



K-STAR Supplier Sustainability Program Training Document

2024



Content

1	Growth of Sustainability Awareness and Key Developments
2	K- STAR Supplier Sustainability Program
3	Survey Interface
4	Actions Interface

A photograph on the left side of the slide shows a woman in a white long-sleeved shirt carrying a young child on her back. They are both looking towards a field of wind turbines at sunset. The sun is low on the horizon, creating a bright glow and lens flare. The sky is a mix of blue and orange. The woman's arm is around the child, and she is pointing towards the turbines.

1) Growth of Sustainability Awareness and Key Developments

The Concept of Sustainability



The concept of sustainability entered our lives and started to take shape with the «Brundtland Report» published by the United Nations in 1987. Sustainability refers to a holistic perspective consisting of not only environmental but also ecological, social and governance components.



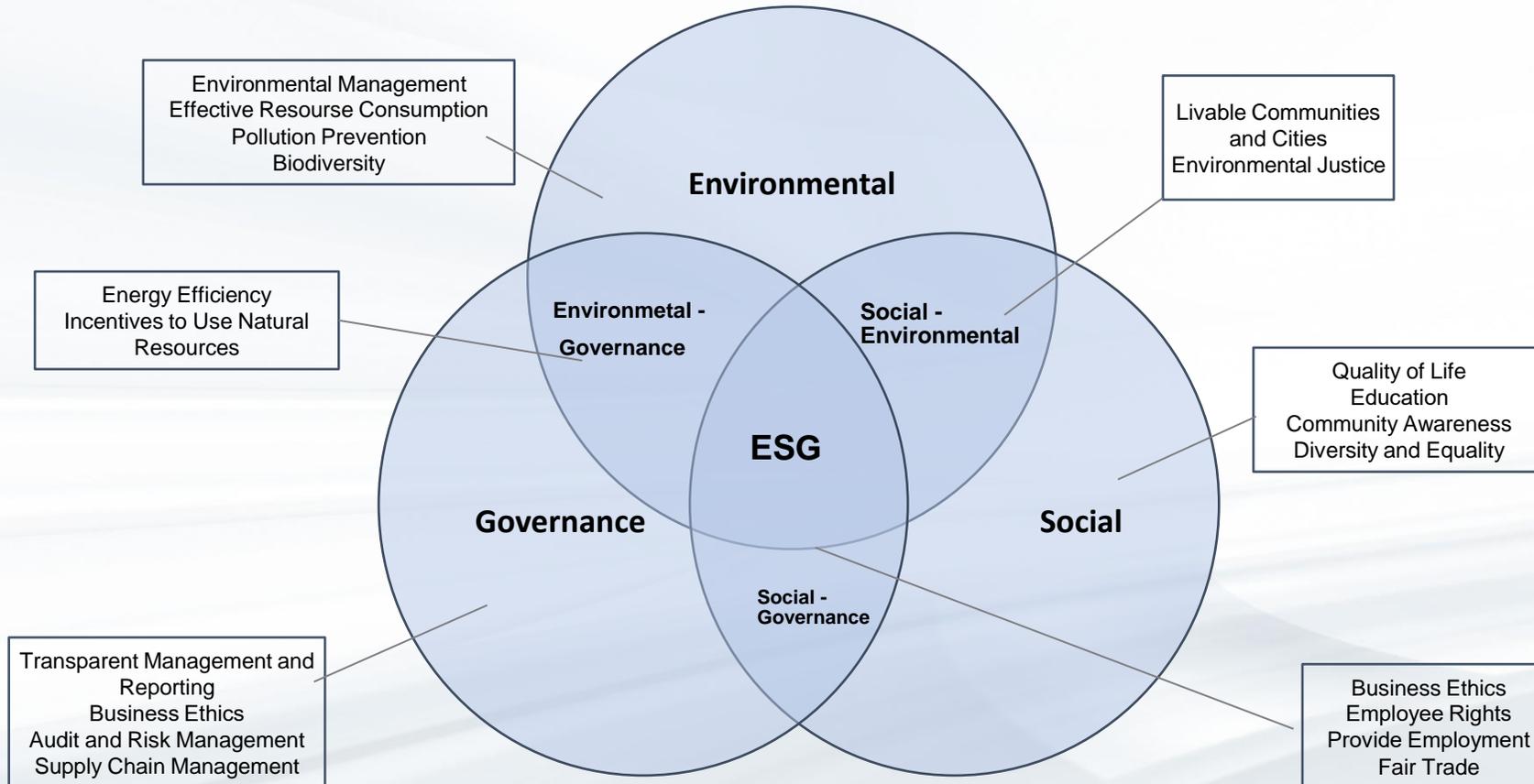
Sustainability means meeting our own needs without compromising the ability of future generations to meet their own needs

World Commission on Environment and Development (WCED)

Three Pillars of Sustainability



Focusing on environmental, social and governance (ESG) issues not only provides companies with the ability to create long-term value, but also positively affects companies' financial performance.



Most Confusing Terms in Sustainability



Circular economy is an economic model that aims to maximize the value of resources and minimizes waste by keeping materials in use for as long as possible. Unlike the traditional linear economy, where resources are extracted, processed, used, and then discarded as waste, a circular economy emphasizes the importance of designing products for durability, repairability, and recyclability, and encourages the reuse and repurposing of materials.



To be **carbon neutral**, it is sufficient to offset emissions with emission certificates purchased from voluntary markets.

For **net zero emission**, emissions must be minimized and the remaining emissions must be balanced with market instruments, which are technically and/or financially impossible to reduce.



Greenwashing can be expressed as the conscious or unconscious incompatibility between the sustainability preferences of customers and the sustainability-related features of financial services or products.



GREENWASHING

Carbon negative:
It is the name given to an organization removing more carbon than it emits. It requires setting **Science-Based Targets** to reduce emissions to net zero and balancing or eliminating more than inevitable emissions.

Benefits of Sustainability



Sustainability is a key component in ensuring that **environmental, social and governance (ESG)** programs create long-term value and business continuity within the company.



Sustainability Reporting - Better Stakeholder Relationship

It provides a better understanding of company goals and action plans.



Efficiency

As a result of the sustainability initiatives, the management of operational risks has been improved in the coming years thanks to efficiency management.



Innovation

It ensures the development of new products and services by effectively managing sectoral risks and opportunities.



Awareness and Strong Reputation

It ensures that stakeholder expectations are met, and a responsible business image is maintained.



Talent Acquisition and Retention

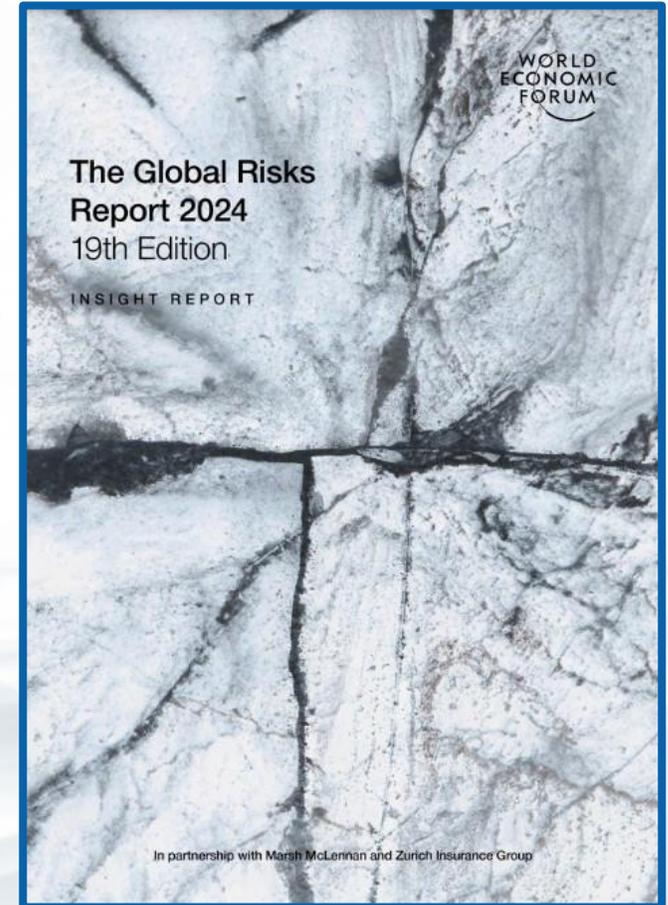
A firm's sustainability policy affects talent acquisition and retention, access to capital, and consumer choices.

The Global Risks Report 2024



1. Extreme weather events
2. Critical change to earth systems
3. Biodiversity loss and ecosystem collapse
4. Natural resource shortages
5. Misinformation and disinformation
6. Adverse outcomes of AI technologies
7. Involuntary migration
8. Cyber insecurity
9. Societal polarization
10. Pollution

- Geopolitical
- Environmental
- Societal
- Technological



SDGs and Kibar Group Sustainability Strategy



The United Nations Sustainable Development Goals (UN SDGs), or Global Goals, are a universal call to action to eradicate poverty, protect our planet and ensure that all people live in peace and prosperity.

The objectives committed to be achieved by 2030 consist of 17 interconnected objectives and 169 sub-objectives. The Sustainable Development Goals aim to end poverty, protect the environment, take measures against the climate crisis, share wealth fairly and achieve peace.



We **GROW** with sustainability principles



We **EMPOWER** people



We **INNOVATE** for the future



We **CARE** for next generations



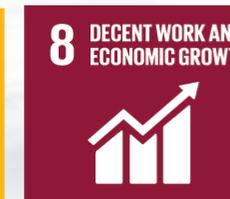
We **ENCOURAGE** our stakeholders



We **SHARE** for the communities



Kibar Group 2025 Sustainability Strategy has been defined with the “Kibar Group Sustainability Principles” and has been shaped according to the Group's sustainability materiality.



Corporate Sustainability Due Diligence Directive(CS3D)



Starting in 2027, companies that meet the specified threshold values and are included in the scope will be required to gradually adopt and implement environmental and human rights conditions in both their own operations and affiliated operations. For companies headquartered outside the EU, the net revenue from their subsidiaries in the EU region will be taken into account.

Validity Year	Company	Net turnover	Number of Employee
2027	EU-based companies	>EUR 1.5 Billion	>5,000 employee
	Companies outside the EU	>EUR 1.5 Billion	Out of scope
2028	EU-based companies	>EUR 900 Million	>3,000 employee
	Companies outside the EU	>EUR 900 Million	Out of scope
2029	EU-based companies	>EUR 450 Million	>1,000 employee
	Companies outside the EU	>EUR 450 Million	Out of scope

Expected under the Corporate Supply Chain Due Diligence:

- Companies should integrate Due Diligence into their policies and have an appropriate **Due Diligence** policy in place.
- Companies should identify current and potential **adverse human rights** impacts and adverse **environmental impacts** arising from **their own activities, activities of their subsidiaries, and established business relationships related to their value chains.**
- Companies should take appropriate measures to prevent or, where prevention is not possible, adequately mitigate potential adverse human rights impacts and adverse environmental impacts and bring to an end any actual adverse impacts.

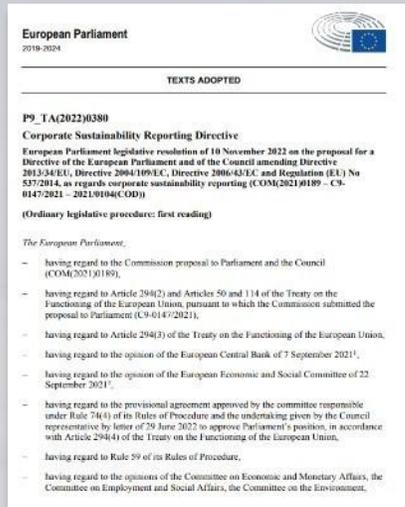
Establish and maintain a **grievance procedure.**

- Monitor the effectiveness of the Due Diligence policy and measures with reviews conducted at least **every 12 months.**
- **Annually report** on the relevant due diligence measures taken in the previous calendar year.

Corporate Sustainability Reporting Directive (CSRD)



Corporate Sustainability Reporting Directive (CSRD)



- ▶ On 10 November with 525 votes in favor, 60 against and 28 abstentions, the European Parliament approved the CSRD.
- ▶ On 28 November, the European Commission (EC) gave final approval to the CSRD.
- ▶ On 16 December, the final text of the CSRD was published in the EU official journal.

- ▶ The CSRD is part of the European Green Deal, a package of policy initiatives designed to lay the foundations for a green economy transition in the EU and achieve carbon neutrality by 2050.
- ▶ Following the European Green Deal, the European Commission (EC) committed to reviewing the provisions of the Non-Financial Reporting Directive (NFRD).
- ▶ The extension of the NFRD to the Corporate Sustainability Reporting Directive (CSRD) requires the implementation of the action plan on financing sustainable growth.
- ▶ Along with the CSRD, companies will be required to report in accordance with the European Sustainability Reporting Standards (ESRS).



External Audit

Independent third-party limited assurance is mandatory for all sustainability reports under the CSRD. Reasonable assurance is expected to become mandatory following the Commission's assessment of its feasibility for auditors and companies (by October 1, 2028, at the latest).



Double Materiality

To understand the company's impact on sustainability issues and how these affect the company's environmental, social, and governance (ESG) developments, performance, and position, comprehensive information based on **the double materiality** principle is required. This includes information related to Article 8 of the EU Taxonomy Regulation (Regulation (EU) 2020/852).



Value Chain

Information is needed about the **entire value chain**, including a company's own operations, products and services, business relationships, and supply chain. This information pertains to the value chain within the EU and, if the company's value chain extends outside the EU, to third countries.



Digitalisation

Companies must make their management reports, and consequently **their sustainability reports, publicly available for free on their websites.**

Türkiye Sustainability Reporting Standarts - TSRS



According to the timeline announced by the Public Oversight Authority at the COP28 Conference of the Parties regarding the Sustainability Standards applicable in Türkiye:



- Total assets of 500 million Turkish Lira
- Annual net sales revenue of 1 billion Turkish Lira
- 250 employees

businesses that exceed at least two of the following threshold criteria in two consecutive reporting periods are subject to mandatory application:

The auditing rule applied in financial reports is also valid for TSRS 1 and 2.

The audits within this scope will be conducted in accordance with the "International Sustainability Assurance Standard 5000 (ISSA 5000): General Provisions for Sustainability Assurance Engagements."



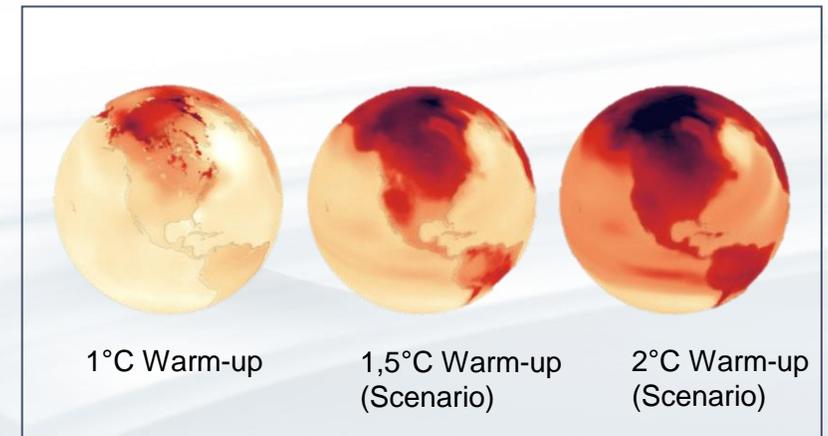
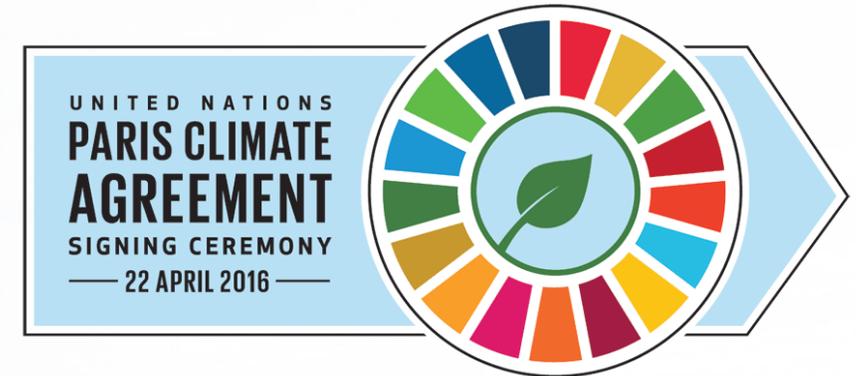
Environmental Sustainability - Climate Crisis



The long-term goal of the Paris Agreement is to keep the global temperature rise as low as possible (1.5 degrees Celsius) as much as possible compared to the pre-industrialization period. This goal requires the transition to renewable energy by reducing the use of fossil fuels (oil, coal).

In the 1.5-degree scenario: Sea level is expected to rise by 26 to 77 centimeters, putting another 10 million people living in coastal areas at risk from storms and flooding. Heat waves will worsen, exposing 14 percent of the world's population to extreme heat at least once every five years.

After a warming of 1.5 degrees Celsius, a great danger awaits its biodiversity: Up to 90 percent of coral reefs could disappear.



Causes of Climate Change & Effects of Climate Change



Population Growth

Burning Fossil Fuels

Deforestation

Excessive/Fast Consumption

Irregular Urbanization

Misuse of Lands

Uncontrolled Industrialization

Increasing Agricultural Activities



Temperature Increases

Increase in the Frequency and Impact of Extreme Weather Events (such as droughts, floods, severe hurricanes)

Ocean and Sea Water Levels Rise

Increase in Oceanic Acidity

Melting of Glaciers

Plants, Animals, Ecosystems and Human Communities at High Risk

Decreased/Destroyed Resources

Infrastructure Damages

Measures to Combat the Climate Crisis



Precautions to be taken in daily life

- The amount of waste produced can be minimized.
- Waste can be separated according to recycling categories.



- Public transport can be preferred.
- Travel by plane can be reduced.



- Heat loss can be prevented in homes.
- Energy-saving products can be preferred.



- Consumption habits can be reviewed.
- Eco-friendly alternatives can be considered in the products and services used.



- It can be consumed without allowing food to spoil.
- Eating habits can be re-evaluated.



Precautions to be taken at work

Zero Waste, Economical Use of Water, Reduction of Greenhouse Gas Emissions and Energy Efficiency issues can be addressed as priority issues by monitoring them with quantitative KPIs.



The subject can be included in the corporate website of the company, in the related reports and bulletins to inform about the related issues.



Partnerships, collaborations and initiatives established within the scope of related topics can be expanded.



Importance of Sustainability Stakeholder Approach



Integrating and managing sustainability requires dedicated leadership, clear direction and strategic influence.

Stakeholder Approach:

Sustainability governance centers on business operations that support socially responsible investment and reach for all, as a defining theme for the company's investment portfolios that can significantly impact long-term investment returns. Stakeholder engagement is a fundamental principle of sustainability. A business must be able to communicate with its external stakeholders to catch trends and better meet the **needs of its customers.**

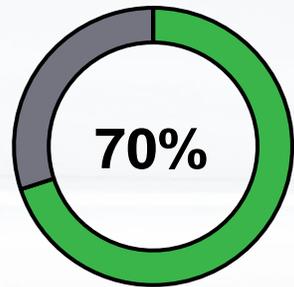


Investors Perspective for ESG

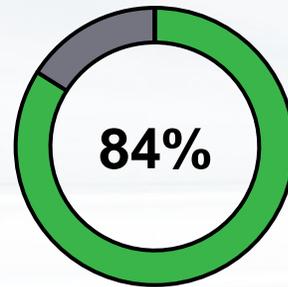


Employees, consumers, investors and society expect companies to take a more proactive role in addressing sustainability challenges.

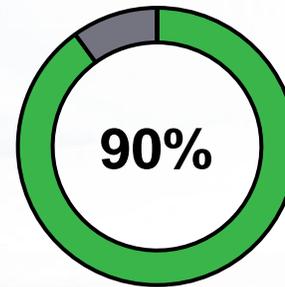
Organizations are now reshaping their approach to sustainability by putting sustainability at the center of value creation and responding to the needs of multiple stakeholders.



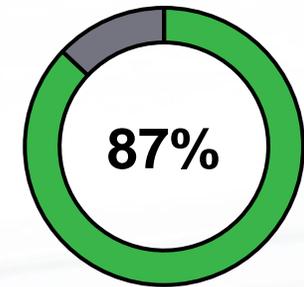
Most of the employees take into account their position on social issues when choosing a workplace..¹



The majority of consumers consider sustainability to be important when making a purchase..²



Investors generally prioritise a company's ESG performance when making an investment decision..³



Most citizens agree that stakeholders, not shareholders, are most important for long-term corporate success..⁴

Human Rights Issues on Social Sustainability



Human rights are **rights inherent to all human beings**, regardless of race, sex, nationality, ethnicity, language, religion or any other status.

Working conditions

- Excessive working hours
- Forced labour / Human trafficking
- Harassment and abuse
- Non respect of the right to be treated with humanity, respect and dignity

Child labor

- Child labor
- Commercial Sexual Exploitation of Children

Fair remuneration

- Unfair wages
- Wages below poverty level

- Non respect of health and safety rights / Occupational injuries & deaths / occupational toxics and hazards
- Inadequate social benefits and no access to social security

Health and safety

- Non respect of indigenous population rights / Land issues
- Violence against local communities

Rights of local communities

- Non respect of freedom of association, collective bargaining and right to strike
- Non respect of freedom of expression, thought and opinion

Rights to express

Why Should We Address Social Sustainability Issues?



Human Capital Development



Diversity, equity & inclusion (DE&I)



Health & Safety and well-being at work



Human resources impact

- ▶ Less turnover
- ▶ Less absenteeism
- ▶ More satisfaction
- ▶ More productivity



Business impact

- ▶ Reduction of direct cost
- ▶ Reduction of indirect costs
- ▶ Higher client satisfaction

The background of the slide is a photograph of a business meeting. A woman in a brown blazer is in the foreground, pointing at a sticky note on a glass wall. Two men are standing behind her, looking at the notes with interest. The setting is a modern office with large windows and contemporary lighting.

2) K- STAR Supplier Sustainability Program



Financial

- ▶ Reducing total operating costs by sourcing more efficient and sustainable goods
- ▶ Meeting increasing customer demand for sustainable services and products
- ▶ Increased access to financing by attracting investor interest through improved sustainability performance
- ▶ Easy access to funding, incentives and grants thanks to high sustainability performance



Corporate Communications

- ▶ Positive impact on brand image
- ▶ Increasing employee engagement
- ▶ Providing more competitive advantage
- ▶ Developing business relationships that can lead to business partnerships

Sustainable Procurement



Commitments and Targets

- ▶ Reflecting organizational values in accordance with relevant policies
- ▶ Developing sustainable procurement policies in line with the strategy
- ▶ Adaptation to global developments and requirements



Risk Management

- ▶ Understanding and effective management of risks through segmentation of suppliers in different sectors and locations
- ▶ Effective monitoring and compliance with legal changes in the field of economic, environmental and social sustainability
- ▶ Development of approaches to manage risks, proactive approach
- ▶ Achieving high ratings from sustainability indices and rating agencies with low-risk performance

K-STAR Supplier Sustainability Program



Kibar Sustainable Tomorrow
for Accelerated Results



In order to brighten our future, we light the way for our stakeholders on the path of sustainability with the K-STAR, meaning, Kibar Star.

Main Program Objectives

- ❖ Protecting the environment to establish social equality, to support economic development and to provide a livable environment for future generations within this framework.
- ❖ Cooperating with our business partners in line with our sustainability vision and mission.
- ❖ Developing our business partners, preparing them for the future so that we grow together.
- ❖ Adapting for the regulations/legislation to be implemented in med-term.

Analysis of Sustainability Legislations



1 Industrial Emissions Directive (2010/75/EU)

2 The Clean Air For Europe Directive(2008/50/EC)

3 Water Framework Directive (2000/60/EC)

4 Waste Framework Directive (2008/98/EC)

5 Bird Directive(2009/147/EC)

6 Habitats Direktive (92/43/EEC)

7 The RoHS Directive

8 The Minamata Convention on Mercury

9 Stockholm Convention on Persistent Organic Pollutants

10 Seveso III Direktive (2012/18/EC)

11 CLP Regulation (EC) No 1272/2008

12 REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals)

13 Basel Convention

Other Sustainability Requirements



Sustainable Development Goals (SDG)



Global Reporting Initiative



United Nations Global Compact (UNGC)



The German Supply Chain Act



Sustainability Accounting Standards Board

ENVIRONMENTAL

- Waste and Hazardous Materials Management
- Ecological Impacts
- Energy Management
- Air Quality
- Greenhouse Gas Emissions
- Water and Wastewater Management
- Product Design and Life Cycle Management
- Management of the Legal and Regulatory Environment

SOCIAL

- Employee Engagement, Diversity and Inclusion
- Working Conditions
- Employee Health and Safety
- Human Rights and Community Relations
- Systemic Risk Management

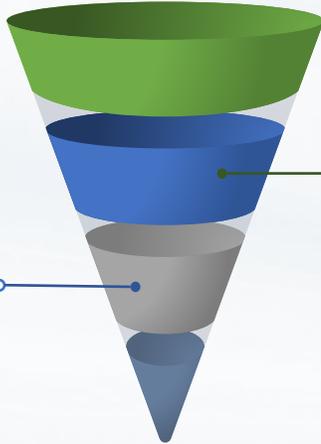
GOVERNANCE

- Work Ethics
- Business Model Flexibility
- Material Supply and Efficiency
- Customer Welfare
- Critical Case Risk Management
- Competitive Behavior
- Sales Practices and Product Labeling
- Supply Chain Management
- Product Quality and Safety
- Data Security and Customer Privacy

What did we do in K-STAR 2023?



2023 Total Number of Suppliers :
~7000



Number of Suppliers under the Program: 1.214

Program criteria implemented

Number of Suppliers Participated in the Survey: 875

ASSIGNED SUPPLIER	SUBJECT	STATUS	PRIORITY	ACTION NO.	DATE
Supplier	32-Do you have a procurement process that includes sustainability criteria or management system ISO 26000 (Sustainable Procurement Standard, etc.)?	Red	Medium	A2487-Act-2024001206	15/08/2024
Supplier	27-Which of the following actions does your company take to ensure exceptional health and safety? (That Answer: Your company has a sufficient number of employees who have received first aid training and/or fire training.)	Red	Medium	A2487-Act-2024001206	15/08/2024
Supplier	26-Which of the following working conditions does your company provide? (That Answer: The proportion of female managers in senior management is 20% and/or other.)	Red	Medium	A2487-Act-2024001206	15/08/2024
Supplier	26-1_Which of the following working conditions does your company provide? (That Answer: The proportion of female managers in senior management is 20% and/or other.)	Red	Medium	A2487-Act-2024001206	15/08/2024
Supplier	24-Do you train your employees on human rights issues?	Red	Medium	A2487-Act-2024001206	15/08/2024

The actions will be monitored

Actions assignments were made



K-STAR score cards shared

K-STAR Supplier Sustainability Maturity Assessment Survey was completed by suppliers



New Term K-STAR Steps



K-STAR Supplier Sustainability Maturity Assessment Questionnaire is sent to and completed by suppliers



K-STAR Score cards are shared with suppliers



Actions are assigned to suppliers where it is necessary



Actions assigned to suppliers are monitored



You are expected to complete the questionnaires in full within the specified period:

10. Does senior management periodically monitor sustainability efforts and initiatives?
 Yes
 No

11. Does your company operate in accordance with the laws and regulations to which it is subject?
 Yes
 No

12. Are there any ongoing lawsuits and/or penalties against your company in the last 2 years regarding environmental, human rights, personal rights, working conditions, OHS and/or ethics?
 Yes
 No

After completing the questionnaire, you will receive your score card via e-mail:



Afterwards, according to your answers, actions to increase your maturity, if necessary, will be shared with you on the Flowi platform:

ASSIGNED	STATUS	PRIORITY	ACTION	DATE
Open	Open	Medium	Do you have a procurement process that includes sustainability criteria or management system (ISO 26000 Sustainable Procurement Standard) (017)	15/08/2024
Open	Open	Medium	Which of the following actions does your company take to ensure occupational health and safety? (This Answer: 'No' correct and a sufficient number of employees are trained for all training and/or refresher)	15/08/2024
Open	Open	Medium	Which of the following working conditions does your company provide? (This Answer: 'The proportion of female managers' senior management is 30% and/or above)	15/08/2024
Open	Open	Medium	Which of the following working conditions does your company provide? (This Answer: 'The proportion of female managers' senior management is 30% and/or above)	15/08/2024
Open	Open	Medium	Do you pay your employees on time (014) (014)	15/08/2024

Supplier Sustainability Program Survey



5. Select activities that carried out in your company in the field of SOCIAL sustainability.

Example

	Your Answer		
	Yes	No	Planned to be implemented within 1 year
Sharing information publicly and transparently (when a negative situation occurs)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Business ethics, anti-bribery and anti-corruption	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Occupational Health and Safety (OHS)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Protection of human rights and improvement of working conditions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Supply chain traceability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Platforms for delivering wishes, suggestions and complaints (the existence of platforms where employees and other stakeholders can present their opinions and suggestions)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Volunteering and corporate social responsibility activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Freedom of association and collective bargaining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Example

10. Does senior management periodically monitor sustainability efforts and initiatives?

English ▾

Yes

No

11. Does your company operate in accordance with the laws and regulations to which it is subject?

Yes

No

12. Are there any ongoing lawsuits and/or penalties against your company in the last 2 years regarding environmental, human rights, personal rights, working conditions, OHS and/or ethics?

Yes

No

Supplier Sustainability Program Survey



K-STAR Supplier Sustainability Survey Manual

Example

Question Number	Question	Explanation
2	Which of the following issues related to sustainability do you have knowledge about?	
	United Nations Sustainable Development Goals (UN SDGs)	<p><i>The Sustainable Development Goals are a universal call to action that includes goals aimed to be achieved by the end of 2030 by United Nations member states.</i></p> <p>Click for more information: https://sdgs.un.org/goals</p>
	United Nations Global Compact	<p><i>On January 31, 1999, at the World Economic Forum, United Nations (UN) Secretary-General Kofi Annan invited business leaders to unite under the Global Compact, an international initiative to bring together corporations, the UN, labor unions and non-governmental organizations in support of universal environmental and social principles in line with the Millennium Development Goals.</i></p> <p>Click for more information: https://unglobalcompact.org/what-is-gc/mission/principles</p>
	The European Green Deal and Carbon Border Adjustment Mechanism	<p><i>On the way to the European Union's (EU) goal of becoming a carbon-neutral continent by 2050, the European Green Deal, which envisages the penetration of climate change into all of the EU's policies, including industrial and trade policies, in the coming years, was announced on 11 December 2019. In this context, in order to prevent the shift of production to countries with less than the EU emission reduction target (carbon leakage), the implementation of the "Carbon Border Adjustment Mechanism" has been put on the agenda.</i></p> <p>Click for more information: https://ec.europa.eu/info/law/better-regulation/have-your-say/initiatives/12228-EU-Green-Deal-carbon-border-adjustment-mechanism-en</p>

Kibar Group Procurement

* Questions marked in green will be opened conditionally according to the answer given to the question.



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K-STAR's Impact on Processes



Studies Added with K-STAR

! Sustainability Maturity scores and action completion rates will be evaluated as an important target criterion in the Kibar Group Supplier Performance Evaluation.

! We would like to remind you that these criteria will play an important role in the evaluation of your performance and our future collaborations.



3) Survey Interface

3.1) For Past Participants

Qualtrics - For Past Participants



You will receive an e-mail from KStar <hol.kstar@kibar.com> :

K-STAR Kibar Group Supplier Sustainability Maturity Assessment Surveys



Kibar Group Procurement < hol.kstar@kibar.com >

To mailaddress@extension.com



Dear Business Partner,

You can access the Sustainability Maturity Assessment Surveys of the K-STAR program, which we have shared recently, from the link below.

[FilltheSurvey](#)

Or copy and paste the following URL into your internet browser:

https://globelevsurvey.ev.com/ife/form/SV_8qb3CplhHcQx5pl?Q_DL=wxQjnG03wnPBzUB_8qb3CplhHcQx5pl_CGC_YMRhpvqhkY1qQRE&Q_CHL=email

The questionnaires consist of 3 main parts:

1. Your Institution Information
2. Change Management Questions
3. Sustainability Maturity Assessment Questions

Filling out our surveys will take **approximately 20 minutes** and will remain open to you **until dd/mm/yyyy**. You can reach the supporting and informative documents that you can refer to if you need, by clicking on the links below or through the guiding links after you have entered the surveys.

Survey Handbook:

[KibarGrup K-STAR Survey Handbook](#)

Basic Training Document:

[KibarGrup K-STAR TrainingDocument](#)

We would like to remind you once again that it is critical for the effectiveness of the action steps we will take as Kibar Group, based on the answers to be given, that you fill out the questionnaires accurately and completely within the specified time period, and thank you in advance for your sensitivity and valuable contributions.

Kibar Group Procurement



Kibar Sustainable Tomorrow
for Accelerated Results



Follow the link to opt out of future emails:
[Click here to unsubscribe](#)

Qualtrics - For Past Participants



1

To access the survey, click on the link here

K-STAR Kibar Group Supplier Sustainability Maturity Assessment Surveys

 Kibar Group Procurement < hol.kstar@kibar.com >
To mailaddress@extension.com

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Survey Handbook:
[KibarGrup_K-STAR_Survey Handbook](#)

Basic Training Document:
[KibarGrup_K-STAR_TrainingDocument](#)

Reply Reply All Forward

K-STAR Kibar Group Supplier Sustainability Maturity Assessment Surveys

 Kibar Group Procurement <noreply@mailaddress@extension.com>
To mailaddress@extension.com

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[KibarGrup_K-STAR_Survey Handbook](#)

Basic Training Document:
[KibarGrup_K-STAR_TrainingDocument](#)

We would like to remind you once again that it is critical for the effectiveness of the surveys that you complete them as soon as possible.

Kibar Group Procurement

 **Kibar**
Kibar Sustainable Tomorrow
for Accelerated Results



Follow the link to opt out of future emails:
[Click here to unsubscribe](#)

Qualtrics - For Past Participants



With the re-take survey, you will be able to see **the answers you have given in the past**. You are expected to **update your answers to the relevant questions** without having to answer the survey from the beginning.

Kibar Kibar Sustainable Tomorrow
for Accelerated Results

English ▾

10. Does senior management periodically monitor sustainability efforts and initiatives?

Yes

No

11. Does your company operate in accordance with the laws and regulations to which it is subject?

Yes

No

12. Are there any ongoing lawsuits and/or penalties against your company in the last 2 years regarding environmental, human rights, personal rights, working conditions, OHS and/or ethics?

Yes

No

Qualtrics - For Past Participants



Once you have completed the survey, you will not be able to re-enter the survey, so do not select the **"Submit my answers"** option in the last question until you are sure that the answers are correct.

You answered all questions, please check your answers if necessary. When you move to the next page, your answers to the survey will be sent and you will not be able to change your answers.

If you think you have completed the survey, tick the **Submit my answers** option below and proceed to the next page.

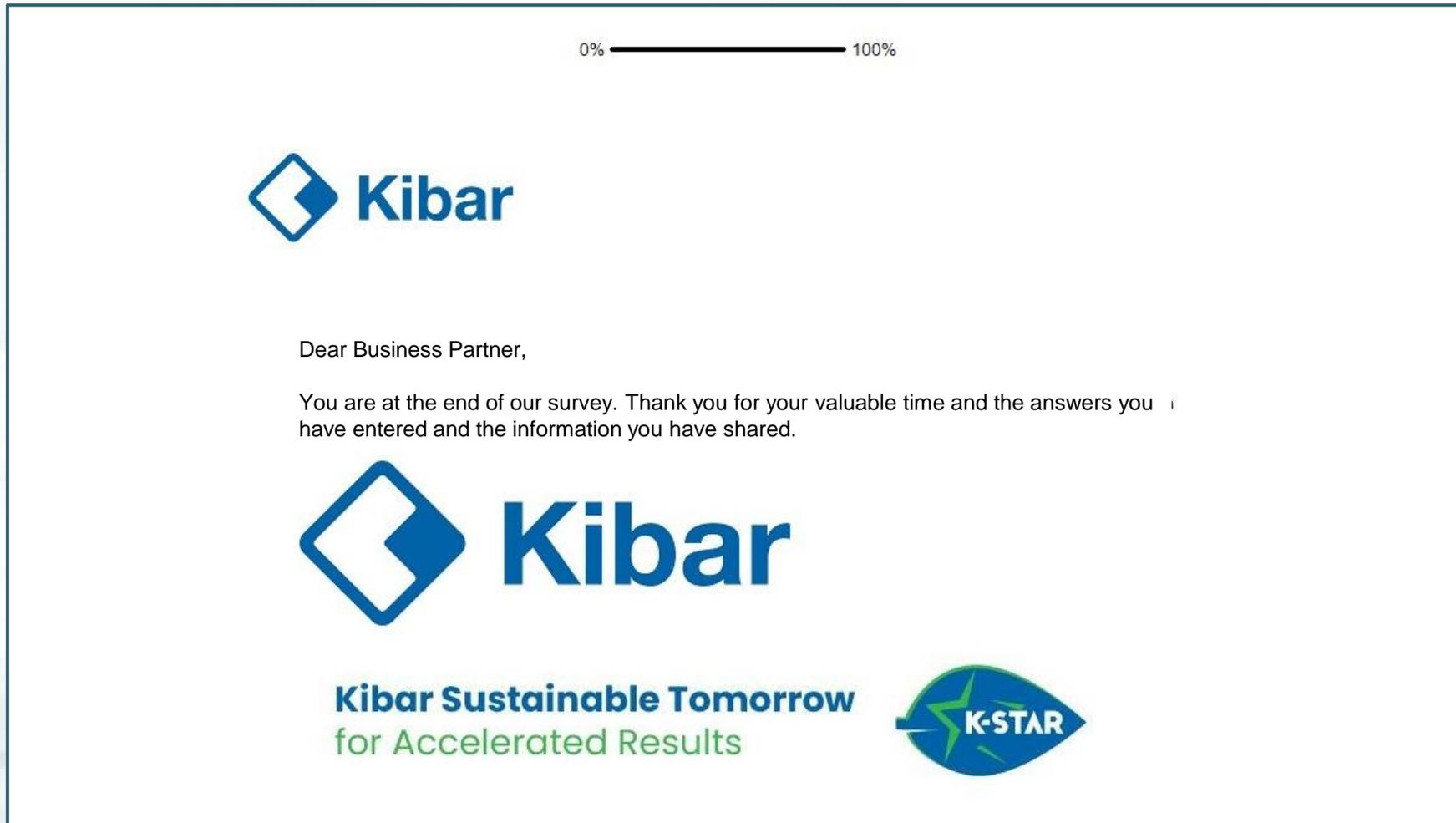
Submit my answers



Qualtrics - For Past Participants



The survey will be completed when the following screen appears:





3) Survey Interface

3.2) For New Participants

Qualtrics - For New Participants



You will receive an e-mail from Kibar Group Procurement <noreply@qualtrics.ey.com> :

K-STAR Kibar Group Supplier Sustainability Maturity Assessment Surveys



Kibar Group Procurement <noreply@qualtrics.ey.com>

To mailaddress@extension.com

[Reply](#) [Reply All](#) [Forward](#) [...](#)

Dear Business Partner,

You can access the Sustainability Maturity Assessment Surveys of the K-STAR program, which we have shared recently, from the link below.

[FilltheSurvey](#)

Or copy and paste the following URL into your internet browser:

https://globelevsurvey.ey.com/ife/form/SV_8qb3CplhHcQx5pl?Q_DL=wxQjnG03wnPBzUB_8qb3CplhHcQx5pl_CGC_YMRhpvqhkY1qQRE&Q_CHL=email

The questionnaires consist of 3 main parts:

1. Your Institution Information
2. Change Management Questions
3. Sustainability Maturity Assessment Questions

Filling out our surveys will take **approximately 20 minutes** and will remain open to you **until dd/mm/yyyy**. You can reach the supporting and informative documents that you can refer to if you need, by clicking on the links below or through the guiding links after you have entered the surveys.

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Basic Training Document:

[KibarGrup_K-STAR_TrainingDocument](#)

We would like to remind you once again that it is critical for the effectiveness of the action steps we will take as Kibar Group, based on the answers to be given, that you fill out the questionnaires accurately and completely within the specified time period, and thank you in advance for your sensitivity and valuable contributions.

Kibar Group Procurement



Kibar Sustainable Tomorrow
for Accelerated Results



Follow the link to opt out of future emails:
[Click here to unsubscribe](#)

Qualtrics - For New Participants



1

To access the survey, click on the link here

K-STAR Kibar Group Supplier Sustainability Maturity Assessment Surveys

 Kibar Group Procurement <noreply@qualtrics.ey.com>
To mailaddress@extension.com

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Reply Reply All Forward

K-STAR Kibar Group Supplier Sustainability Maturity Assessment Surveys

 Kibar Group Procurement <noreply@qualtrics.ey.com>
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We would like to remind you once again that it is critical for the effectiveness of the K-STAR program that you complete the surveys as soon as possible.

Kibar Group Procurement



Kibar Sustainable Tomorrow
for Accelerated Results



Follow the link to opt out of future emails:
[Click here to unsubscribe](#)

Qualtrics - For New Participants



2

To reach detailed explanations of the survey questions, you can reach the **Survey Handbook** from the link here

K-STAR Kibar Group Supplier Sustainability Maturity Assessment Surveys



Kibar Group Procurement <noreply@qualtrics.ey.com>
To mailaddress@extension.com

Reply Reply All Forward ...

Dear Business Partner,

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K-STAR Kibar Group Supplier Sustain



Kibar Group Procurement <noreply@...>
To mailaddress@extension.com

Dear Business Partner,

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[FilltheSurvey](#)

Or copy and paste the following URL into your internet browser:

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We would like to remind you once again that it is critical for the effectiveness of

Kibar Group Procurement



Kibar Sustainable Tomorrow
for Accelerated Results



Follow the link to opt out of future emails:
[Click here to unsubscribe](#)

Qualtrics - For New Participants



- 3** You can access the **Training Document** by clicking on this link
- Basic concepts and global developments in the field of sustainability
 - K-STAR Supplier Sustainability Program
 - Sustainability in Procurement
 - Program Content and Time Plan
 - Survey Structure
 - Funding and Incentive Proposals
 - Technological infrastructure information to be used in the survey phase

K-STAR Kibar Group Supplier Sustainability Maturity Assessment Surveys

 Kibar Group Procurement <noreply@qualtrics.ey.com>
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We would like to remind you once again that it is critical for the effectiveness of the survey that you provide accurate and complete information.

Kibar Group Procurement



Kibar Sustainable Tomorrow
for Accelerated Results



Follow the link to opt out of future emails:
[Click here to unsubscribe](#)

Qualtrics - For New Participants



1

When you click on the survey link, the following page will be opened in your internet browser:

K-STAR Kibar Group Supplier Sustainability Maturity Assessment

 Kibar Group Procurement <noreply@qualtrics.ey.com>
To mailaddress@extension.com

Dear Business Partner,

You can access the Sustainability Maturity Assessment Surveys of the K-STAR Program [FilltheSurvey](#)

Or copy and paste the following URL into your internet browser:
https://globaleysurvey.ey.com/fe/form/SV_8qb3CplHtHcQx5pl?Q_DL=wxQjnG03wnPBz

The questionnaires consist of 3 main parts:

1. Your Institution Information
2. Change Management Questions
3. Sustainability Maturity Assessment Questions

Filling out our surveys will take **approximately 20 minutes** and will remain open on the links below or through the guiding links after you have entered the survey.

Survey Handbook:
[KibarGrup_K-STAR_Survey Handbook](#)

Basic Training Document:
[KibarGrup_K-STAR_TrainingDocument](#)

0% ————— 100%



English ▾

-. Dear Business Partner,
Welcome to the K-STAR Program Sustainability Maturity Assessment Questionnaire. With this survey, we aim to evaluate your institution's maturity level in the field of sustainability and to identify possible change, transformation and development needs in order to ensure responsible purchasing activities in line with Kibar Group's sustainability strategy.

It is of great importance for us to construct the future of Kibar Group together, that you answer our questionnaire, which will take approximately 20 minutes, accurately and completely within the specified time (until dd/mm/yyyy) and share your valuable opinions with us. We are stepping into this long-term journey together because "We are Strong Together!"

Before filling out the questionnaires, you can find important information below:

- In case of exiting the survey before the survey is completed, you can continue the questions from where you left off *until the specified deadline*
- After completing the survey, you will not be able to re-enter the survey, so do not tick the "Send my answers" option in the last question until you are sure of the correctness of the answers given.
- You can share the survey with the relevant person within your institution, but each institution has the right to complete the survey only once.

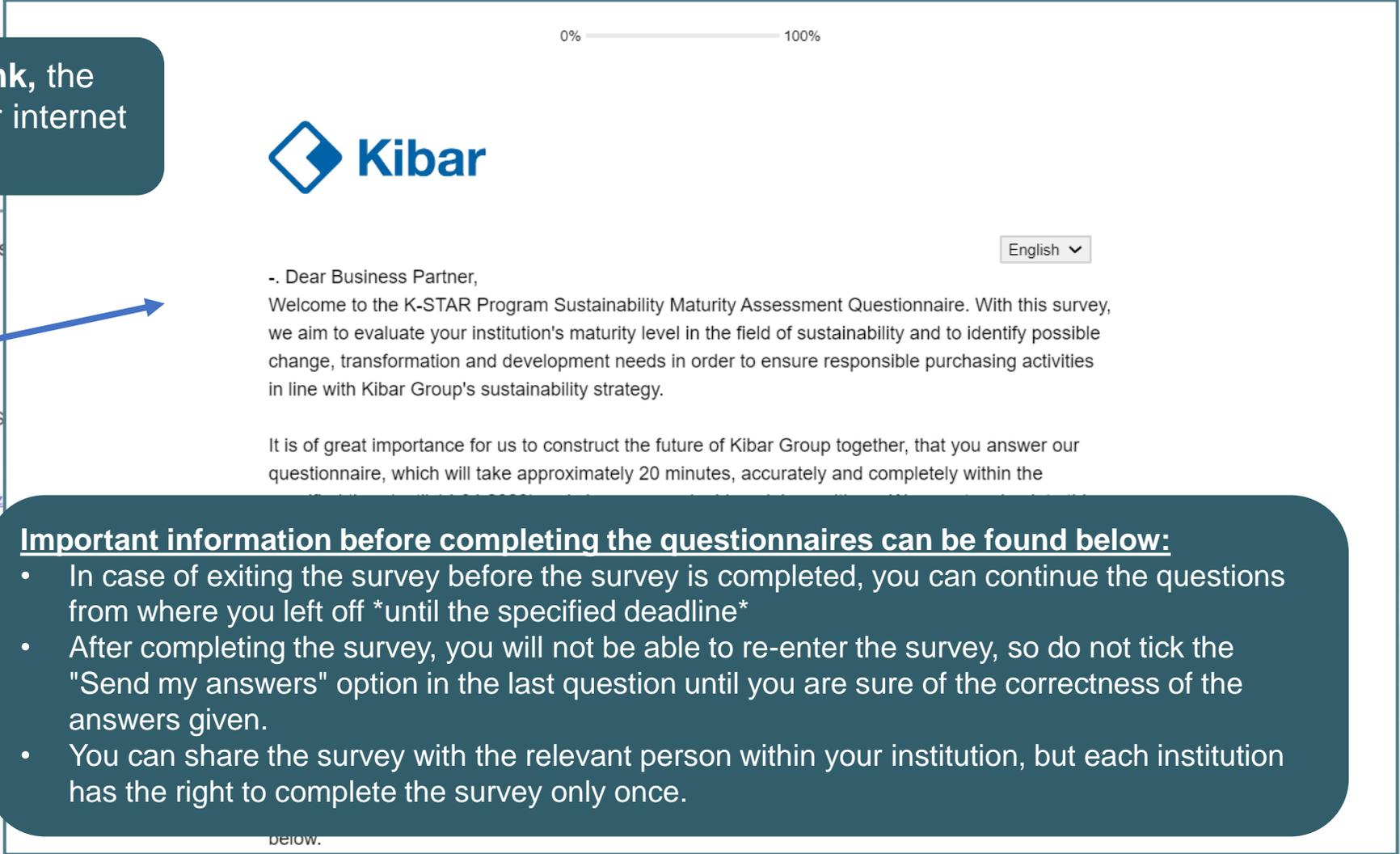
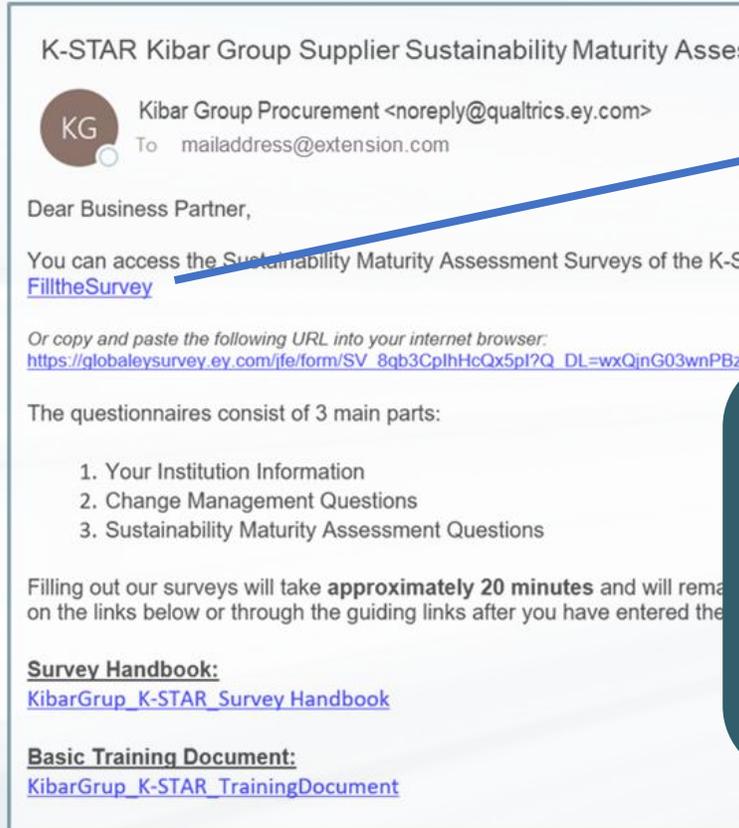
You can access the informative and supporting documents that you may need while filling out the questionnaires, including the explanations of the questions in the questionnaire, by going to the links below.

Qualtrics - For New Participants



1

When you click on the survey link, the following page will be opened in your internet browser:



Important information before completing the questionnaires can be found below:

- In case of exiting the survey before the survey is completed, you can continue the questions from where you left off *until the specified deadline*
- After completing the survey, you will not be able to re-enter the survey, so do not tick the "Send my answers" option in the last question until you are sure of the correctness of the answers given.
- You can share the survey with the relevant person within your institution, but each institution has the right to complete the survey only once.

Qualtrics - For New Participants



1.1

In the first part of the survey, you can find the questions related to **your company's general information**



-. Dear Business Partner,
Welcome to the K-STAR Program Sustainability Maturity Assessment. We aim to evaluate your institution's maturity level in the field of sustainability change, transformation and development needs in order to ensure alignment in line with Kibar Group's sustainability strategy.

It is of great importance for us to construct the future of Kibar Group. This questionnaire, which will take approximately 20 minutes, accurately specifies the time (until 14.04.2023) and share your valuable opinions on our long-term journey together because "We are Strong Together!"

Before filling out the questionnaires, you can find important information:

- In case of exiting the survey before the survey is completed, you will be able to return to the survey where you left off "until the specified deadline"
- After completing the survey, you will not be able to re-enter the survey. You will have the "I have already answered" option in the last question until you are sure of the correctness of the answers.

You can access the informative and supporting documents that you may need while filling out the questionnaires, including the explanations of the questions in the questionnaire, by going to the links below.

Survey Handbook:

[KibarGrup_K-STAR_SurveyHandbook](#)

Program Training Document:

[KibarGrup_K-STAR_ProgramTrainingDocument](#)

We thank you in advance for your sensitivity and valuable contributions in this important step that will form the basis for the next stages of our program.

Please write your company's trade name:

-. How many employees does your company have?

0 - 10

11 - 30

31 and above

Qualtrics - For New Participants



1.2

You are then expected to answer Change Management questions

1. Rate the following Change Management and Insights Questions

I do not agree 1 2 3 4 5 6 7 8 9 10 I agree

We know the purpose of the program and what it will serve

We are aware of what is expected from our organization within the scope of the program (activities, decision-making, approval processes, etc.)

We know where we can access information when we have questions or need information about the program

We are aware of the responsibilities that may be encountered with the program

We believe that the program supports our long-term strategies and will help us achieve our organizational goals



-. Dear Business Partner,

Welcome to the K-STAR Program Sustainability Maturity Assessment. We aim to evaluate your institution's maturity level in the field of sustainability change, transformation and development needs in order to ensure alignment in line with Kibar Group's sustainability strategy.

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- After completing the survey, you will not be able to re-enter the survey. There is a "Save my answers" option in the last question until you are sure of the correctness of the answers.

Qualtrics - For New Participants



1.3

At the end of our survey, you are expected to answer the **Sustainability Maturity Assessment Questions**



-. Dear Business Partner,
Welcome to the K-STAR Program Sustainability Maturity Assessment Q we aim to evaluate your institution's maturity level in the field of sustaina change, transformation and development needs in order to ensure resp in line with Kibar Group's sustainability strategy.

It is of great importance for us to construct the future of Kibar Group tog questionnaire, which will take approximately 20 minutes, accurately and specified time (until 14.04.2023) and share your valuable opinions with long-term journey together because "We are Strong Together!"

Before filling out the questionnaires, you can find important information
 • In case of exiting the survey before the survey is completed, you can d where you left off *until the specified deadline*
 • After completing the survey, you will not be able to re-enter the survey answers" option in the last question until you are sure of the correctness

2. Which of the following issues related to sustainability do you have knowledge about?

	Your Answer		
	Have knowledge	Have limited knowledge	No idea
United Nations Sustainable Development Goals (UN SDGs)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
United Nations Global Compact	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The European Green Deal and Carbon Border Adjustment Mechanism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Paris Agreement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Emissions Trading System	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Integrated Solid Waste Management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Circular Economy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Net Zero Coalition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. Does your company have a sustainability manager/executive?

- Yes
- No
- Planned to be implemented

4. Select the activities carried out within the scope of sustainability in your company.

Qualtrics - For New Participants



You will be asked to upload an **evidence document** according to your answers to specific questions and to share the **expire date** of the relevant document.

0% 100%



-. Dear Business Partner,
Welcome to the K-STAR Program Sustainability Maturity Assessment. We aim to evaluate your institution's maturity level in the field of change, transformation and development needs in order to enter in line with Kibar Group's sustainability strategy.

It is of great importance for us to construct the future of Kibar. This questionnaire, which will take approximately 20 minutes, according to the specified time (until 14.04.2023) and share your valuable opinion on our long-term journey together because "We are Strong Together".

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English

32. Do you have a procurement process that includes sustainability criteria or management system (ISO 20400 Sustainable Procurement Standard, etc.)?

- Yes
- No
- Planned to be implemented



Qualtrics - For New Participants



You will be asked to upload an **evidence document** according to your answers to specific questions and to share the **expire date** of the relevant document.



0% — 100%

English ▾

32-1. Please share proof of your purchasing process, which includes sustainability criteria or management system (ISO 20400 Sustainable Procurement Standard, etc.).

Drop files or click here to upload

32. Do you have a procurement process that includes sustainability criteria or management system (ISO 20400 Sustainable Procurement Standard, etc.)?

- Yes
- No
- Planned to be implemented

32-2. Please share the expiry date of the proof document of your purchasing process, which includes the sustainability criteria or the management system (ISO 20400 Sustainable Procurement Standard, etc.). (dd/mm/yyyy)

Qualtrics - For New Participants



1) Select the relevant document from your computer by clicking the button «Drop files or click here to upload»

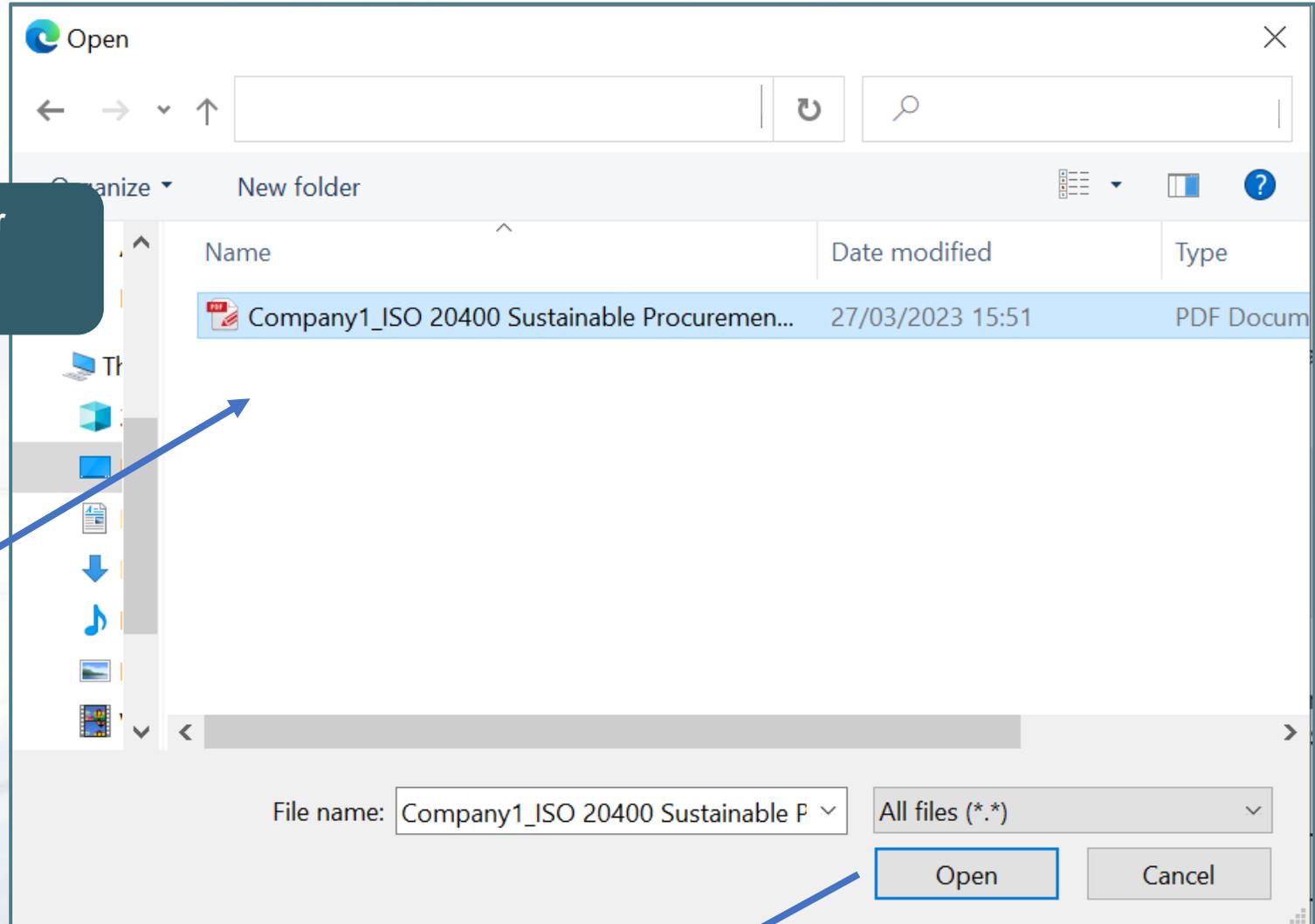


English ▾

32-1. Please share proof of your purchasing process, which includes sustainability criteria or management system (ISO 20400 Sustainable Procurement Standard, etc.).

Drop files or click here to upload

32-2. Please share the expiry date of the proof document of your purchasing process, which includes the sustainability criteria or the management system (ISO 20400 Sustainable Procurement Standard, etc.). (dd/mm/yyyy)



2) Load the document by clicking «Open»

Qualtrics - For New Participants



English ▾

32-1. Please share proof of your purchasing process, which includes sustainability criteria or management system (ISO 20400 Sustainable Procurement Standard, etc.).

Company1_ISO 20400 Sustainable Procurement Standard.pdf

25.7 KB

application/pdf

32-2. Please share the expiry date of the proof document of your purchasing process, which includes the sustainability criteria or the management system (ISO 20400 Sustainable Procurement Standard, etc.). (dd/mm/yyyy)

3) In this way, the document will be uploaded

4) If desired, please fill the expire date of the relevant document
Fill in day/month/year format (dd/mm/yyyy)

Qualtrics - For New Participants



Once you have completed the survey, you will not be able to re-enter the survey, so do not select the **"Submit my answers"** option in the last question until you are sure that the answers are correct.

You answered all questions, please check your answers if necessary. When you move to the next page, your answers to the survey will be sent and you will not be able to change your answers.

If you think you have completed the survey, tick the **Submit my answers** option below and proceed to the next page.

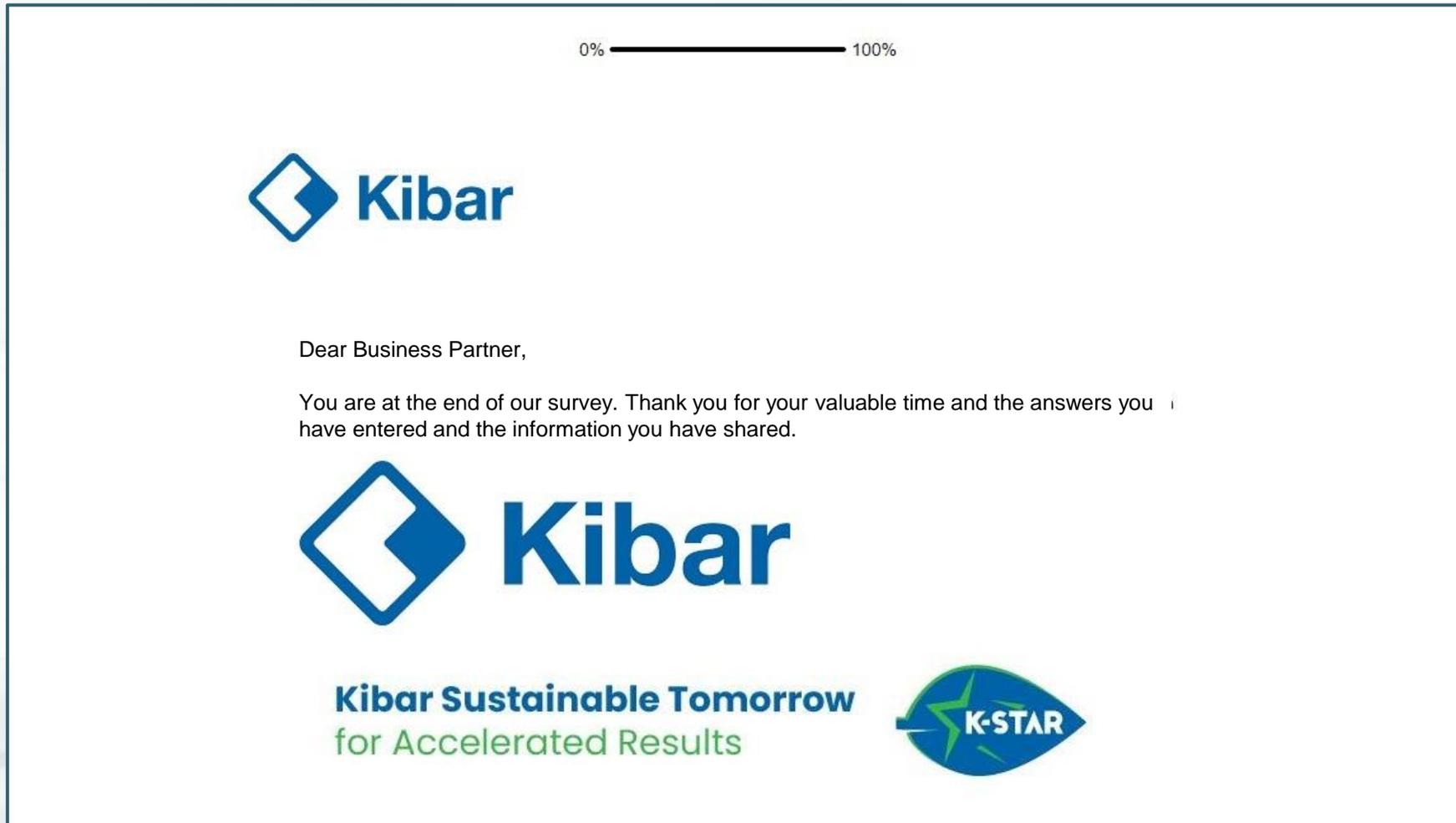
Submit my answers



Qualtrics - For New Participants



The survey will be completed when the following screen appears:



A photograph of a server room aisle. Two people, a woman in a red shirt and a man in a blue shirt, are walking down the aisle. The woman is holding a tablet. The aisle is lined with server racks on both sides, and the floor is made of metal grates. The lighting is bright and blue-tinted.

4) Actions Interface

Flowi - Action Tracking Platform



Access to the system is provided via the link <https://kstar.kibar.com> with your e-mail address and password.

**You can use a browser such as Chrome, Edge, Safari. Additionally, when the mobile application called K-Star Flowi is published on AppStore and PlayStore, you can download the application to your phone and log in with the same username and password.

The main page you will work on in the system is the Actions page. When you log in to the system, the actions assigned to you (with their status, priority and due date) will be listed.

You must work on the actions whose status is Open and bring them to the 'Approval Phase' status. Afterwards, if the Purchasing Specialist responsible from you checks the work you have done and decides that the action is completed, he will change the status to 'Completed'.

You can filter the actions by typing the characters you want (such as survey question number, action subject) in the Search field. To view the detail page of an action, click on the relevant line.

ASSIGNED SUPPLIER	SUBJECT	STATUS	PRIORITY	ACTION NO	DUE DATE
Supplier Name	32-Do you have a procurement process that includes sustainability criteria or management system (ISO 20400 Sustainable Procurement Standard, etc.)?	Açık/Open	Medium	A2-H07-lec-32040012066	15/08/2024
Supplier Name	27#1_13-Which of the following actions does your company take to ensure occupational health and safety? - Your Answer - Your company has a sufficient number of employees who have received first aid training and/or certification	Açık/Open	Medium	A2-H07-lec-32040012065	15/08/2024
Supplier Name	26#1_5-Which of the following working conditions does your company provide? - Your Answer - The proportion of female managers in senior management is 30% and/or above	Açık/Open	Medium	A2-H07-lec-32040012064	15/08/2024
Supplier Name	26#1_5-Which of the following working conditions does your company provide? - Your Answer - The proportion of female managers in senior management is 30% and/or above	Açık/Open	Medium	A2-H07-lec-32040012063	15/08/2024
Supplier Name	24-Do you train your employees on human rights issues?	Açık/Open	Medium	A2-H07-lec-32040012062	15/08/2024

Flowi - Action Detail Sheet (1/2)



When a text is written in the Note field shown above (in the red rectangle) and saved with the blue button, a notification (E-Mail and/or mobile notification) will be sent to the people related to the action (purchasing specialist or supplier).

You should write your work regarding the action in this field and save it with the blue button.

If you enter an URL in the note field (such as <https://kstar.kibar.com>), the link you enter will appear clickable.

Action No #A2-H07-lec-3204001206-6 Action Status Açık/Open Resolution Type SAVE Action LIST

Working Time Tracker Start + Add / List Records

Assigned Supplier Supplier Name

SH-HC-KAGI- Buyer Name – buyer@kibar.com 10/08/2023 01:55

Planned to be implemented-->Share the activities carried out on this subject throughout the year.

Action-related studies can be written here

User Group Supplier Name

Flowi - Action Detail Sheet (2/2)



Again, on the action detail page, a file or image can be uploaded to the action with the File Upload button. You should upload the files of your action-related work from here.

The percentage information next to the Due Date field represents the percentage of time between the start date to which the action is assigned and the due date. When this ratio is 80%, the system will send a Reminder message that the target end date is approaching.

Action Type
Aksiyon

Process Type
Normal

Start Date
10/08/2023

Due Date
15/08/2024

%9

Medium High Very High

[File Upload](#)

Action Attachments

Action History

Flowi - Action Status



When you complete the work on the action, you should set the action status to the 'Approval Phase' and press the **SAVE** button.

If your Purchasing Specialist decides that the action is completed, after checking the work done, he will change the status to 'Completed'.

If your Purchasing Specialist does not find the work done sufficient, he will write the necessary explanation and change the status back to 'Open'.

In all updates regarding the action, e-mail/notification will be sent to the relevant people. In addition, all changes made to the action will be recorded in the Action History section, including the person who made the change and the time information.

Action No #A2-H07-lec-3204001206-6

Working Time Tracker
Start + Add / List Records

Assigned Supplier
Supplier Name

User Group Supplier Name

2-Do you have a procurement process that includes sustainability criteria or management system (ISO 20400 Sustainable Procurement Standard, etc.)?
SH-HC-KAGI- Buyer name – buyer@kibar.com
10/08/2023 01:55
Planned to be implemented-->Share the activities carried out on this subject throughout the year.

Flowi - Action Search (Filtering)



You can find the actions you are looking for with the Search button in the upper right corner of the Actions home page.

You can use various criteria when searching. For example, you can filter actions whose status is Open and whose due date has passed.

The screenshot shows the 'Actions' page in the Kiblar system. The table lists actions with columns for Assigned Supplier, Subject, Status, Priority, Action No, and Due Date. A search icon in the top right corner is highlighted with a red box.

ASSIGNED SUPPLIER	SUBJECT	STATUS	PRIORITY	ACTION NO	DUE DATE
Supplier Name	32-Do you have a procurement process that includes sustainability criteria or management system (ISO 20400 Sustainable Procurement Standard, etc.)?	Onay Aşaması/Approval Phase	Medium	A2-H07-lec-3204001206-6	15/08/2024
Supplier Name	27#1_13-Which of the following actions does your company take to ensure occupational health and safety? - Your Answer - Your company has a sufficient number of employees who have received first aid training and/or certification	Açık/Open	Medium	A2-H07-lec-3204001206-5	15/08/2024
Supplier Name	26#1_5-Which of the following working conditions does your company provide? - Your Answer - The proportion of female managers in senior management is 30% and/or above	Açık/Open	Medium	A2-H07-lec-3204001206-4	15/08/2026
Supplier Name	26#1_5-Which of the following working conditions does your company provide? - Your Answer - The proportion of female managers in senior management is 30% and/or above	Açık/Open	Medium	A2-H07-lec-3204001206-3	15/08/2024
Supplier Name	24-Do you train your employees on human rights issues?	Açık/Open	Medium	A2-H07-lec-3204001206-2	15/08/2024

The search dialog box shows various filters for actions. The 'Process Type' dropdown is open, showing 'Açık/Open' selected. Other filters include Action No, Subject, Start Date, End Date, Supplier Code, User Group, and Assigned Supplier.

Search

Action No: [] Subject: []

Start Date: [] End Date: []

Process Type: []
 Açık/Open
 Tamamlandı/Completed
 Onay Aşaması/Approval Phase

Supplier Code: []

User Group: [] Assigned Supplier: []

CLOSE CLEAR OK

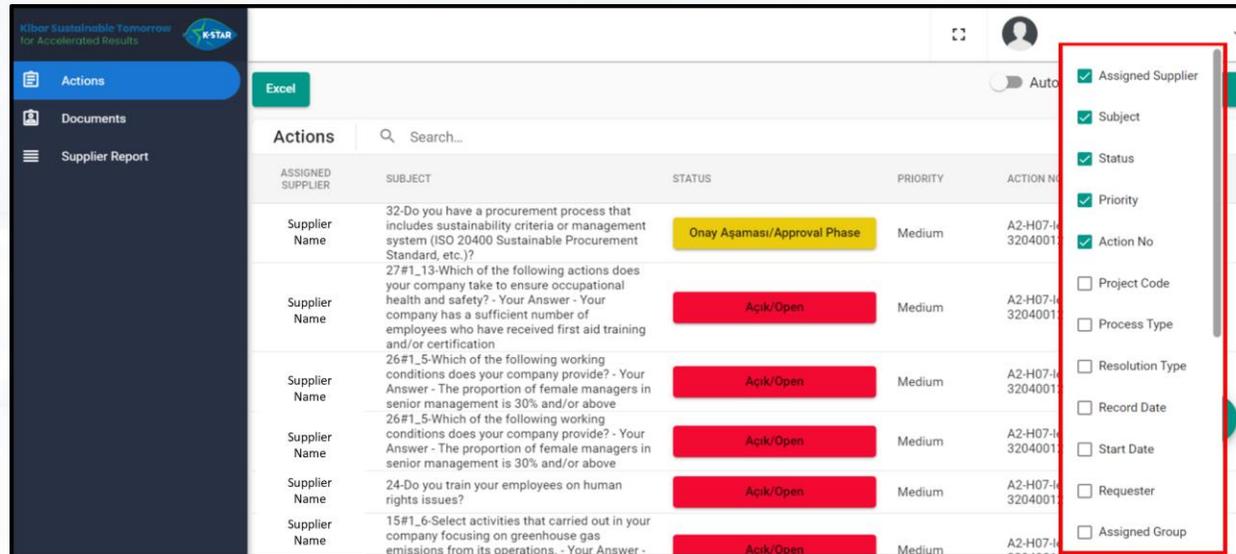
Flowi - Action Search (Filtering)



The fields that you want to see on the screen can be adjusted with the (Hamburger Menu)  button at the top right of the Actions page.

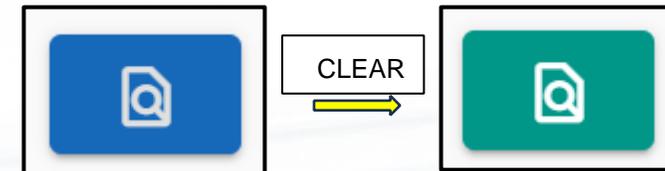
Attention !

If the color of the search button is Blue, it indicates that some criteria are selected in the search window. The system will list the actions according to these criteria. To delete the criteria, you can press the CLEAR button in the Search window and make the button turn Green again.



The screenshot shows the 'Actions' page in the Flowi system. A search filter menu is open on the right side, listing various criteria with checkboxes. The 'Assigned Supplier' checkbox is checked, and the search button is blue. The table below shows the filtered results.

ASSIGNED SUPPLIER	SUBJECT	STATUS	PRIORITY	ACTION NO
Supplier Name	32-Do you have a procurement process that includes sustainability criteria or management system (ISO 20400 Sustainable Procurement Standard, etc.)?	Onay Aşaması/ Approval Phase	Medium	A2-H07-4-3204001
Supplier Name	27#1_13-Which of the following actions does your company take to ensure occupational health and safety? - Your Answer - Your company has a sufficient number of employees who have received first aid training and/or certification	Açık/Open	Medium	A2-H07-4-3204001
Supplier Name	26#1_5-Which of the following working conditions does your company provide? - Your Answer - The proportion of female managers in senior management is 30% and/or above	Açık/Open	Medium	A2-H07-4-3204001
Supplier Name	26#1_5-Which of the following working conditions does your company provide? - Your Answer - The proportion of female managers in senior management is 30% and/or above	Açık/Open	Medium	A2-H07-4-3204001
Supplier Name	24-Do you train your employees on human rights issues?	Açık/Open	Medium	A2-H07-4-3204001
Supplier Name	15#1_6-Select activities that carried out in your company focusing on greenhouse gas emissions from its operations - Your Answer -	Açık/Open	Medium	A2-H07-4-3204001

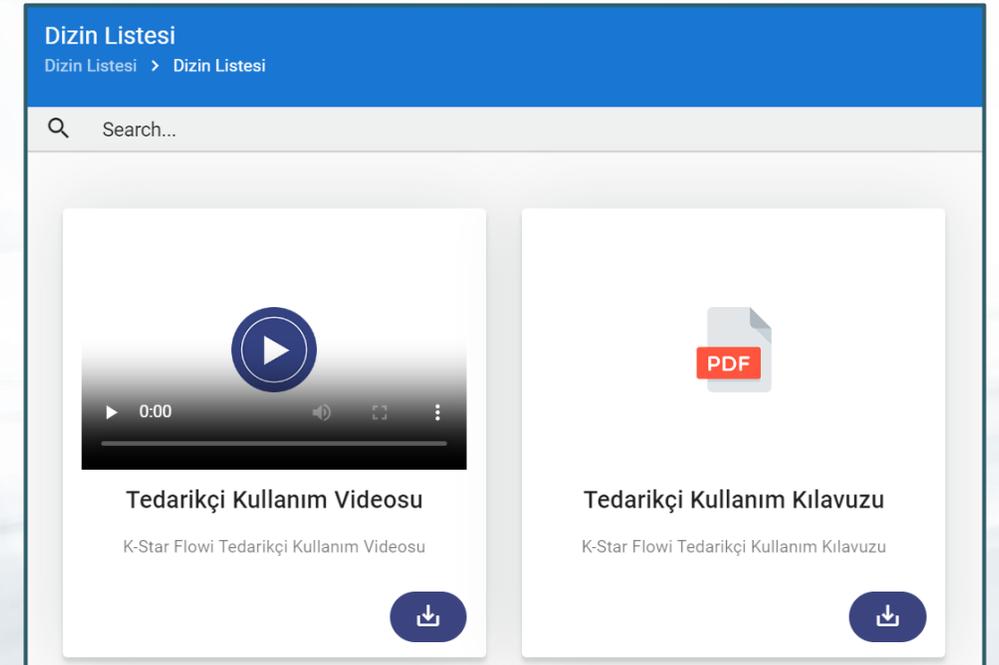
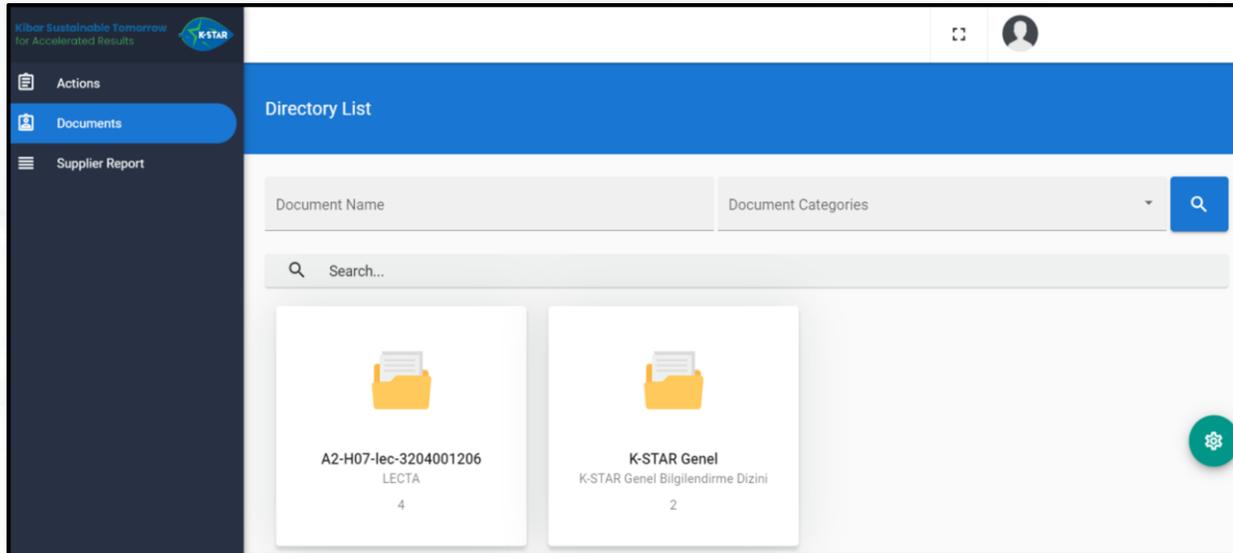


Flowi - Documents



On the Documents page, you can see the directories (folders) that you are authorized to see and/or write to. The number written on the directory indicates how many files are in this directory.

You can enter the directory by clicking on it and download the files to your computer.



Flowi - Support Request and Feedback / Suggestion



If you would like to request support for the use of the system or the actions assigned to you (or if you would like to share your opinion / suggestion), you can log in to <https://kstar.kibar.com/public-support/kstar> and fill out the Opinion Suggestion Request Form.

In order for us to get back to you, please write your full name, surname, phone number and e-mail address.


Görüş Öneri Talep Formu

Sayfa Dili
Turkish (Turkey) ▼

Başlık *

Açıklama

Ad & Soyad * Konu ▼

Telefon No * Email *

GÖNDER

Thank You

Kibar Sustainable Tomorrow
for Accelerated Results



A part of Orion Program

