

2024
Sustainability
Report
Executive Summary



100
YEARS OF
CHEMISTRY
BETWEEN US

Executive Summary

A Century of Chemistry, A Future of Sustainability

In 2024, Organik Kimya reached a historic milestone—our 100th anniversary.



What began as a small trading enterprise in 1924 has grown into a global leader in specialty chemicals, driven by an enduring spirit of innovation, resilience, and collaboration. As we celebrate a century of chemistry, we renew our commitment to shaping a sustainable future—one where responsible chemistry drives shared value for people, planet, and progress.

Driving Sustainable Transformation through Innovation and Digitalization



Innovation remains the cornerstone of our sustainability journey.



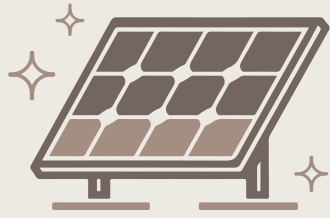
we continue our progress toward 100% sustainable innovation by 2030. Our R&D teams develop eco-efficient, safer, and circular products—including formaldehyde-free binders, compostable adhesives, and biocide-free coatings—that enable customers to reduce their environmental impact.



In 2024, our Tuzla, Kemerburgaz, and Rotterdam facilities achieved ISCC Plus certification, marking a significant milestone in advancing bio-based and circular production. Digitalization further transformed our operations through 3D scanning, AI-supported safety systems, and process automation—strengthening operational reliability and sustainability performance.

Commitment to Climate and Resource Stewardship

Organik Kimya continues to reduce its environmental footprint through renewable energy and efficiency initiatives. Our operations run on 100% renewable electricity, while projects such as heat recovery systems and high-efficiency heat pumps have substantially cut energy use and emissions.



The new 11 MW solar power plant in Kırıkkale (Türkiye), set for completion in 2025, will generate renewable electricity equivalent to 140% of our total consumption, fully eliminating Scope 2 emissions and contributing to Türkiye’s clean energy transition.

We also advanced toward our zero wastewater discharge target by 2026, expanding water recovery systems and introducing metal-free production technologies to minimize pollutants. Circular economy initiatives—such as reusable packaging, bulk deliveries, and washable containers—continue to reduce plastic use and waste under our Less Plastic Pledge.

Executive Summary

Empowering People and Recognizing Excellence in the Workplace

Our people remain at the heart of our success.

In our centennial year, Organik Kimya was recognized among the Top Employers Türkiye 2024 and honored by Great Place to Work as one of the Best Workplaces Türkiye 2024 and Best Workplaces in Social Responsibility & Volunteering 2024.

These awards reaffirm our dedication to creating an inclusive, safe, and empowering workplace where employees can thrive.

Through programs such as the Dale Carnegie Leadership Development, Reverse Mentorship, and Executive Coaching, we continue to build leadership capacity and foster intergenerational collaboration. Enhanced digital HR systems and wellbeing programs further support our ambition to be a workplace of choice across all regions where we operate.

Building Shared Value for Society and the Next Generation

Through our flagship initiatives “Gençliğin Kimyası” and “Yüzyılın Kimyası”, we inspire future generations to explore science and sustainability. In 2024, these programs reached hundreds of young people across Türkiye, connecting them with mentors, workshops, and international collaboration opportunities.



Our employee volunteers also continued to support education and community resilience through partnerships with the SosyalBen Foundation, ÇYDD, and TEV, strengthening Organik Kimya’s role as a responsible corporate citizen.

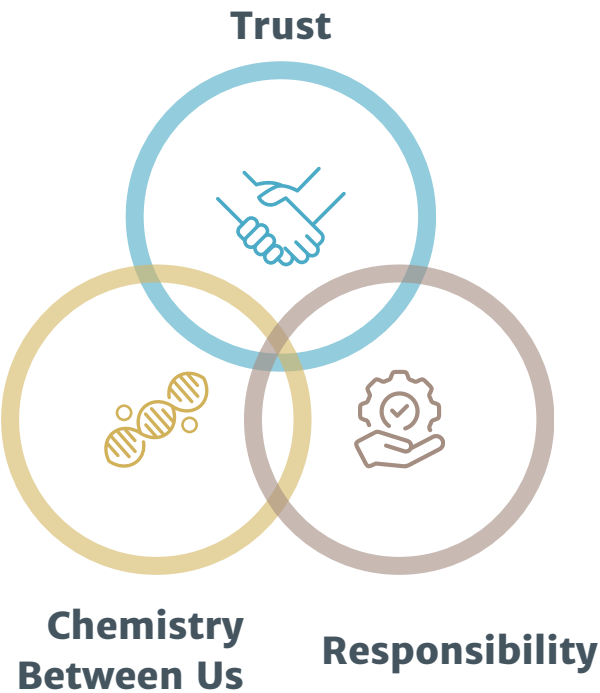


Governance and Integrity at the Core of Sustainable Growth



Robust governance ensures the integrity and transparency of our sustainability commitments. Our Sustainability Committee and cross-functional Working Group oversee ESG integration across operations, while board-level oversight ensures accountability and alignment with long-term goals. In 2024, we launched our 2030 Strategy, reaffirming our focus on culture, process excellence, customer centricity, and sustainable financial growth. Ethics, transparency, and zero tolerance for corruption remain fundamental to how we do business.

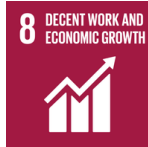
As we begin our second century, Organik Kimya stands stronger than ever—transforming chemistry into a force for sustainable innovation. Guided by purpose and partnership, we are building the next 100 years on the same foundation that has defined our success:



Sustainability Approach

Material Issue	Energy and Emissions Management				7.2, 7.3, 13.2 7 AFFORDABLE AND CLEAN ENERGY 13 CLIMATE ACTION
Impacts, Risks & Opportunities	Organik Kimya’s chemical production is energy-intensive, leading to significant greenhouse gas emissions. This creates risks such as rising energy costs, exposure to ETS/CBAM regulations, and reputational challenges. At the same time, efficiency measures and investments in renewable energy reduce the company’s footprint and create opportunities for cost savings, competitiveness in low-carbon markets, and strengthened reputation.				
Management Approach	Organik Kimya implements energy efficiency projects across Tuzla, Kemerburgaz, Rotterdam, and Balerna sites, increases renewable energy use, and tracks performance against defined reduction targets to achieve carbon neutrality.				
2024 Realized	2024 Target	2030 Target	Stakeholders	Communication	
100% renewables	100% renewables *new target study is being completed in 2024 and will be published in detail during the 2025 reporting cycle	Carbon neutral by 2050	Regulators, investors, customers, employees	Reports, audits, dashboards	
Material Issue	Water Management and Stewardship				6.4, 6.6, 12.4 6 CLEAN WATER AND SANITATION 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Impacts, Risks & Opportunities	Water use in cooling and production processes can contribute to local water stress, creating risks of scarcity, operational disruption, and community concern. On the positive side, recycling and recovery initiatives reduce reliance on freshwater and build opportunities for cost efficiency, resilience, and improved stakeholder trust.				
Management Approach	Organik Kimya advances water stewardship through site-level efficiency projects, recycling systems, and engagement with stakeholders at the basin level.				
2024 Realized	2024 Target	2030 Target	Stakeholders	Communication	
9% withdrawal reduction; 2.6% recovered in Kemerburgaz	8% withdrawal reduction 13% recovered	55% withdrawal reduction 90% recovered	Communities, regulators, NGOs	Reports, site-level disclosure	
Material Issue	Waste Management				12.5, 12.6 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Impacts, Risks & Opportunities	The manufacturing of polymers and specialty chemicals generates hazardous and non-hazardous waste streams, which create compliance and reputational risks if not managed. Initiatives to minimize and recycle waste reduce environmental impacts, while also creating opportunities for cost savings, resource efficiency, and circular solutions.				
Management Approach	Organik Kimya minimizes waste through prevention, recycling, and recovery systems, and pursues long-term targets to reduce waste intensity and increase recycling rates.				
2024 Realized	2024 Target	2030 Target	Stakeholders	Communication	
0.030 ton/ton; %20 in Kemerburgaz and 80% in Tuzla facility recycled.	0.033 ton/ton; 20% recycled	0.025 ton/ton; 65% recycled	Regulators, customers, employees	Reports, trainings	

[1] To read the UN SDG Targets and Indicators, please visit the website

Material Issue	Biodiversity				15.1, 15.5 	
Impacts, Risks & Opportunities	Expanding operations into sensitive areas could negatively impact ecosystems and species, exposing the company to compliance and reputational risks. Proactive management creates opportunities to contribute positively to biodiversity, strengthen stakeholder trust, and support global conservation goals.					
Management Approach	Organik Kimya avoids expansion in biodiversity-sensitive areas and aims to define future targets for biodiversity protection and ecosystem regeneration.					
2024 Realized	2024 Target	2030 Target	Stakeholders	Communication		
No target			Regulators, NGOs, communities	EIAs, NGO partnerships		
Material Issue	Occupational Health and Safety				3.9, 8.8 	
Impacts, Risks & Opportunities	Operating large-scale chemical facilities exposes employees and contractors to occupational health and safety risks, including chemical exposure and accidents. Effective management reduces incidents and liabilities while creating opportunities for safer workplaces, higher productivity, and employee engagement.					
Management Approach	Organik Kimya implements ISO 45001-certified safety systems, regular training, and continuous monitoring to ensure workplace safety and a zero-accident culture.					
2024 Realized	2024 Target	2030 Target	Stakeholders	Communication		
Injury rate = 1.2 75% ISO 45001 in production sites,	Injury rate = 1.0; 75% ISO 45001 sites	Injury rate = 0.5; 100% ISO 45001 sites	Employees, regulators	Safety trainings, audits		
Material Issue	Employee Wellbeing and Engagement				8.2, 8.5 	
Impacts, Risks & Opportunities	Employee wellbeing influences performance, motivation, and retention. Risks include higher turnover and productivity decline, while proactive programs create opportunities for stronger retention, higher productivity, and an improved employer brand.					
Management Approach	Organik Kimya strengthens wellbeing and engagement through surveys, training, policies supporting work-life balance, and regular performance evaluations.					
2024 Realized	2024 Target	2030 Target	Stakeholders	Communication		
Employee satisfaction=82, 100% performance evaluations	Employee satisfaction = 80; 100% evaluations	Satisfaction = 85; 100% evaluations	Employees, unions	Surveys, intranet		

Material Issue	Diversity, Equity and Inclusion				5.1, 5.5, 10.2  	
Impacts, Risks & Opportunities	Gender imbalances in leadership and technical roles create reputational and talent-access risks. By advancing inclusivity and equal opportunity, the company gains opportunities for broader talent pools, stronger innovation, and enhanced corporate reputation.					
Management Approach	Organik Kimya promotes inclusion through targeted recruitment, leadership development for women, and policies ensuring equal pay and opportunity.					
2024 Realized	2024 Target	2030 Target	Stakeholders	Communication		
Leadership = 33%, workforce = 23%	Leadership = 33%; workforce = 30%	Leadership = 45%; workforce = 40%	Employees, regulators, NGOs	DEI programs, reporting		
Material Issue	Talent Management				4.4, 8.6  	
Impacts, Risks & Opportunities	Skills shortages and high turnover present operational and competitiveness risks. Structured training and career development create opportunities for a skilled workforce, future leaders, and long-term competitiveness.					
Management Approach	Organik Kimya invests in training programs, mentorship, and structured performance evaluation systems to attract, retain, and develop talent.					
2024 Realized	2024 Target	2030 Target	Stakeholders	Communication		
HiPo pool = 40% women; 50% mentorship participation	HiPo pool = 40% women; 50% mentorship participation	HiPo pool = 50% women; 50% mentorship	Employees, universities	Trainings, HR systems		
Material Issue	Stakeholder and Community Engagement				11.3, 17.17  	
Impacts, Risks & Opportunities	Operations affect local communities and stakeholder trust. Poor engagement risks reputational damage and loss of social license to operate, while proactive engagement creates opportunities for stronger community relations and positive social impact.					
Management Approach	Organik Kimya engages stakeholders through dialogue, social investment programs, and transparent communication of sustainability performance.					
2024 Realized	2024 Target	2030 Target	Stakeholders	Communication		
No target			Communities, NGOs, regulators	Meetings, CSR reports		

Material Issue	Operational Risk and Resilience (incl. Cybersecurity)					9.1, 9.c, 16.6 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE  16 PEACE AND JUSTICE, STRONG INSTITUTIONS 
Impacts, Risks & Opportunities	Business interruptions and data breaches pose risks to operations and reputation. Proactive risk management and cybersecurity create opportunities for improved resilience, efficiency, and stakeholder trust.					
Management Approach	Organik Kimya strengthens resilience through compliance with international standards, employee training, and investments in cybersecurity and energy management systems.					
2024 Realized	2024 Target	2030 Target	Stakeholders	Communication		
96% employees trained 100% ISO 27001 in sites	80% employees trained on cybersecurity; 50% ISO 27001 & 50001 sites	100% trained; 75% ISO 27001 & 50001 sites	Regulators, employees	Reports, trainings		
Material Issue	Governance, Ethics and ESG Oversight					16.5, 16.6 16 PEACE AND JUSTICE, STRONG INSTITUTIONS 
Impacts, Risks & Opportunities	Corruption and unethical conduct expose the company to compliance breaches and reputational risks. Strong governance and ethics systems create opportunities for trust, transparency, and investor confidence.					
Management Approach	Organik Kimya ensures ethical business through board-level ESG oversight, employee training, and effective case management systems.					
2024 Realized	2024 Target	2030 Target	Stakeholders	Communication		
96% employees trained on ethics; 100% case resolution	95% employees trained on ethics; 100% case resolution	100% employees trained; 100% resolution	Board, employees, regulators	Code of conduct, trainings		
Material Issue	Supply Chain Management					8.7, 12.6 8 DECENT WORK AND ECONOMIC GROWTH  12 RESPONSIBLE CONSUMPTION AND PRODUCTION 
Impacts, Risks & Opportunities	Supplier practices directly affect environmental and social impacts. Poor supply chain oversight creates risks of disruption and reputational harm, while sustainable supply chain practices create opportunities for stronger relationships and improved ESG performance.					
Management Approach	Organik Kimya evaluates suppliers on ESG criteria, supports certification processes, and increases supplier engagement through audits and workshops.					
2024 Realized	2024 Target	2030 Target	Stakeholders	Communication		
67% spend ESG-assessed 75% ISO 14001 certified sites	60% spend ESG-assessed; 75% ISO 14001 certified sites	75% spend ESG-assessed; 100% ISO 14001	Suppliers, regulators, customers	Audits, supplier workshops		

Material Issue	Customer Centricity				12.2, 12.8 	
Impacts, Risks & Opportunities	Product quality and safety directly affect customer trust. Failures create reputational risks, while high-quality and sustainable products enhance loyalty, satisfaction, and brand competitiveness.					
Management Approach	Organik Kimya manages product quality through compliance with international standards, customer engagement, and continuous product innovation.					
2024 Realized	2024 Target	2030 Target	Stakeholders	Communication		
95.16	> 95	> 95	Customers, regulators	Surveys, product labels		
Material Issue	Sustainable Product Design and Chemical Stewardship				9.4, 12.4 	
Impacts, Risks & Opportunities	Chemicals and product design impact safety, compliance, and circularity. Poor management increases regulatory and reputational risks, while sustainable and circular products create opportunities for compliance, new markets, and innovation leadership.					
Management Approach	Organik Kimya develops safer and more sustainable products, integrates circularity principles, and ensures compliance with global standards.					
2024 Realized	2024 Target	2030 Target	Stakeholders	Communication		
No target			Customers, regulators, R&D partners	Certifications, marketing		
Material Issue	Innovation, Engineering and Digitalization				9.5, 12.2 	
Impacts, Risks & Opportunities	Lagging innovation and digitalization create competitiveness risks, while investments in R&D and digital tools create opportunities for efficiency, innovation leadership, and long-term success.					
Management Approach	Organik Kimya invests in R&D projects, engineering excellence, and digital transformation initiatives to strengthen innovation capacity.					
2024 Realized	2024 Target	2030 Target	Stakeholders	Communication		
No target			R&D partners, universities, employees	Reports, conferences		



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