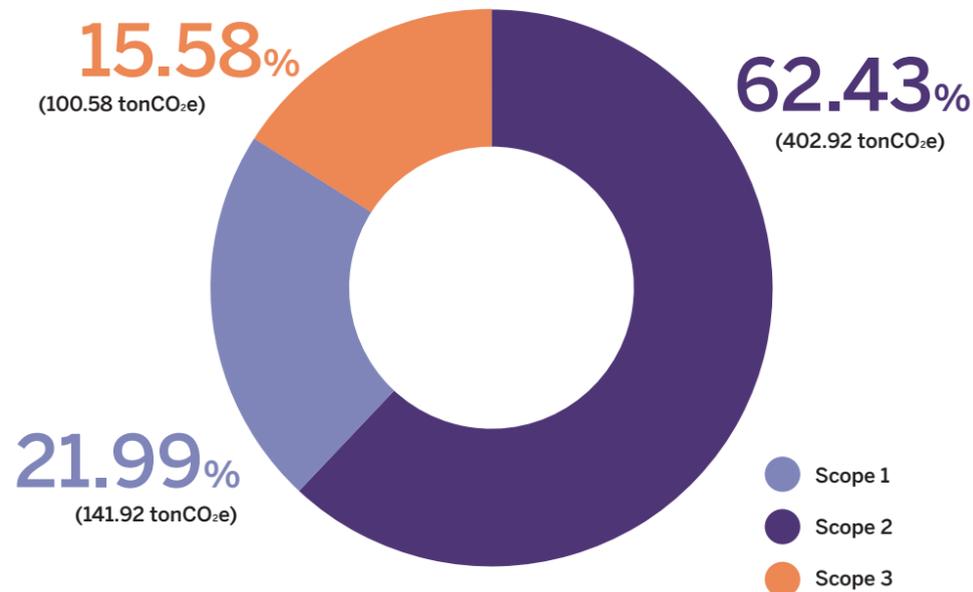
Our head office building, Odakule has been granted LEED Gold certification by the U.S. Green Building Council. The version of the certification, which was obtained in March 2018, is “LEED 2009”, which covers new construction and major renovations. The Odakule building went through extensive renovations from 2015 to 2017 and is fully modernized with smart and green building systems that meet today’s needs.

ICI Head Office Odakule was awarded the “Zero Waste Certificate” from the Ministry of Environment, Urbanization and Climate Change in 2022. Under the coordination of the Istanbul Chamber of Industry, waste generation is minimized in the Odakule building under

the Zero Waste Regulation and circular economy approach to cover ICI and Odakule tenant organizations and unavoidable waste is collected separately at the source and recycled and brought into the economy. In addition, within the scope of the Zero Waste Management System, Odakule employees are provided with periodic training courses to internalize sustainability awareness. In this context, we organized 42-person/hour environment-oriented in-house training in 2022.

In 2022, we repeated the carbon footprint calculations, which is the first step of this endeavor in the fight against climate change in Odakule, our branches, and our service units, with the awareness that the status of climate change and its impact requires all organizations, regardless of sector and scale, to take action with an adaptation and mitigation perspective. In addition, within the framework of our responsible service understanding, we switched to the green tariff in 2022 for specific meters in Odakule to reduce our emissions, particularly through the electricity we purchase.

ICI Carbon Footprint 2022



Details about this study, which was carried out in accordance with the TS EN ISO 14064-1:2019 standard, are available in the Environmental Performance section of this report.

Values Created for Society

Adopting the “Vocational High Schools Promise a Bright Future” approach, we introduced a new understanding for vocational high school-industry cooperation, guided by our goal of achieving “Competent Schools, Competent Graduates, and a Competent Labor Force”. With the “Vocational Education Cooperation Project” we carry out in cooperation with the Ministry of National Education to serve this end, we strive to make studying at vocational high schools something to be proud of and be respected for. With the “Vocational Education Cooperation Protocol,” we signed with the Ministry of National Education (MoNE), the Ministry of Industry and Technology (MoIT), Istanbul Technical University (ITU), the Istanbul Chamber of Commerce (ICC) on January 25, 2019, we aim to design the curricula of Istanbul-based vocational and technical high schools and to prepare graduates for their professional careers by improving their competence.

As in previous years, we carried out many activities in 2022 within the scope of the cooperation protocol signed to fully implement the structure that is qualified to meet the labor force requirements of the sector in vocational and technical education, can adapt to the developing technology rapidly and effectively, and actively participate in the planning and decision-making processes of stakeholders. We were granted an award in the category of “Diversity and Inclusion-Paving the Way for Youth ” in the Joint Future Award Program with the ICI VECP, organized by the Turkish Confederation of Employer Associations (TISK) on December 6, 2022.

As part of the model that functionally matches schools and the Istanbul Chamber of Industry’s Sectoral Committees, we support 40 Vocational and Technical Anatolian High Schools (VTAHS), one Vocational Training Center (VTC), eleven Fine Arts High Schools (FAHS) and 23 Special Education Vocational Schools.

In addition to supporting the activities of schools, we continue our work, such as the monitoring system, to support all schools parallelly. One of the most significant projects we carried out to support all the schools is the customized manager development program targeting school principals and vice principals.



The fourth module of the Program took place on October 25-27, 2022 in Şile.

With the ICI VECP Project Supports, first launched in 2020, we support project applications from our schools by subjecting them to board evaluation through the categories of “Significance,” “Effectiveness/Efficiency,” “Feasibility,” and “General Evaluation.” The applications for the 2022 ICI VECP Atilla Altuntaş Project Support, which closed with 137 applications in October, were evaluated by the commission, and project concepts that would provide suitable improvement were supported in December.

Our protocol school, Mehmet Rifat Evyap VTAHS, which started the 2021-2022 academic year, welcomed its first students to the English Preparatory Class of Information Technologies. The model of the school, which was decided to operate as a Software High School, was designed by a technical committee including the Directorate General for Vocational and Technical Education of the Ministry of National Education, ICI, Arçelik, and Mehmet Rifat Evyap VTAHS. The ICI strives for the Software High School to be a pioneering school as Türkiye’s first software vocational high school and continues its efforts meticulously to ensure that the school ranks high in the rankings, teaches sought-after employees through outstanding education, and a project-based income model, and creates a bright career for its software graduates.

VALUES CREATED BY THE ISTANBUL CHAMBER OF INDUSTRY



We carry out the **Vocational and Technical Education Development Center** project to further bolster the social status of vocational and technical education, to increase its quality, to strengthen the education-industry relationship and to improve the human resource and institutional capacity of the region. The draft protocol for the Zincirlikuyu ICIF Vocational and Technical Education Development Centre Campus, of which the set-up is planned to emphasize the past, present, and future of vocational education in Türkiye, with the design of an open-air museum was prepared in August 2022 within the scope of the study.

As per the request of the MoNE, a pilot was launched with 10 students from five Special Education Vocational Schools in the 2021-2022 academic year as part of the Vocational Education Cooperation Protocol. Three of the students who completed their internship with this practice were employed in the companies of industrialists in the ICI Sectoral Committees. One student continues their internship this year in the company where they began last year. Five students who were newly included in the process were matched with companies and began their internships. In order to train qualified welders, which Türkiye needs, with international standards, we set in motion a collaboration among the MoNE, the Directorate General for Vocational and Technical Education, Istanbul Chamber of Industry, and the Gedik Kaynak Sanayi ve Ticaret A.Ş. to establish **Welding Centers of Excellence** in five VTAHS. The cooperation covers the procedures and principles regarding the vocational and technical training activities to be carried out to increase the competencies of students, teachers, and employees in the sector in line with the technological developments in the welding sector.

At this point, the equipment purchasing processes at the VTAHS, which is the Welding Center of Excellence, were completed, and a promotional film on the Welding Centers of Excellence was created with the contribution and guidance of ICI and disseminated in different media. Applied trainings for teachers, of which the content was created by Gedik Kaynak, were carried out in 2022. In addition, the **Erasmus+ Strategic Partnership for Vocational Education and Training ECVET Skills Platform Project**, which was carried out under the coordination of the Governorship of Istanbul and of which our Chamber is a partner, concluded its work in August 2022. Within the scope of the project, the fundamental competencies expected from vocational trainees were determined, enriched learning materials were created, pilot applications were carried out, and project good practice recommendations were prepared. 89 participants, including representatives of the private sector, academics, and teachers from vocational training centers and vocational and technical Anatolian high schools, participated in the multiplier event of the Project held at Odakule on August 25, 2022. In addition, as ICI, we have been awarded Erasmus Accreditation in the Erasmus+ Programme Mobility for Learners and Staff in Vocational Education and Training. As part of the program, we aim to send a group of 1,500 people, consisting of teachers, students, experts, school principals and employees of the Istanbul Chamber of Industry interested in vocational education abroad to gain experience and observe best practices. As the Ministry has stressed in the last several years, the **Vocational Training Centers (VTCs)** have a pivotal potential to reduce youth unemployment.

Driven by this understanding, we have focused on the vocational training centers in Istanbul and developed a new approach and organization. As a result of our analyses, we believe that meaningful results can be achieved for our country with the realization of the three main goals determined as "to raise awareness on VTC among companies," "to raise awareness on VTC among students, parents, and labor force," and "to bridge the gap between and match companies and labor force."

In this direction, we implemented the "Vocational Training Centers (VTC) Information Technologies Cooperation Project" with the cooperation of MEB, ICI and Casper. We aim to increase vocational education and employment focused on information technologies with the project. We aim to pave the way for the qualified employment of Vocational Training Center students in information technologies and meet a considerable portion of the need for a qualified labor force in the sector with the theoretical and applied trainings to be carried out within the scope of the project. The project, which creates a model for similar cooperations, is planned to be expanded in various fields with new collaborations in the forthcoming period. At the Istanbul Chamber of Industry, we care about creating value for our society in the fields of education, culture and arts in general, along with vocational education and training, and we prioritize supporting young people in particular. Accordingly, the **Istanbul Chamber of Industry Foundation (ICIF)** was established thanks to the efforts of our Assembly members on March 21, 1994, to continue the social and cultural activities of our Chamber. The ICIF granted more than 110,000 scholarships and invested more than 165 million for young people in the 26 years since 1996. Having received over 87,000 scholarship applications since 2013, ICIF continues contributing to the education of more than 1,000 successful, young prospective engineers each year while updating its scholarships based on the current conditions.

In 2021, the ICIF created a modern **Scholarship Management System** that will run under all conditions without interruption to enable our scholarship students



with streamlined processes via a digital platform and mobile application. Thus, ICIF, which has a digital archive with its scholarship holders and graduates, carries out its activities through a sustainable database. In addition, ICIF launched **The ICIF Internship Platform**, which is also digitally structured to bridge the gap between industrialists and scholarship holders and to meet employment needs. The ICIF Mentorship Program "**Let's Learn Together**" enables our scholarship holders' strengths and potentials that are open to improvement to be evaluated by mentors through an expert, and a road map to be worked on annually is prepared for each mentor and mentee. Launched in June 2021, the program provided approximately 7,000 hours of volunteer mentoring support.

At the ICI, we also carry out activities to support culture and arts as part of social responsibility. Our exhibitions at the **ICI Art Gallery**, which opened in 2004, included original contemporary works of painting, sculpture, ceramics, photography, video, industrial design, graphics and textile. We created the Istanbul Chamber of Industry Art Collection with a selection of works from artists who exhibited in our Art Gallery. Thematic selections from this collection were exhibited to art enthusiasts between September 25, 2019 and April 20, 2022. Between April 27, and September 15, 2022, a photo exhibition consisting of approximately 200 pieces of photographs bringing together moments from the visits of famous figures from the world of politics and business to our Chamber since the establishment of the ICI in 1952 was exhibited to art enthusiasts. We presented The ICI 70th Anniversary Photo Exhibition virtually on our website in 360° which was planned for the Chamber's 70th anniversary.

[Detailed information about our efforts towards contributing to vocational education in the ICI 2018-2022 Annual Report.](#)

[Detailed information about the ICIF and projects on the ICIF's website and in the ICI 2018-2022 Annual Report.](#)

[Detailed information about the ICI Art Gallery on our gallery's website.](#)



SUSTAINABILITY PERFORMANCE OF ISTANBUL CHAMBER OF INDUSTRY

Environmental Performance

Consumption Data	2020	2021	2022
Electricity (MWh)*	376.89	828.79	915.73
Electricity Per Capita (MWh)*	3.43	7.33	7.96
Water Consumption (megaliters)**	3.48	3.78	3.86
Water Consumption Per Capita (megaliters)**	0.03	0.03	0.03
Diesel (TJ)***	0.14	0.78	0.87
Petrol (TJ)***	-	0.12	0.16
Paper Consumption (tonnes)****	19.01	13.16	12.25

Greenhouse Gas Emissions (tonnes CO ₂ e)*****	2020	2021	2022
Scope 1	40.52	73.37	141.92
Scope 2	161.80	355.80	402.92
Scope 3*****	148.19	194.56	100.58
Scope 1+2 Per Capita	1.84	3.80	4.74

*Electricity consumption data given above for 2020 is the total consumption of the Odakule head office and the Hadımköy Service Unit, whereas data for 2021 shows the total consumption of the Odakule head office, Yenibosna and Ümraniye Branches, along with the Tuzla and Hadımköy Service Units. In 2022, the table shows the total consumption data for the Odakule head office, Yenibosna and Ümraniye Branches, and the Hadımköy Service Unit.

**Water Consumption indicates the tap water consumption. The source is the mains network, and assumed as the total amount of the used water was discharged. In 2020, only the consumption of the Odakule head office was considered. In 2021, the table indicates the total consumption data for the Odakule head office with the Yenibosna and Ümraniye Branches. In 2022, the total consumption data for the Odakule head office, Yenibosna and Ümraniye Branches, as well as the Hadımköy Service Unit was included in the table.

***Indicates the fuel consumption for owned and leased vehicles, as well as for the generators.

****Paper Consumption includes magazines and calendars printed in 2020 and 2021. In 2022, there were no printed magazines. Paper consumption takes into account printed calendars and purchased A4 papers.

*****The corporate boundaries were determined by the "operational control approach". In line with TS EN ISO 14064-1:2019 standard and the evaluation of importance based on the new categories, in 2022, Scope 1 includes Category 1 - Direct emissions from stationary combustion, Direct emissions from mobile combustion, Direct fugitive emissions arise from the release of GHGs in anthropogenic systems; Scope 2 includes Category 2 - Indirect emissions from imported electricity; Scope 3 includes Category 3 - Emissions from Business Travel, Category 4 - Emissions from Purchased Raw Materials/ Products/Semi-Products, Emissions from Solid and Liquid Waste Disposal, and Emissions from Purchased Services. The improvement of data quality also affects changes in greenhouse gas emissions.

*****In 2022, the Scope 3 calculation encompasses business-related air travel, tap water usage, paper usage, waste disposal, air conditioning maintenance service procurement, and electricity transmission and distribution losses. Emissions from fuel consumption in leased vehicles were included in Scope 1 due to the operational control approach.

GRI 3-3, GRI 302-1, GRI 302-2, GRI 303-3, GRI 303-4, GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4

Social Performance

	2020		2021		2022	
	Female	Male	Female	Male	Female	Male
Employees by Gender	41	69	41	72	46	69
Total	110		113		115	

*Interns were not included.

	2020		2021		2022	
	Female	Male	Female	Male	Female	Male
Employees by Location						
Odakule	40	60	40	63	45	60
Yenibosna Branch	0	5	0	5	0	5
Ümraniye Branch	1	2	1	2	1	2
Tuzla Service Unit	0	1	0	1	0	1
Hadımköy Service Unit	0	1	0	1	0	1
Total	110		113		115	

	2020		2021		2022	
	Female	Male	Female	Male	Female	Male
Employees by Employment Type						
Full-time	37	69	38	70	43	68
Part-time	4*	0	3*	2	3*	1
Total	110		113		115	

*The number of women employed with part-time work after maternity leave or unpaid leave was included.

	2020		2021		2022	
	Female	Male	Female	Male	Female	Male
Employees by Age						
Above 50	4	6	5	7	5	9
Between 30-50	36	51	35	49	39	38
Under 30	1	12	1	16	2	22
Total	110		113		115	

GRI 2-7, GRI 2-8, GRI 3-3, GRI 405-1



SUSTAINABILITY PERFORMANCE OF ISTANBUL CHAMBER OF INDUSTRY

Social Performance

	2020		2021		2022	
	Female	Male	Female	Male	Female	Male
Employees by Term of Service						
0-5 Years	11	24	13	26	19	24
5-10 Years	10	14	11	16	7	18
10+ Years	20	31	17	30	20	27
Total	110		113		115	

	2020		2021		2022	
	Female	Male	Female	Male	Female	Male
Employees holding Managerial Positions (Manager and Above)						
Under 30	0	0	0	0	0	0
Between 30-50	8	10	9	10	7	8
Above 50	1	6	1	6	1	7
Subtotal by Gender	9	16	10	16	8	15
Total	25		26		23	

	2020		2021		2022	
	Female	Male	Female	Male	Female	Male
Board Members by Age and Gender						
Under 30	0	0	0	0	0	0
Between 30-50	0	0	0	0	0	1
Above 50	1	10	1	10	1	9
Subtotal by Gender	1	10	1	10	1	10
Total	11		11		11	

	2020		2021		2022	
	Female	Male	Female	Male	Female	Male
Assembly Members						
Under 30	0	0	0	0	0	0
Between 30-50	5	21	4	21	1	27
Above 50	3	91	4	91	4	98
Subtotal by Gender	8	112	8	112	5	125
Total	120		120		130	

GRI 2-7, GRI 2-8, GRI 3-3, GRI 405-1

	2020		2021		2022	
	Female	Male	Female	Male	Female	Male
Sectoral Committee Members						
Under 30	0	0	0	0	0	1
Between 30-50	9	63	7	58	11	65
Above 50	3	100	5	105	7	100
Subtotal by Gender	12	163	12	163	18	166
Total	175		175		184	

	2020		2021		2022	
	Female	Male	Female	Male	Female	Male
Employees with Disabilities						
	1	1	1	1	1	0
Total	2		2		1	

	2020		2021		2022	
	Female	Male	Female	Male	Female	Male
New Hires by Age						
Under 30	2	1	3	1	3	6
Between 30-50	0	4	3	6	6	4
Above 50	0	0	0	0	0	0
Subtotal by Gender	2	5	6	7	9	10
Total	7		13		19	

*Interns were not included.

	2020		2021		2022	
	Female	Male	Female	Male	Female	Male
Resignations by Age						
Under 30	0	0	2	1	1	2
Between 30-50	2	6	5	3	2	8
Above 50	0	0	0	0	0	3
Subtotal by Gender	2	6	7	4	3	13
Total	8		11		16	

GRI 2-7, GRI 2-8, GRI 3-3, GRI 401-1, GRI 405-1



SUSTAINABILITY PERFORMANCE OF ISTANBUL CHAMBER OF INDUSTRY

Social Performance

	2020		2021		2022	
	Female	Male	Female	Male	Female	Male
Employee Turnover (as a Percentage)	4.88	8.70	17.07	5.56	6.52	18.84
Total	7.27		9.73		13.91	

Employee Turnover = (Employees who resigned/Total employees as of the end of the year)*100

	2020		2021		2022	
	Female	Male	Female	Male	Female	Male
Average Term of Service	10.36	12.17	9.39	11.65	8.85	11.46
Total	11.5		10.83		10.42	

	2020		2021		2022	
	Female	Male	Female	Male	Female	Male
Maternity Leave						
Employees Taking Maternity Leave	0	0	2	0	1	0
Employees Who Returned to Work after Maternity Leave	0	0	1	0	1	0
Employees Who Returned to Work and Still Part of the Chamber's Workforce after 12 Months	0	0	1	0	0	0

	2020		2021		2022	
	Female	Male	Female	Male	Female	Male
Training Hours						
Total Training Hours	1,188		1,457		2,045	
Average Training Hours Per Employee	10.81		12.89		17.78	

*The majority of training activities in 2020 and 2021 were online due to the pandemic. The drop in the average training hours per employee during 2020 and 2021 is due to the fact that online training is comparatively shorter than face-to-face training.

GRI 2-7, GRI 2-8, GRI 3-3, GRI 401-1, GRI 401-3, GRI 404-1, GRI 405-1

	2020		2021		2022	
	Female	Male	Female	Male	Female	Male
Occupational Health and Safety						
Employees	41	69	41	72	46	69
Total Annual Working Hours	82,328	138,552	81,344	142,848	93,840	140,760
Accidents	0	0	0	0	1	0
Fatal Accidents	0	0	0	0	0	0
Injuries	0	0	0	0	0	0
Serious Injuries	0	0	0	0	0	0
Work-Related Fatalities	0	0	0	0	0	0
Occupational Diseases	0	0	0	0	0	0
Lost Day Accidents	0	0	0	0	0	0
Absent Days	0	0	0	0	0	0
Incident Rate (IR)	0	0	0	0	2.13	0
Occupational Disease Rate (ODR)	0	0	0	0	0	0
Lost Day Rate	0	0	0	0	0	0
Absent Day Rate	0	0	0	0	0	0

Incident Rate: (Number of injuries during the year / Total working hours) x 200,000

	2020		2021		2022	
	Female	Male	Female	Male	Female	Male
Subcontractor Employees						
Subcontractor Employees	14	5	12	6	13	34
Total Annual Working Hours	28,112	10,040	23,808	11,904	26,520	69,360
Accidents	0	0	0	0	0	0
Fatal Accidents	0	0	0	0	0	0
Injuries	0	0	0	0	0	0
Serious Injuries	0	0	0	0	0	0
Work-Related Fatalities	0	0	0	0	0	0
Occupational Diseases	0	0	0	0	0	0
Lost Day Accidents	0	0	0	0	0	0
Absent Days	0	0	0	0	0	0
Incident Rate (IR)	0	0	0	0	0	0
Occupational Disease Rate (ODR)	0	0	0	0	0	0
Lost Day Rate	0	0	0	0	0	0
Absent Day Rate	0	0	0	0	0	0

GRI 2-7, GRI 2-8, GRI 3-3, GRI 403-9, GRI 403-10, GRI 405-1



GRI CONTENT INDEX

GRI Content Index

Statement of Use	Istanbul Chamber of Industry has reported in accordance with the GRI Standards for the period 1 January 2022-31 December 2022.
GRI 1 used	GRI 1: Foundation 2021

GRI Standards	Disclosure	References	Pages / URL
General Disclosures			
The organization and its reporting practices			
GRI 2: General Disclosures 2021	2-1 Organizational Details	About the Report Contact Management of the Chamber Legislation	3 79 13 www.iso.org.tr/corporate/legislation/
	2-2 Entities included in the organization's sustainability reporting	About the Report	3
	2-3 Reporting period, frequency and contact point	About the Report Contact	3 79
	2-4 Restatements of information	There is no restatement in previous statements.	68
	2-5 External assurance	External assurance service was not received.	68

GRI 2-4, GRI 2-5

GRI Standards	Disclosure	References	Pages / URL
General Disclosure			
Activities and workers			
GRI 2: General Disclosure 2021	2-6 Activities, value chain and other business relationships	Members	18-19
		Business Model	20-23
		Online Services	https://www.iso.org.tr/online-hizmetler/
		Sectoral Committees	www.iso.org.tr/sectoral-committees/
		The purchasing activities of the Istanbul Chamber of Industry encompass the procurement of goods and services necessary for the delivery of the Chamber's services and the procurement of infrastructure required for the Chamber's activities. The process of determining and managing the suppliers and subcontractors within this scope is carried out in line with procedures that comply with the ISO 9001 Quality Management System. Individuals and organizations that provide goods or services to ICI are expected to comply with all relevant legal requirements. Furthermore, individuals and organizations in a business relationship with ICI are evaluated at least once a year by the relevant departments/units. ICI prioritizes local suppliers of goods and services, especially industrial enterprises that are its own members, as long as they comply with the relevant rules and procedures of ICI.	69
2-7 Employees	Employee Rights and Development Social Performance	54-55 63-67	
2-8 Workers who are not employees	Social Performance	63-67	

GRI 2-6



GRI CONTENT INDEX

GRI Standards	Disclosure	References	Pages / URL
General Disclosure			
Governance			
GRI 2: General Disclosure 2021	2-9 Governance structure and composition	Management of the Chamber	13
		Governance	31
		Assembly Presidential Council	14
		Board of Directors	15
	2-10 Nomination and selection of the highest governance body	Legislation	www.iso.org.tr/corporate/legislation/
	2-11 Chair of the highest governance body	Management of the Chamber	13
		Organizational Structure	16-17
	2-12 Role of the highest governance body in overseeing the management of impacts	Management of the Chamber	13
		Governance	31
		Materiality Analysis	32-33
		Stakeholder Engagement and Communication Channels	36-38
	2-13 Delegation of responsibility for managing impacts	Management of the Chamber	13
		Organizational Structure	16-17
		Governance	31
	2-14 Role of the highest governance body in sustainability reporting	Governance	31
	2-15 Conflicts of interest	Legislation	www.iso.org.tr/corporate/legislation/
2-16 Communication of critical concerns	Governance	31	
	Contribution to the Economy	40	
	ICI Sustainability Platform	https://www.iso.org.tr/surdurulebilirlik/en/ici-sustainability-platform.html	
2-17 Collective knowledge of the highest governance body	Board of Directors	15	
2-18 Evaluation of the performance of the highest governance body	Management of the Chamber	13	
2-19 Remuneration policies	Legislation	www.iso.org.tr/corporate/legislation/	
2-20 Process to determine remuneration	Legislation	www.iso.org.tr/corporate/legislation/	
	Employee Rights and Development	54-55	
2-21 Annual total compensation ratio	Privacy Restrictions: It is not publicly available information.	70	

GRI Standards	Disclosure	References	Pages / URL
General Disclosure			
Strategy, policies and practices			
GRI 2: General Disclosure 2021	2-22 Statement on sustainable development strategy	Message from the Chairman	4-5
		Business Model	20-23
		Türkiye and the World in 2022	24-27
		Sustainability in the Istanbul Chamber of Industry	30-39
	2-23 Policy commitments	Vision, Mission and Values	12
		Code of Ethics	34
		Quality Management	35
		Policies	https://www.iso.org.tr/kurumsal/misyon-vizyon-politika-ve-degerler/
	2-24 Embedding policy commitments	Management of the Chamber	13
		Business Model	20-23
		Sustainability in the Istanbul Chamber of Industry	30-39
		Values Created for Employees	54-57
	2-25 Processes to remediate negative impacts	Quality Management	35
		Quality Policy	https://www.iso.org.tr/kurumsal/misyon-vizyon-politika-ve-degerler/
		Stakeholder Engagement and Communication Channels	36-38
		Communication Policy	https://www.iso.org.tr/kurumsal/misyon-vizyon-politika-ve-degerler/
	Values Created for the Environment	58	
	Values Created for Employees	54-57	
2-26 Mechanisms for seeking advice and raising concerns	Management of the Chamber	13	
	Quality Management	35	
	Stakeholder Engagement and Communication Channels	36-38	
	ICI Sustainability Platform	https://www.iso.org.tr/surdurulebilirlik/en/ici-sustainability-platform.html	
	Contact	79	
2-27 Compliance with laws and regulations	There were no fines levied against the organization during the reporting period for non-compliance with laws or regulations.	71	
2-28 Membership associations	Memberships and Collaborations	39	
	Affiliates and Subsidiaries	39	



GRI CONTENT INDEX

GRI Standards	Disclosure	References	Pages / URL
General Disclosure			
Stakeholder Engagement			
GRI 2: General Disclosure 2021	2-29 Approach to stakeholder engagement	Materiality Analysis	32-33
		Stakeholder Engagement and Communication Channels	36-38
		Communication Policy	https://www.iso.org.tr/kurumsal/misyon-vizyon-politika-ve-degerler/
		ICI Sustainability Platform	https://www.iso.org.tr/surdurulebilirlik/en/ici-sustainability-platform.html
	2-30 Collective bargaining agreements	There are no employees under the collective bargaining agreement.	72
Material Topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Business Model	20-23
		Sustainability Strategy	30
		Materiality Analysis	32-33
	3-2 List of material topics	Materiality Analysis	32-33
Support to Economy and Employment			
GRI 3: Material Topics 2021	3-3 Management of material topics	Vision, Mission and Values	12
		Business Model	20-23
		Türkiye and the World in 2022	24-27
		Code of Ethics	34
		Quality Management	35
		Stakeholder Engagement and Communication Channels	36-38
		Values Created for Members	40-53
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	Members	18-19
		Values Created for Members	40-53

GRI Standards	Disclosure	References	Pages / URL	
Climate Change				
GRI 3: Material Topics 2021	3-3 Management of material topics	Vision, Mission and Values	12	
		Business Model	20-23	
		Türkiye and the World in 2022	24-27	
		Code of Ethics	34	
		Quality Management	35	
		Stakeholder Engagement and Communication Channels	36-38	
		Contribution to Sustainable Manufacturing	43-46	
		Values Created for the Environment	58	
		Environmental Performance	62	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Environmental Performance	62	
	302-2 Energy consumption outside of the organization	Environmental Performance	62	
GRI 303: Water and Effluents 2018	303-3 Water withdrawal	Environmental Performance	62	
	303-4 Water discharge	Environmental Performance	62	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Environmental Performance	62	
		305-2 Energy indirect (Scope 2) GHG emissions	Environmental Performance	62
		305-3 Other indirect (Scope 3) GHG emissions	Environmental Performance	62
	305-4 GHG emissions intensity	Environmental Performance	62	
Employee Rights and Development				
GRI 3: Material Topics 2021	3-3 Management of material topics	Vision, Mission and Values	12	
		Business Model	20-23	
		Türkiye and the World in 2022	24-27	
		Code of Ethics	34	
		Quality Management	35	
		Stakeholder Engagement and Communication Channels	36-38	
		Contribution to Working Life	51-53	
		Values Created for Employees	54-57	
		Social Performance	63-67	
				Social Performance
GRI 401: Employment 2016	401-1 New employee hires and employee turnover			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Social Performance	66	
		Employee Rights and Development	54-55	
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Rights and Development	54-55	



GRI CONTENT INDEX

GRI Standards	Disclosure	References	Pages / URL		
Safe Working Environment					
GRI 3: Material Topics 2021	3-3 Management of material topics	Vision, Mission and Values	12		
		Business Model	20-23		
		Türkiye and the World in 2022	24-27		
		Code of Ethics	34		
		Quality Management	35		
		Stakeholder Engagement and Communication Channels	36-38		
		Contribution to Working Life	51-53		
		Values Created for Employees	54-57		
		Social Performance	63-67		
		GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Safe Workplace	56
403-2 Hazard identification, risk assessment, and incident investigation	Safe Workplace			56	
	403-3 Occupational health services			Safe Workplace	56
403-4 Worker participation, consultation, and communication on occupational health and safety	Safe Workplace			56	
	403-5 Worker training on occupational health and safety			Safe Workplace	56
	403-6 Promotion of worker health			Employee Rights and Development	54-55
403-8 Workers covered by an occupational health and safety management system	Safe Workplace			56	
	403-9 Work-related injuries			Safe Workplace Social Performance	56 67
403-10 Work-related ill health	Safe Workplace Social Performance			56 67	

GRI Standards	Disclosure	References	Pages / URL		
Equal Opportunity and Diversity					
GRI 3: Material Topics 2021	3-3 Management of material topics	Vision, Mission and Values	12		
		Business Model	20-23		
		Türkiye and the World in 2022	24-27		
		Code of Ethics	34		
		Quality Management	35		
		Stakeholder Engagement and Communication Channels	36-38		
		Values Created for Employees	54-57		
		Social Performance	63-67		
		GRI 401: Employment 2016	401-3 Parental leave	Equal Opportunity and Diversity	57
				Social Performance	66
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Social Performance	63-67		
Social Responsibility Projects					
GRI 3: Material Topics 2021	3-3 Management of material topics	Vision, Mission and Values	12		
		Business Model	20-23		
		Türkiye and the World in 2022	24-27		
		Code of Ethics	34		
		Quality Management	35		
		Stakeholder Engagement and Communication Channels	36-38		
		Values Created for the Environment	58		
		Values Created for Society	59-61		
		GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Stakeholder Engagement and Communication Channels	36-38
				Values Created for the Environment	58
Values Created for Society	59-61				



GRI CONTENT INDEX

GRI Standards	Disclosure	References	Pages / URL
Circular Economy			
GRI 3: Material Topics 2021	3-3 Management of material topics	Vision, Mission and Values	12
		Business Model	20-23
		Türkiye and the World in 2022	24-27
		Code of Ethics	34
		Quality Management	35
		Stakeholder Engagement and Communication Channels	36-38
		Contribution to Sustainable Manufacturing	43-46
		Values Created for the Environment	58
Sustainable Industry			
GRI 3: Material Topics 2021	3-3 Management of material topics	Vision, Mission and Values	12
		Business Model	20-23
		Türkiye and the World in 2022	24-27
		Code of Ethics	34
		Quality Management	35
		Stakeholder Engagement and Communication Channels	36-38
		Values Created for Members	40-53
Future of Work			
GRI 3: Material Topics 2021	3-3 Management of material topics	Vision, Mission and Values	12
		Business Model	20-23
		Türkiye and the World in 2022	24-27
		Code of Ethics	34
		Quality Management	35
		Stakeholder Engagement and Communication Channels	36-38
		Contribution to Sustainable Manufacturing	43-46
		Contribution to Innovation	49-50
		Contribution to Working Life	51-53
Values Created for Society	59-61		

GRI Standards	Disclosure	References	Pages / URL
Innovation and Digital Transformation			
GRI 3: Material Topics 2021	3-3 Management of material topics	Vision, Mission and Values	12
		Business Model	20-23
		Türkiye and the World in 2022	24-27
		Code of Ethics	34
		Quality Management	35
		Stakeholder Engagement and Communication Channels	36-38
		Contribution to Innovation	49-50
Sectoral Collaborations			
GRI 3: Material Topics 2021	3-3 Management of material topics	Vision, Mission and Values	12
		Business Model	20-23
		Türkiye and the World in 2022	24-27
		Code of Ethics	34
		Quality Management	35
		Stakeholder Engagement and Communication Channels	36-38
		Memberships and Collaborations	39
		Affiliates and Subsidiaries	39
		Contribution to the Economy	40-42
		Contribution to Internationalization	47-48
		Sectoral Committees	www.iso.org.tr/sectoral-committees/
Internationalization			
GRI 3: Material Topics 2021	3-3 Management of material topics	Vision, Mission and Values	12
		Business Model	20-23
		Türkiye and the World in 2022	24-27
		Code of Ethics	34
		Quality Management	35
		Stakeholder Engagement and Communication Channels	36-38
		Contribution to Internationalization	47-48



GRI CONTENT INDEX

GRI Standards	Disclosure	References	Pages / URL
Sustainable Finance			
GRI 3: Material Topics 2021	3-3 Management of material topics	Vision, Mission and Values	12
		Business Model	20-23
		Türkiye and the World in 2022	24-27
		Code of Ethics	34
		Quality Management	35
		Stakeholder Engagement and Communication Channels	36-38
		Contribution to the Economy	40-42
		Contribution to Sustainable Manufacturing	43-46
Ethics, Transparent Management and Reporting			
GRI 3: Material Topics 2021	3-3 Management of material topics	Vision, Mission and Values	12
		Management of the Chamber	13
		Business Model	20-23
		Türkiye and the World in 2022	24-27
		Code of Ethics	34
		Quality Management	35
		Stakeholder Engagement and Communication Channels	36-38
		Resilience of Industry and Emergency Management	
GRI 3: Material Topics 2021	3-3 Management of material topics	Vision, Mission and Values	12
		Business Model	20-23
		Türkiye and the World in 2022	24-27
		Code of Ethics	34
		Quality Management	35
		Stakeholder Engagement and Communication Channels	36-38
		Contribution to Working Life	51-53
		Biodiversity	
GRI 3: Material Topics 2021	3-3 Management of material topics	Vision, Mission and Values	12
		Business Model	20-23
		Türkiye and the World in 2022	24-27
		Code of Ethics	34
		Quality Management	35
		Stakeholder Engagement and Communication Channels	36-38
		Contribution to Sustainable Manufacturing	43-46
		Values Created for the Environment	58

CONTACT

ODAKULE (HEAD OFFICE):

Meşrutiyet Cad. No:63, 34430 Beyoğlu/İstanbul

T: (0212) 252 29 00 (Pbx) **F:** (0212) 249 50 84 www.iso.org.tr, iso@hs03.kep.tr**YENİBOSNA BRANCH:**

Çobançeşme Mah. Sanayi Cad. No:44 B Blok, Zemin Kat No:3 (Nish İstanbul) Bahçelievler/İstanbul

T: (0212) 603 65 58 **F:** (0212) 603 65 59 yenibosna@iso.org.tr**ÜMRANIYE BRANCH:**

Yukarı Dudullu İMES Sanayi Sitesi A Blok 107.Sk. No: 1/B Ümraniye/İstanbul

T: (0216) 420 51 74 **F:** (0216) 420 51 75 umraniye@iso.org.tr**TUZLA SERVICE UNIT:**

İstanbul Anadolu Yakası OSB İdari Binası Aydınli Mah. Gazi Bulvarı 5. Sok. No:2 Tuzla/İstanbul

T: (0216) 593 00 78 **F:** (0216) 593 00 79 tuzla@iso.org.tr**HADIMKÖY SERVICE UNIT:**

Alkent Mah. Mehmet Yeşilgül Cad. Pelican Hill Residence Dükkan No: 145/F Hadımköy, Büyükçekmece/İstanbul

T: (0212) 886 67 05 **F:** (0212) 886 67 07 hadimkoy@iso.org.tr**SOCIAL MEDIA:****LinkedIn:** [company/istanbulsanayiodasi/](https://www.linkedin.com/company/istanbulsanayiodasi/)**Youtube:** [istanbulsanayiodasi](https://www.youtube.com/istanbulsanayiodasi)**Instagram:** [istanbulsanayiodasi/](https://www.instagram.com/istanbulsanayiodasi/)**Twitter:** [ist_sanayiodasi](https://twitter.com/ist_sanayiodasi)**Facebook:** [istanbulsanayiodasi](https://www.facebook.com/istanbulsanayiodasi)**For your comments and suggestions on sustainability:**surdurulebilirlik@iso.org.tr**Design and Implementation:**

Edit Medya

info@editmedya.comwww.editmedya.com



**ISTANBUL
CHAMBER OF INDUSTRY**

LEGAL DISCLAIMER:

The Istanbul Chamber of Industry Sustainability Report (“the report”) is intended to be informational only, and the information and sources contained in the report are believed to be true and accurate at the time of writing. The contents of the report may not be construed as an official statement, guarantee, or commitment, not does ICI guarantee that the content is complete and current. The Istanbul Chamber of Industry, its directors, employees, or third-party individuals and organizations involved in the production of the report may not be held responsible in any way for any direct or indirect damages that may arise out of or in connection with the use of this report or the information contained herein.

The Istanbul Chamber of Industry reserves all rights to this document. The document may not be, either in part or in whole, reproduced, distributed, sold, used, or published on a visual, audio, or written platforms by any third party without the express written permission of the Istanbul Chamber of Industry.

November 2023, ISTANBUL

FSC certified paper was used for printing the report.



**ISTANBUL
CHAMBER OF INDUSTRY**



ISTANBUL
CHAMBER OF INDUSTRY

Istanbul Chamber of Industry Sustainability Report 2022

www.iso.org.tr

