



Lab
Global

Danone Turkey

Disclosure Report

Date Submitted: January 30th, 2025



Disclosure Materials

Certified B Corporations must complete a Disclosure Questionnaire to identify potentially sensitive issues related to the company (e.g. historical fines, sanctions, material litigation, or sensitive industry practices).

This component does not affect the company's score on the B Impact Assessment. If the company answers affirmatively to any items in the Disclosure Questionnaire that B Lab deems relevant for public stakeholders, then, as a condition of their certification, the company must:

- 1) Be transparent about details of the disclosure issues identified on the company's public B Impact Report
- 2) Describe how the company has addressed this issue
- 3) Demonstrate that management practices are in place to avoid similar issues from arising in the future, when necessary.

In all cases, the Standards Advisory council reserves the right to refuse certification if the company is ultimately deemed not to uphold the spirit and integrity of the community.

In addition to the voluntary indication of sensitive issues in the Disclosure Questionnaire, companies pursuing Certification also are subject to a background check by B Lab staff. Background checks include a review of public records, news sources, and search engines for company names, brands, executives/founders, and other relevant topics.

Sensitive issues identified through background checks may or may not be within the scope of questions in the Disclosure Questionnaire, but undergo the same review process and are subject to the same possible review by the Standards Advisory Council, including ineligibility for B Corp Certification, required remediation, or disclosure.

B Lab's Public Complaints Process

Any party may submit a complaint about a current B Corp through [B Lab's Public Complaint Process](#). Grounds for complaint include:

- 1) Intentional misrepresentation of practices, policies, and/or claimed outcomes during the company's [certification process](#)
- 2) Breaches of the B Corp Community's core values as expressed in our [Declaration of Interdependence](#)

This document contains a copy of the company's completed Disclosure Questionnaire and related disclosure documentation provided by the company.



Disclosure Questionnaire

Industries and Products

	Yes	No
Please indicate if the company is involved in production or trade in any of the following. Select Yes for all options that apply.		
Animal Products or Services	☐	☒
Biodiversity Impacts	☐	☒
Chemicals	☐	☒
Disclosure Alcohol	☐	☒
Disclosure Firearms Weapons	☐	☒
Disclosure Mining	☐	☒
Disclosure Pornography	☐	☒
Disclosure Tobacco	☐	☒
Energy and Emissions Intensive Industries	☒	☐
Fossil fuels Gambling	☐	☒
Genetically Modified Organisms	☐	☒
Illegal Products or Subject to Phase Out	☐	☒
Industries at Risk of Human Rights Violations	☐	☒
Monoculture Agriculture	☐	☒
Nuclear Power or Hazardous Materials	☐	☒
Payday, Short Term, or High Interest Lending	☐	☒
Water Intensive Industries	☒	☐
Tax Advisory Services	☐	☒

Outcomes & Penalties

	Yes	No
Please indicate if the company has had any formal complaint to a regulatory agency or been assessed any fine or sanction in the past five years for any of the following practices or policies. Check all that apply.		
Anti-Competitive Behavior	☐	☒
Breaches of Confidential Information	☐	☒
Bribery, Fraud, or Corruption	☐	☒
Company has filed for bankruptcy	☐	☒
Consumer Protection	☐	☒
Financial Reporting, Taxes, Investments, or Loans	☐	☒
Hazardous Discharges Into Air/Land/Water (Past 5 Yrs)	☐	☒
Labor Issues	☐	☒
Large Scale Land Conversion, Acquisition, or Relocation	☐	☒
Litigation or Arbitration	☒	☐
On-Site Fatality	☐	☒
Penalties Assessed For Environmental Issues	☐	☒
Political Contributions or International Affairs	☐	☒
Recalls	☐	☒
Significant Layoffs	☒	☐
Violation of Indigenous Peoples Rights	☐	☒
Other	☐	☒



Practices

	Yes	No
Please indicate if the following statements are true regarding whether or not the company engages in the following practices. Check all that apply. If the statement is true, select "Yes." If false, select "No."		
Animal Testing	☐	☒
Company/Suppliers Employ Under Age 15 (Or Other ILO Minimum Age)	☐	☒
Company prohibits freedom of association/collective bargaining	☐	☒
Company workers are prisoners	☐	☒
Conduct Business in Conflict Zones	☐	☒
Confirmation of Right to Work	☐	☒
Does not transparently report corporate financials to government	☐	☒
Employs Individuals on Zero-Hour Contracts	☐	☒
Facilities located in sensitive ecosystems	☐	☒
ID Cards Withheld or Penalties for Resignation	☐	☒
No formal Registration Under Domestic Regulations	☐	☒
No signed employment contracts for all workers	☐	☒
Overtime For Hourly Workers Is Compulsory	☐	☒
Payslips not provided to show wage calculation and deductions	☐	☒

	Yes	No
Sale of Data	☐	☒
Tax Reduction Through Corporate Shells	☐	☒
Workers cannot leave site during non-working hours	☐	☒
Workers not Provided Clean Drinking Water or Toilets	☐	☒
Workers paid below minimum wage	☐	☒
Workers Under Bond	☐	☒
Other	☐	☒

Supply Chain Disclosures

	Yes	No
Please indicate if any of the following statements are true regarding your company's significant suppliers.		
Business in Conflict Zones	☐	☒
Child or Forced Labor	☐	☒
Negative Environmental Impact	☐	☒
Negative Social Impact	☐	☒
Other	☐	☒



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmentally Intensive Industry - Energy Intensive Industry

Issue Date	On-going
Topic	Energy Intensive Industry
Summary of Issue	Danone Turkey is involved in the production and sale of dairy, plant-based, and, specialized nutrition products and bottled water - an industry that can potentially be classified as energy and emission-intensive, meaning it is an industry more likely to have significant impacts on the environment based on the carbon emissions associated with its operations and their contribution to climate change. Danone Turkey acknowledges its potential negative environmental impact and actively works to mitigate its impact. Danone Turkey includes two assessments: • Danone Turkey Waters. The waters business has 1 Head Office in Istanbul, 1 Sales Office in Ankara, and 5 Factories in Sapanca, Hendek, Bursa, Aydın, and Pozant. • Danone Turkey Specialized Nutrition (SN) and Essential Dairy Products (EDP). The SN & EDP business has 2 Head Offices in Istanbul, and 1 Plant in Lüleburgaz for the production of EDP and Medical Nutrition. As per B Lab's rules, manufacturing companies in the food & beverage industry are required to make transparent their involvement in such activities or industries, irrespective of their actual intensity or impact. Accordingly, the energy-intensity activities are related mostly to the company's manufacturing sites. At the bottling facilities (Water Business Unit), the company uses a mix of energy sources (renewable and non-renewable) for manufacturing and utilities, with some energy reduction efforts deployed at the site. At the Lüleburgaz facility (SN & EDP), the company used 100% green electricity certified by IREC for manufacturing and utilities, with some energy reduction efforts deployed at the site.

Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	In the previous fiscal year, 100% of Danone Turkey was derived from the manufacturing and sale of bottled water, dairy, and specialized nutrition products. Danone Turkey Water's manufacturing facilities consumed 29.622 MWH for its standard manufacturing processes in the last fiscal year (2023). Danone Turkey SN & EDP manufacturing facility consumed 31.000 MWh for its standard manufacturing processes in the last fiscal year (2023).
Impact on Stakeholders	Energy-intensive activities, such as food & beverage manufacturing, can pose an environmental risk due to the related emissions derived from energy use. The extent of environmental impact depends on the energy sources utilized and the management practices in place to manage energy use.
Implemented Management Practices	Danone Turkey is a subsidiary of Danone SA. As such, it is fully in line with the group's ambition to help lead an industry-wide transition to a low-carbon economy. In 2015, Danone started engaging in climate change following the Paris Agreement. The company published the Climate Policy and set 1.5° reduction targets for 2030, officially approved by SBTi in 2022. Danone's main contributor to the carbon footprint is milk, which accounts for 36% of the overall emissions. Energy and industrial operations account only for 5% of the total. Nevertheless, Danone commits to reducing emissions through strategic programs and has a global ambition in line with the Science-Based Targets initiative and committing to net zero emissions by 2050. Danone's global targets on climate are: • Reduce its GHG footprint by 2030, in line with what science says is required to limit warming by 1.5°C • Achieve a 30% reduction in methane emissions from fresh milk by 2030 • 30% improvement in energy efficiency by 2025 • Achieve net Zero emissions by 2050 Energy & emissions are also a key topic of the company's sustainability strategy. Accordingly, the company launched a Global Energy Excellence Program, Re-fuel Danone in 2022, as an action plan to reduce energy and industrial emissions and transform the energy footprint of its production sites worldwide.

	The global targets are: • Improve energy efficiency by 30% by 2025 • Significantly increase its use of renewable energy, such as biogas, biomass, solar and hydrogen • 100% of electricity will be from renewable sources, and half of all energy will come from renewable sources by 2030 • Reduce the company's scope 1 & 2 emissions by a minimum of 42% by 2030 To monitor its progress, Danone uses an internal reporting tool for sustainability metrics – Greentrack - deployed in each Business Unit worldwide, including Danone Turkey, to track energy consumption and efficiency. From January 2024 onwards, all of Danone Turkey Water's bottling facilities started operating 100% on renewable electricity, including part of the green energy being supplied by own solar panels installed at the Hendek and Pozanti bottling plants. Likewise, the same initiative (solar panel installation) was implemented under the SN & EDP business unit at the Lüleburgaz facility's rooftop.
Report	• Danone's Climate Action • Danone Climate Transition Plan



Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Environmentally Intensive Industry - Water Intensive Industry

Issue Date	On-going
Topic	Energy Intensive Industry
Summary of Issue	Danone Turkey is involved in the production and sale of dairy, plant-based, specialized nutrition products, and bottled water - an industry that can potentially be classified as water-intensive, meaning it is an industry more likely to have significant impacts on the environment based on the water consumption associated with its operations and its potential contribution to water scarcity. Danone Turkey acknowledges its potential negative environmental impact and actively works to mitigate its impact. Danone Turkey includes two assessments: • Danone Turkey Waters. The waters business has 1 Head Office in Istanbul, 1 Sales Office in Ankara, and 5 Factories in Sapanca, Hendek, Bursa, Aydın, and Pozant. • Danone Turkey Specialized Nutrition (SN) and Essential Dairy Products (EDP). The SN & EDP business has 2 Head Offices in Istanbul, and 1 Plant in Lüleburgaz for the production of EDP and Medical Nutrition. As per B Lab's rules, manufacturing companies in the food & beverage industry are required to make transparent their involvement in such activities or industries, irrespective of their actual intensity or impact. Accordingly, the water-intensity activities are related mostly to the company's manufacturing site at Luleburgaz. At the Lüleburgaz facility, the company uses municipal water for manufacturing and utilities and a mix of fluvial water (5%) and municipal water (95%) for sanitary purposes, with some recovery efforts deployed at the site (e.g. low-flow faucets, sensor faucets, etc, on-site studie,s etc.).

	Danone Turkey Waters is involved in the production and sale of bottled water. The comprehensive measures taken by the company to address its impact on water are described in the transparent Bottled Water Risk Standard.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	In the previous fiscal year, 100% of Danone Turkey was derived from the manufacturing and sale of bottled water, dairy, and specialized nutrition products. Lüleburgaz 's manufacturing facility used 333.476 m3 of water for its standard manufacturing processes in the last fiscal year (2023).
Impact on Stakeholders	As a water-intensive industry, the manufacturing of food & beverage products poses risks such as water stress or depletion of local water sources if water used is not appropriately managed. By using municipal water supply for its manufacturing processes, the main stakeholders affected are other water users in the regions of operation, such as local water authorities & regulators, residents, other industrial plants, farmers, and the local biodiversity.
Implemented Management Practices	Danone Turkey is a subsidiary of Danone SA. Under the 'One Planet. One Health' signature, Danone works to protect and restore watersheds, reduce its water footprint, and improve access to safe drinking water. The water stewardship at Danone includes three scopes – scope 1 of factory, scope 2 of operational watershed, and scope 3 of sourcing watershed. Scope 3 accounts for the major water footprint in Danone, as it includes water usage in agriculture. Water is also a key topic of the company's sustainability strategy, Danone Impact Journey. As part of its roadmap, Danone set targets and committed to reducing its water footprint for: • Scope 1 – implementing a 4R approach (reduce, reuse, recycle, reclaim) in 100% of the production sites by 2030. • Scope 2 – by implementing in highly water-stressed areas, watershed preservation, and restoration plans by 2030. • Scope 3 – by driving water footprint reduction across the value chain

	Danone has several tools to measure its water footprint and guide its water preservation action, including, Water Risk Assessment, Water Footprint Assessment, WWF Water Risk Filter, and an internal tool called Spring 2030. Lastly, Danone also uses an internal reporting tool for sustainability metrics - Greentrack- deployed in each Business Unit worldwide, including Danone Turkey, to track water consumption and efficiency of its water programs.
Report	Danone's Water Stewardship

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Litigation, Arbitration and Penalties

Issue Date	2022
Topic	Administrative penalty related to anti-competitive behavior.
Summary of Issue	Danone Turkey is involved in the production and sale of dairy, plant-based, and, specialized nutrition products and bottled water. Danone Turkey includes two assessments: • Danone Turkey Waters. The waters business has 1 Head Office in Istanbul, 1 Sales Office in Ankara, and 5 Factories in Sapanca, Hendek, Bursa, Aydın, and Pozanti. • Danone Turkey Specialized Nutrition (SN) and Essential Dairy Products (EDP). The SN & EDP business has 2 Head Offices in Istanbul, 1 Sales Office in Ankara, and 1 Plant in Lüleburgaz for the production of EDP and Medical Nutrition. In the last five years, Danone Turkey SN had one (1) administrative penalty related to anti-competitive behavior. Upon settlement with The Turkish Competitive Board, it was decided that Danone SN & EDP settled in connection with article 4 of Law no 4054 Turkish Law on the Protection of Competition via Resale Price Maintenance.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	The penalty represents less than 5% of the SN (Numil Gida) company's revenues in 2021.
Impact on Stakeholders	The main stakeholders affected are resellers.
Resolution	A settlement has been reached with the local Turkish Competition Board before the payment of the fine.
Implemented Management Practices	Danone Turkey has enhanced its Anti-Trust (AT) Compliance Management Program, with a strong focus on policy implementation and employee training. Over 900 employees have been trained on key aspects of the Anti-Trust Law. Following the training sessions, each employee signed a

	commitment to adhere to AT Regulations. The compliance department also reinforces general awareness through regular announcements on AT Rules. These practices remain actively in place. Globally, Danone has a “Competition Policy” that applies to all Danone locations worldwide, including all majority-owned or effectively controlled subsidiaries and affiliates and all employees thereof. This Global Policy ensures the efficiency and consistency of Danone’s Competition Compliance Program. Moreover, as part of this program, raising a concern or ‘whistleblowing’ is where a Danone employee or external party informs Danone of suspected wrongdoing at work. The scope of whistleblowing for Danone covers the behavior required by Danone as set out in the Competition Policy or other Compliance Policies. For this purpose, Danone has a dedicated reporting tool available called Danone Ethics Line (www.danoneethicsline.com).
Related Incidents	No related incidents

Disclosure Questionnaire Statement

Disclosure Questionnaire Category: Significant layoffs of >20% of workforce

Issue Date	2023
Topic	Significant layoffs due to the company's restructuring.
Summary of Issue	Danone Turkey is involved in the production and sale of dairy, plant-based, and, specialized nutrition products and bottled water. Danone Turkey includes two assessments: • Danone Turkey Waters. The waters business has 1 Head Office in Istanbul, 1 Sales Office in Ankara, and 5 Factories in Sapanca, Hendek, Bursa, Aydın, and Pozanti. • Danone Turkey Specialized Nutrition (SN) and Essential Dairy Products (EDP). The SN & EDP business has 2 Head Offices in Istanbul, 1 Sales Office in Ankara, and 1 Plant in Lüleburgaz for the production of EDP and Medical Nutrition. This particular disclosure pertains to the Danone Turkey Waters operations. In the last five years, Danone Turkey has undergone multiple transformations driven by external challenges such as the demand contraction, the impact of the COVID-19 pandemic, and by internal context such as the company's restructuring led by Danone's Global which led to several terminations in the last three years.
Size/Scope of Issue (e.g. \$ financial implication, # of individuals affected)	A total of 236 employees were laid off in 2023, which represented 34% of the total workforce.
Impact on Stakeholders	The primary impact was loss of employment for affected employees.
Implemented Management Practices	The company offered severance pay, assistance in finding new employment, and additional packages based on employees' seniority and grades. The packages included outplacement services, unemployment benefits, and private health insurance payments. These measures were designed to support employees during their transition and minimize the negative impact of the layoffs.
Related Incidents	No related incidents