Maturity Matrix 2023

| Sustainability Principles | Practices | Characteristics of the approach to sustainability in developing organizations | | | Objectives & Plan(s) / Program(s) |
| | | MATURITY | | | |
		Immature	Engaged	Proactive and Learning	
Inclusivity	**Stakeholder identification and mapping**			STRATEGIC PLANNING AND STAKEHOLDER EXPECTATIONS MANUAL (EYS-SAPB-010) PUBLICLY AVAILABLE, http://kaptangroupturkey.com/english/our_stakeholders.html KDÇ STAKEHOLDERS (EYS-TB-90)	
	Open engagement in various formats for various stakeholders		STRATEGIC PLANNING AND STAKEHOLDER EXPECTATIONS (EYS-SAPB-010) document included engagement methods specific to stakeholders http://kaptangroupturkey.com/english/communication_with_our_stakeholders.html COMMUNICATION WITH STAKEHOLDERS (EYS-TB-100) http://kaptangroupturkey.com/english/communication_with_our_stakeholders.html STAKEHOLDER EXPECTATION (EYS-TB-110) STAKEHOLDER EXPECTATIONS MEASUREMENT AND SUSTAINABILITY PRIORITIES IDENTIFICATION SURVEY https://forms.office.com/r/nypF144MLx		
	Stakeholder issue identification		"- Stakeholder Request, Complaint, and Suggestion Notification (EYS-FR-670) https://kaptangrupturkiye.com/en/stakeholder-request-complaint-and-suggestion-notification/ - Employee Feedback, Near Miss Reporting, and Risk Notification Tracking List (EYS-FR-460) - Stakeholder Complaints Evaluation Procedure (EYS-PR-110). - STAKEHOLDER EXPECTATIONS MEASUREMENT AND SUSTAINABILITY PRIORITIES IDENTIFICATION SURVEY https://forms.office.com/r/nypF144MLx" - Stakeholder Complaints Evaluation Procedure (EYS-PR-110)		
	Communication of organization response to issues raised		"-Management reivew meetings (EYS-FR-120) - Monthly meetings, (EYS-FR-110) - HSE board meetings (EYS-FR-290) - Official communications,		
Integrity	**Leadership shown - clear Accountabilities documented**			ISO 9001, ISO 14001, ISO 45001, ISO 27001, ISO 50001 and SCS Sustainability Management system certifications.	
	Code of Conduct adopted			- KDÇ Policies Handbook (EYS-PL-010) https://kaptangrupturkiye.com/en/handbook-of-kdc-policies/ - KDC Code of Ethics (EYS-CEK-020) https://kaptangrupturkiye.com/en/employee-code-of-ethics/ - Sustainable development policy and objectives integrated with organisational purpose, vision and values. We follow all the changes in standards and legislation.. List of Legal Regulations to be Complied With (EYS-FR-400)	
	Integrity risks identified and managed		- Risk and Opportunity Assessments, Hazard, Dimension, and Opportunity Identification, Risk Assessment Procedure (EYS-PR-120) - Risk and Opportunity Assessment Procedure for Quality Management System (EYS-PR-140) - Opportunity Assessment Form (EYS-FR-200) Quality Management System Risk Assessment Form (EYS-FR-210) - Environmental and Occupational Health and Safety Risk Assessment Form (EYS-FR-390) - Social Responsibility Risk Assessment Form (EYS-FR-600) - Supplier Sustainability Risk Assessment Form (EYS-FR-720)		
	Sustainable development culture		In order to fulfill our sustainable development objectives, Blended training methods are implemented, Training records, Stakeholder feedback records, Budget reports (economic performance, training budgets, budgets related to social and personnel matters, investment budgets, etc.)", etc.		

Stewardship	**Responsible/Sustainable Supply chain approach adopted**			"- The boundaries of supplier evaluation criteria are defined in procedures ITH-PR-010 and SA-PR-010. - Suppliers with ISO 9001, 14001, 45001 certifications are given priority in selection. Suppliers from EU, UK, and OECD countries are preferred. For other countries, their acceptance of ILO conventions and compliance are investigated. Risk analysis is conducted. - (https://tdi-sustainability.com/tools/tdi-airs/) http://info.worldbank.org/governance/wgi/Home/Documents#doc-intro"	Suppliers will be asked to sign a contract that explains all of our policies and commitments in regards to social compliance, ethics, responsible supply chain, etc.
	Systematic Environmental Management		- World Steel Climate Action Membership, - Environmental policies and external standards. - Environmental Management System certification. - ISO 14064-1:2018 Carbon Footprint. - ISO 14046 Water Footprint. - Sustainability Report. - Risk assessments. Environmental aspects tables. - Environmental permits and licenses. Goals, with a focus on prevention rather than correction.		
	Systematic Social Management			-Management systems of Iso 26001 and SA8000 have been established. It will be certified by independent third-party certification bodies. - Sustainability Management system certification, Policies.	
	Systematic Economic Management		- Sustainable Production, - Contribution to the local economy		
	Skills and training		" -Blended training methods are implemented, -Online Stakeholder Training Platform, -HR Training Procedure, Annual Training Plan, Trainings and Records"		
	Career development		Trainings, symposiums.		
Transparency	**Identify appropriate metrics/KPIs**			All the KPIs have been indentified '-Record of Sustainability Management, -Record of Environmental Aspects, -Record of Social Aspects, -Record of Economic Aspects	
	Monitor performance		Management Review Meeting Records Monthly Meeting Records Assessment of Legal and Other Requirements Table Calibration List Environmental Procedures Occupational Health and Safety Procedures		
	Publicly report management practices and performance			Sustainability Report, Sustainability Performance Report, ISO 14064-1:2018 Carbon Footprint, and ISO 14046 Water Footprint, Policies are publicly shared on the internet	
	Review performance			-Management Review Report - Monthly evaluation meetings - Report of Sustainability stakeholder survey, customer and employee survey - Reports of performance evaluation, -Procedures	