



SUSTAINABLE GROWTH
EMPOWER
DIGITAL TRANSFORMATION
EQUILIBRIUM
LOW CARBON TECHNOLOGIES
EQUAL OPPORTUNITY

ADAPTATION
INCLUSION
BIODIVERSITY
ENVIRONMENTAL PROTECTION
CIRCULAR ECONOMY

PRESERVE
ENERGY EFFICIENCY
TRANSPARENCY
ECOSYSTEM RESILIENCE
PROTECTION

PROGRESS
HERITAGE
DIVERSITY
GENDER
RENEWABLE ENERGY

WATER RESOURCE CONSERVATION
WATER FOOTPRINT
OPERATIONAL EXCELLENCE
PARTNERSHIPS

INNOVATION
HERITAGE
DIVERSITY
GENDER
RENEWABLE ENERGY

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About the Report

Anadolu Cam Sanayii A.Ş. (Şişecam Cam Ambalaj) has prepared this report on the performance of its sustainability strategy for the period of January 1, 2017 – December 31, 2017 and shares it with its stakeholders. This report has been prepared in accordance with the GRI Standards: “Core” option.

To be consistent with the consolidated data presented in financial reports of Şişecam Cam Ambalaj (referred to by its English name Şişecam Glass Packaging), the economic indicators in the report cover all legal enterprises of the company in Turkey and abroad, while all the other indicators related to environmental and social impacts cover the operations in Turkey.

**ANADOLU CAM SANAYİİ A.Ş**

For any comments and views about the report, please contact

Nihal Beltan

Market Research Executive

nbeltan@sisecam.com

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Message from the Chairman

Dear Stakeholders,

As a global, reputable, financially stable company with a transparent understanding of governance, Şişecam adopted the United Nations (UN) Sustainable Development Goals (SDG) and ratified UN Global Compact. It is my great pleasure to share with you our 2017 Sustainability Report that is not only aligned with the UN Sustainable Development Goals but also with the UN Global Compact's and Global Report Initiative (GRI) Standards reporting requirements.

The key global trends, which shapes our business are climate change, resource scarcity, digitalization, shift of economic powers and technological innovation. While striving to be a fair and transparent global player, we mainstream sustainability principles in all of our fields of operations to bring an equitable, viable and bearable future for generations to come.

Our sustainability pathway is built on the PRESERVE, EMPOWER and PROGRESS sustainability pillars through which we empower our employees and stakeholders by advocating and engaging in practices that encourage diversity and inclusivity; progress through climate neutral 360° circular economic model; and preserve natural resources that we rely on and our institutional heritage for resilient and sustainable generations to come.

With our sustainability approach, we support 11 out of 17 Global Goals of the 2030 United Nations Sustainable Development Agenda and in this context; the 2017 performances are highlighted below.

Through our PROGRESS approach we contributed to SDG 12 (Responsible Consumption and Production) while creating social and economic value in all geographies where we operate. In 2017, our Group produced 4.8 million tons of glass, 2.3 million tons of soda and 4.2 million tons of industrial raw materials. We increased our consolidated net sales by 32% compared to previous year to TRY 11.3 billion. The share of international sales in total revenues went up from 55% to 60% in one year. Our Group invested a total of TRY 1 billion in 2017. We strengthened our position in existing markets, pursued opportunities in alternative markets, worked for new initiatives in areas with high potential and undersigned new investments during the year. Şişecam Group conducts its business operations in parallel with a sustainable growth strategy focused on creating value. The Group crowned its efforts with a robust financial performance, recording TRY 3.1 billion in nominal EBITDA with an EBITDA margin of 27.6%, up 2.9 points in 2017.

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As a global player and international enabler, we empower our employees, local communities, vulnerable groups and supply chains to become an active advocate and solution partner to achieve jointly 2030 United Nations Sustainability Global Agenda through our innovative solutions, which is in line with our corporate sustainability strategy and targets.

Our contribution to SDG 7 (Affordable and Clean Energy) and SDG 13 (Climate Change), was through 397 thousands GJ energy saving, that corresponds to about 29 thousand tons carbon (CO₂ equivalent) through energy efficiency solutions such as: prevention of leakages, planning maintenance, improvement of burning systems, replacement of energy inefficient equipment's, installation of waste heat recovery systems and the installation of a 6.2 MW Solar Energy Plant on the roof of the Sisecam Flat Glass Mersin Plant of a 22 million TL value investment. Additionally, "Waste Heat Energy Power Generation Project" of Şişecam Flatglass Mersin Plant received the "ICCI Energy Prize" and the prize of "Energy Intensive Industries and Energy Efficiency Conference" organized by EnerCON-2017-Berlin.

Sisecam's Research and Technological Development Center is awarded by Ministry of Industry and Technology with the First Prize in the Intellectual Property Competence among 144 R&D Centers for their 2017 performance. Additionally, Sisecam continues to pave the way to implement the "Smart, Digital, Productivity" and "BT 2.0" strategy across all the operations. Furthermore, Sisecam Groups' web sites also received several awards based on the web site's updates. All these activities are key contributors to the SDG 9 (Industry, Innovation and Infrastructure).

Our commitment to PRESERVE natural resources, the "Glass and Glass Again Project" ongoing since 7 years, in 2017 ensured that 172 thousand tons of glass was prevented from going into the waste, that is equivalent of 7,200 households' annual energy savings, that adds value to SDG 12 (Responsible Consumption and Production)'s achievement.

We EMPOWER our employees, local communities, vulnerable groups and supply chain by establishment of Yenisehir Vocation and Technical Anatolian High school in Bursa of which the partnership protocol was signed between Sisecam, Bursa Governance, Regional National Education Directorate and Yenisehir Municipality. By ratifying UN Global Compact we also committed to implement its 10 principles. These activities are also key contributors to SDG 10 (Reduced Inequalities) and SDG 17 (Partnerships for the Goals).

As a global player and international enabler, we empower our employees, local communities, vulnerable groups and supply chains to become an active advocate and solution partner to achieve jointly 2030 United Nations Sustainability Global Agenda through our innovative solutions, which is in line with our corporate sustainability strategy and targets.

I would like to thank all of our employees and stakeholders for their continuous support for our achievements and our efforts to become a full-fledged sustainable global company.

Prof. Dr. Ahmet Kirman
Chairman

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Message From Glass Packaging Group Turkey President

Dear Stakeholders,

We consider leaving a livable and resilient world to future generations as one of our most important responsibilities. Since our incorporation, we have always aimed to build sustainable foundations for glass production, which rises on top of thousands of years of history and social wealth. In this context, in 2017, we defined our sustainability perspective around the focal points PRESERVE, EMPOWER, and PROGRESS, and established goals for 2022.

We would like to remark that our sustainability perspective was reshaped with the participation of all our stakeholders, as well as with reference to the new objectives and focal points achieved with Şişecam's Sustainability Directorate taking the lead. In this context, we organized the 1st International Sustainability Workshop with the participation of our plants in Turkey as well as abroad, with a view to making more effective reference to the views of our employees. The material issues to arise out of the workshop, in turn, helped our strategy to reach its current robust structure.

The Group Strategy based on the elements of conserving natural resources and our institutional heritage, empowering our employees and stakeholders, and developing society through our business model with a minimized footprint on climate change, has now evolved into a global structure through a reinterpretation in parallel to 17 Goals announced as part of United Nations 2030 Sustainable Development Agenda.

Hereby, in 2017, we steered our course so as to effectively contribute to the targets set for 2022 as part of the Group's Sustainability Strategy which has now assumed a new form with an inclusivity and global character.

2017 has been an encouraging and hopeful year where we maintained our profitable growth as total sales in TRY figures grew 32% through capacity increases, and we inched closer to our sustainability targets ever more. Acting in line with the goal of becoming the regional leader and an active player in international settings, and having the capacity to produce 2.3 million tons of glass packaging in total, with 1.3 millions tons abroad, our firm is now among the top 100 corporations the shares of which are traded in Borsa İstanbul. With a view to maintaining and continuously improving our leadership in the territories we operate in, in 2017 we spent TRY 339 million for our modernization, capacity increase, automation and digitization investments.

Additionally, we made our goal of reducing our climate change footprint an integral part of our production processes, and have been engaged in research and development projects in light of our strategic perspective. Projects to reduce the weight of glass packaging products helped reduce the weight of our products by 7%, helping cut carbon emissions by 6,000 tons, and glass use by 8,000 tons.

Our efforts to expand the influence of the recycling culture in production and consumption processes are ongoing. In this context, last year 172,000 tons of glass cullet were procured for recycling in our production processes.

I am delighted to share this report to allow you to review all the work we have been carrying out in line with our vision, and the strategy we have restructured.

Armed with the confidence that sustainability plays a significant role in the long-term success of our firm, we will only march forward with these efforts, including but not limited to embracing our corporate heritage.

I would like to note my gratitude to all our stakeholders, notably my colleagues, who contribute to our efforts for sustainability.



Abdullah Kılınc

Glass Packaging Group Turkey President



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About Şişecam Glass Packaging

Operating as the glass packaging arm of Şişecam, which was established 82 years ago in response to Atatürk's request, Şişecam Glass Packaging took its first step towards becoming the leading glass packaging manufacturer in Turkey, and fifth largest in the whole world, with the Istanbul Paşabahçe plant. Today, it continues to operate as a global glass packaging company which grows by producing custom-design glass with various volumes and colors for food, beverage, pharmaceutical and cosmetics industries, creates value for the whole society, and contributes to the environment.

Aiming to become a regional leader and to procure at least half of its turnover from overseas operations, Şişecam Glass Packaging produced a total of 1.9 million tons of glass packaging in 2017, with its domestic and overseas operations. Having maintained a rapid and stable growth since its incorporation, Şişecam Glass Packaging continues to operate in line with the goal of leaving a viable and resilient world to future generations.

WHY GLASS?

Even though developments in technology lead to increased product variety in the packaging industry, glass still stands out as the healthiest and most environmentally friendly material. To boot, these characteristics are not mere coincidence. Its hundred percent recyclable nature as well as a complete lack of interaction with the products it is used to contain crown glass as the healthiest and most environmentally friendly packaging material.

- Glass helps to store food for extended time frames, without altering the taste, scent, and aroma.
- It does not interact chemically and microbiologically with the materials it contains. Coupled with steam and gas impermeability, glass helps products to be stored in a healthy setting.
- Truly environmentally friendly, glass can be used over and over for ever, thanks to recycling.
- Its heat-resistant and transparent characteristics make glass more practical compared to other packaging materials.

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VISION

Şişecam Glass Packaging is inspired by the Şişecam Group's mission to add value to life through its high quality products offering comfort that respect people, environment and law. **Şişecam Glass Packaging aims to become a global glass packaging company that is a solution partner to its customers by offering designed products and services through creative processes while adding value to people and the environment,** based on the Group's vision of:



Deriving strength from the traditions and supporting each other



Thriving and developing together



Displaying fair and transparent management approach



Caring for the environment



Respecting differences

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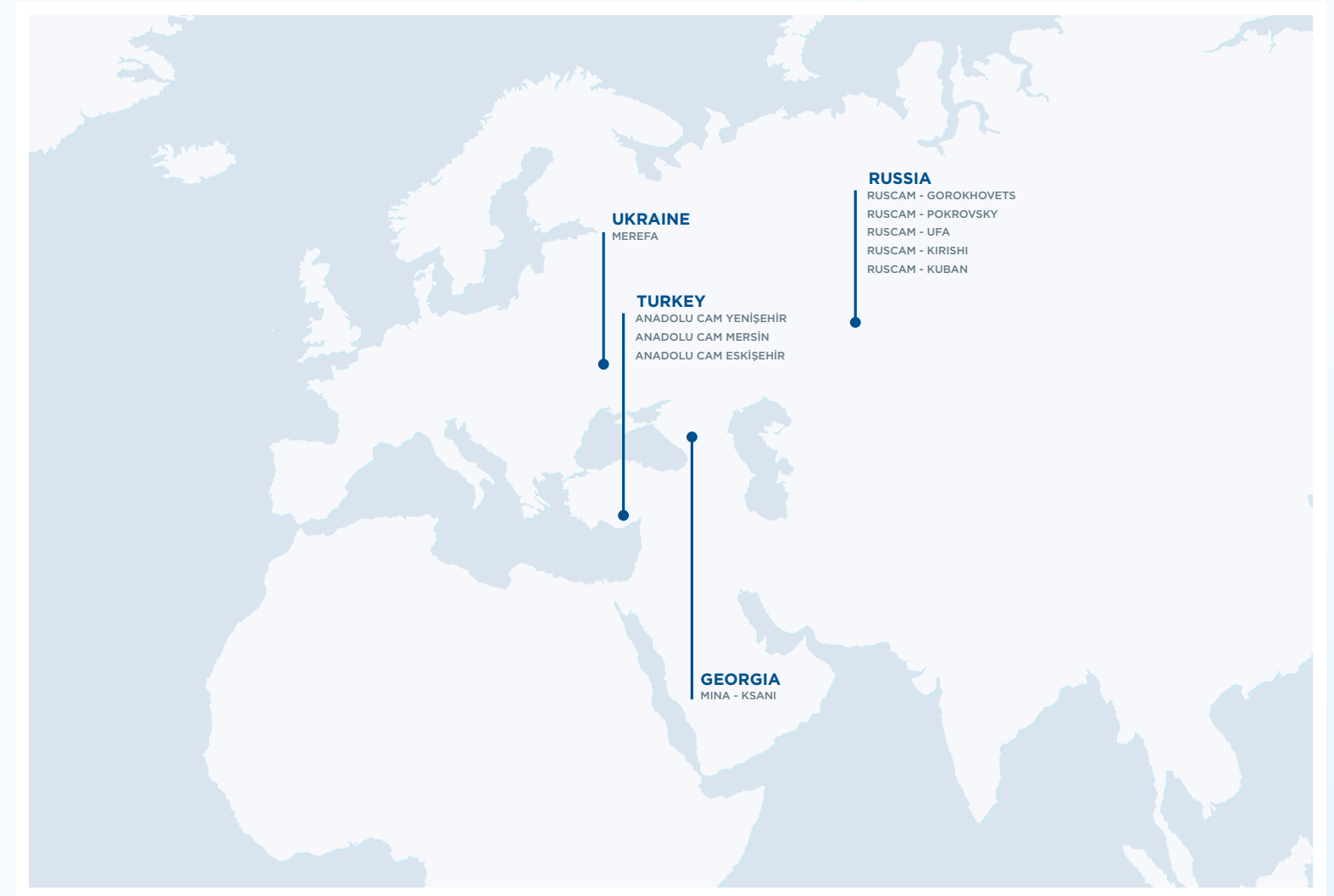
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PRODUCTION CAPACITY

A total of 2.3 million tons/year
production capacity, in 4 countries



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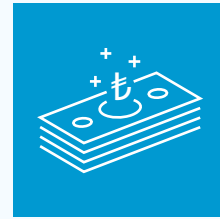
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2017 Performance



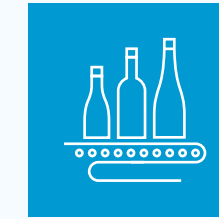
International sales worth TRY
1.2 Million



1,721 employees



10 Production Plants



2.3 Million Tons Annual
Production Capacity



32% increase in overall sales,
compared to the previous
year



Savings to the tune of TRY
25 Million in Turkey and TRY
27 Million Abroad, through
Efficient Projects



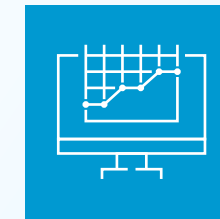
172,000 Tons Recycled
Glass Supply



261 Product Design Projects



An Overall Investment figure
of TRY **339** Million



To be one of top **100** companies
the stocks of which are traded in
Borsa Istanbul (BIST).

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Strategic Sustainability Approach

Şişecam Glass Packaging aims to be an international enabler by delivering long-term value for future generations with its Sustainability Strategy, whilst deriving its strength from the company’s historical heritage and ability to excel beyond traditional conventions.

Having embarked on a quest of becoming a global force, Şişecam Glass Packaging came to occupy a most significant position in European Union markets as well as the global markets. In 2017, its sales in Turkey and abroad reached TRY 2.4 Million, with overseas sales accounting for 50% of all sales.

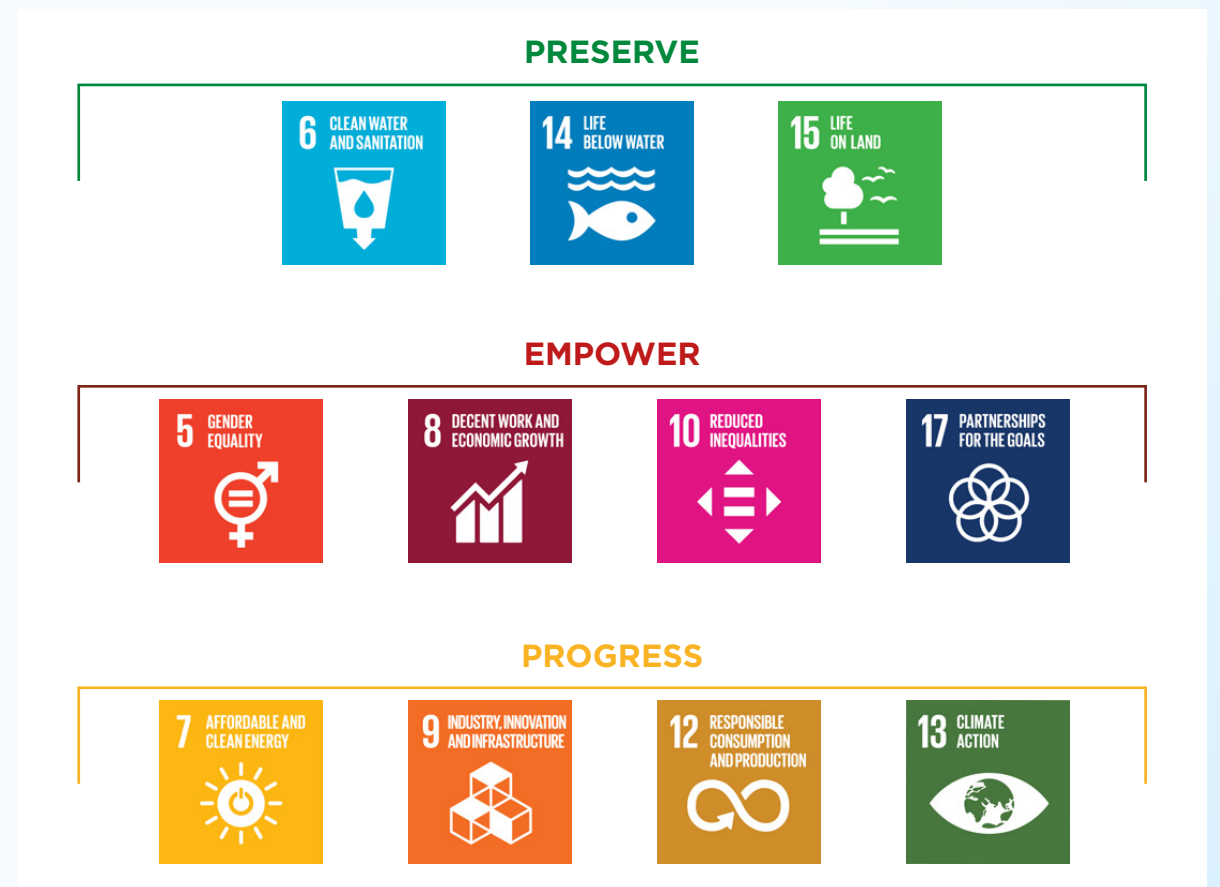
In addition to its achievements as a profitable glass producer with international operations, Şişecam Glass Packaging operates with an awareness of its impact on the environment and the society. It continues to engage in environmentally and socially sustainable as well as economical production of glass, as an activity based on thousands of years of history and social riches characterizing an industry where energy and resource needs are most intense. Şişecam Glass Packaging operates with the will and motivation to leave an equitable, viable and resilient world to future generations.

Climate change, resource scarcity, the rise of social networks, digitalization, shift of economic powers and technological innovation are the major global trends that will impact on the company’s working processes in the future. While continuing its efforts to become one of the leading companies in all its areas of activity, Şişecam Glass Packaging commits to leave an equitable, viable and resilient world for future generations by placing emphasis on the social, environmental and economic implications of sustainability. To this end, the company has mainstreamed sustainability principles in its corporate strategy and realigned its operations to add value to generations to come, while striving to become a fair and transparent global player. Our sustainable strategy and action plan also contributes to the universal call to action to end poverty, protect our world and ensure the peace and prosperity of all people encompassed by 17 Global Goals of the United Nations 2030 Agenda for Sustainable Development.

As a global, reputable, and financially stable company with a transparent understanding of governance, Şişecam Glass Packaging has adopted the United Nations Sustainable Development Goals (SDG). Its way forward on the sustainability pathway is built on the sustainability pillars of **PRESERVE**, **EMPOWER** and **PROGRESS**. Şişecam Glass Packaging is committed to **EMPOWER** its employees, local communities, vulnerable groups and its supply chain by advocating practices that encourages diversity and inclusivity; **PROGRESS** through

a climate neutral and 360° circular model and **PRESERVE** the environment and institutional heritage to ensure a sustainable future for next generation without frontiers.

- Şişecam Glass Packaging’s short-term **PRESERVE** approach, developed in response to the global agenda, is to implement sustainable environmental and natural resource management practices with a special focus on water and land resources.
- The **EMPOWER** approach will lead to the integration of diversity and inclusiveness into daily practices both at corporate and operational level, whilst also fostering the advancement of digital intelligence and community inclusivity.
- The **PROGRESS** approach will accelerate the process of becoming an active player in the fight against climate change and implementing circular models into operations. The company’s medium and long-term vision is to establish an enabling environment as a champion of corporate heritage, to become an international enabler and advocate for sustainability, and to operate in a climate-neutral 360° circular model.



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CONTRIBUTION TO SUSTAINABLE DEVELOPMENT GOALS

With the shared opportunities, risks and goals of all humanity in mind, Şişecam Glass Packaging adopted the United Nations Sustainable Development Goals (SDG) which has driven the development of the Şişecam Group’s Sustainability Strategy.

- Şişecam Glass Packaging PRESERVEs natural resources and institutional heritage for resilient and sustainable generations to come by engaging in and implementing conservational and restoration practices. In doing this, it also contributes to SDG 6 (Clean Water and Sanitation), SDG 14 (Life Below Water) and SDG 15 (Life on Land).
- The company EMPOWERs the company’s employees, local communities, vulnerable groups and supply chain to become an active player for sustainable solutions and international enabler by advocating and engaging in practices that encourages diversity and inclusivity. Through this approach, it also contributes to SDG 5 (Gender Equality), SDG 8 (Decent Work and Economic Growth), SDG 10 (Reduced Inequalities) and SDG 17 (Partnerships for the Goals).
- The company is committed to PROGRESS through the climate-neutral 360° circular model, which includes but is not limited to the sustainable use of energy, natural resources, digitalization and innovation, while encouraging and enabling the equal participation of women and vulnerable communities. This allows it to contribute to SDG 7 (Affordable and Clean Energy), SDG 9 (Industry, Innovation and Infrastructure), SDG 12 (Responsible Consumption and Production) and SDG 13 (Climate Action).

In addition to its commitment to the Sustainable Development Goals, its commitment to the United Nations Global Compact’s principles is in line with its aim to become an international enabler while sharing its established and specialized know-how with global communities and driving economic, social and environmental sustainability.

SUSTAINABILITY GOALS

The sustainability goals and commitments adopted by Şişecam Glass Packaging are aligned with the United Nations Sustainable Development Goals and aim to efficiently and meaningfully implement the Sustainability Strategy.

With short and long-term goals established for each of the three focus areas outlined in the sustainability strategy, Şişecam Glass Packaging contributes to Şişecam Group’s achievement of its goals by 2022. Şişecam Glass Packaging takes on responsibilities at every level in order to achieve its goals based on its current performance. Şişecam Glass Packaging keeps regular track of its performance, defines improvement areas, and continues its activity with the aim of achieving its goals.

Within the scope of Şişecam Group’s Sustainability Goals, Şişecam Glass Packaging supports the goals outlined below.

PRESERVE

- By 2022, 5% of treated industrial wastewater reused
- By 2022, at least 20% of recycled glass used for container glass production
- By 2022, reduce NOx emissions by primary measures
- By 2022, at least 4 industrial synergy programs developed

EMPOWER

- By 2022, zero target for occupational accidents (LTIFR*)

PROGRESS

- By 2022, reduce GHG emission intensity of glass production by 5% from 2017 baseline
- By 2022, reduce specific energy consumption in glass production facilities by %2 from the 2017 baseline
- By 2022, additional 2 plants implemented Waste Heat Recovery system

* Lost Time Injury Frequency Rate

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Sustainability Management

Şişecam Group's **Sustainability Committee** works toward increasing communication between working groups and companies within the Group, including Şişecam Glass Packaging, on matters of sustainability and enables the implementation of joint projects that are able to generate synergy. Among the main issues dealt with by the Committee are integrating sustainability principles into the Group's processes, determining and implementing operational improvement activities, preparing and circulating the Corporate Sustainability Strategy, and coordinating, directing and supervising the activities of sub-working groups within the Sustainability Committee. Şişecam Glass Packaging's Vice President for Production is an active member of the Sustainability Committee and manages Şişecam Glass Packaging's practices under Şişecam Group's Sustainability Strategy by representing the company in the Committee. In order to keep regular track of activities, the Committee has met four times this year with the attendance of 76% of its members, and measured the performance of Şişecam Glass Packaging and other companies within the Group in terms of achieving their sustainability goals.

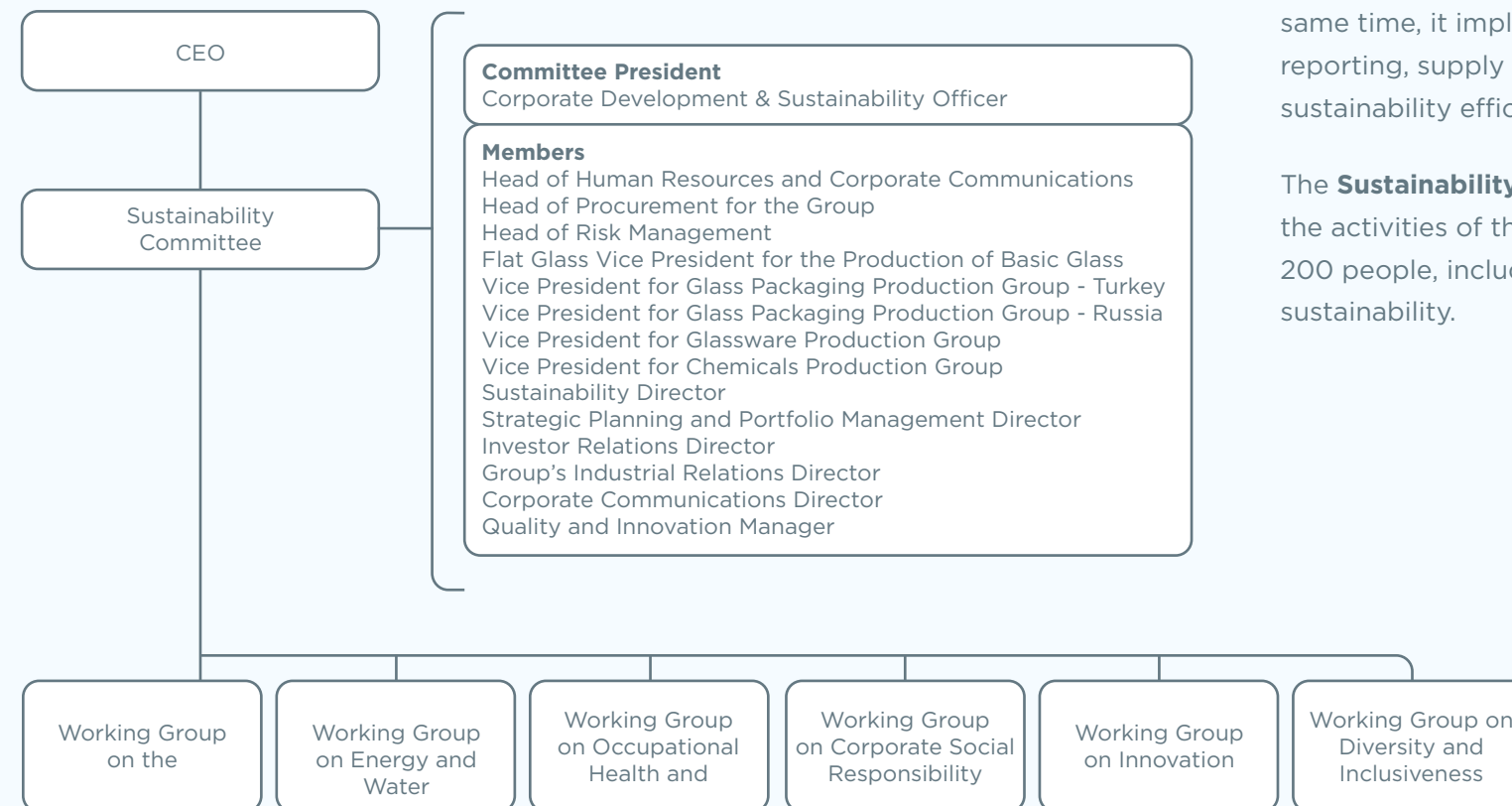
The **working groups** within the committee (Working Group on the Environment, Energy and Water, Occupational Health and Safety, Innovation, Diversity and Inclusiveness, Corporate Social Responsibility) ensure that Şişecam Group's Sustainability Strategy and action plan are implemented. For the integration of Şişecam Group's Sustainability Strategy into Şişecam Glass Packaging's structure, experts are employed within working groups in the fields of Environment, Energy and Water, Occupational Health and Safety, Innovation, Diversity and Inclusivity, and Corporate Social Responsibility.

The team responsible for detailing the Committee's general approach and standards in terms of sustainability for Şişecam Glass Packaging in particular and of implementing them while supporting the Sustainability Committee in its efforts to report to senior management about Şişecam Glass Packaging's performance in terms of achieving its sustainability goals.

Şişecam Group's **Sustainability Directorate** focuses on coordination of corporate sustainability activities, connecting teams responsible for production, branding, communications, human resources, infrastructure, procurement and quality. At the same time, it implements innovative practices relating to corporate sustainability reporting, supply chain sustainability, sustainability education programs, measurement of sustainability efficiency, energy and natural resources management, etc.

The **Sustainability Volunteers** program, established in 2017 by Şişecam Group to support the activities of the Sustainability Committee and working groups, comprises a team of 200 people, including Şişecam Glass Packaging employees, who act as ambassadors for sustainability.

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Managing Sustainability Risks

Şişecam Glass Packaging organizes its risk management and internal auditing activities within the structures of Şişecam Group and reports, in line with regulations, to the Boards at regular meetings.

Within the Şişecam Group, risk management activities are based on corporate risk management principles and a proactive approach.

The management of sustainability risks such as climate change, access to clean energy, natural resources, and occupational health and safety, is a part of the corporate governance model along with all the other risks.

Şişecam Group’s Sustainability Committee constantly identifies and manages the types of risks relating to sustainability management, risk levels and proposed management responses, and the risks relating to the efficiency of sustainability management in particular.

Identified Risks and Proposed Management Responses Related to the Corporate Sustainability Strategy and Action Plan

RISK TYPE	LEVEL	MANAGEMENT RESPONSE
Barriers for effectiveness	Medium	Robust regular dialogues with key company stakeholders on sustainability challenges, including employees, investors, NGOs, suppliers and consumers
Governance & Stakeholders engagement	Low	Elevate sustainability in company governance, including direct board oversight and accountability over environmental and social issues, more diversity and special expertise on boards, and linking executive and other employee compensation to sustainability goals
Barrier for effective monitoring, reporting and verification	Low	Open reporting on sustainability strategies, goals and accomplishments
Limited awareness along the value chain on sustainability	Medium	Systematic performance improvements to achieve environmental neutrality and other sustainability goals across the entire value chain, including operations, supply chains and products

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Corporate Management and Business Ethics

Şişecam Group's Code of Ethics –the most important guide for working responsibly– is in effect at Şişecam Glass Packaging. Bringing together the essentials of strong corporate governance with sustainable practices and systems, Şişecam Group handles processes with the same dynamics at play in risk management.

TRANSPARENT AND INTEGRATED MANAGEMENT

A management based on transparency and accountability is among the most significant values which Şişecam Glass Packaging not only accepts in principle but implements in its practices as an important determinant in its operations. All the practices in this framework are presented in a transparent manner for the consideration of stakeholders in the Corporate Governance Principles Compliance Report, prepared annually by Şişecam Group in accordance with the relevant Capital Markets Board regulations.

Şişecam Group constantly and dynamically manages all the relevant processes with an emphasis on corporate management principles. As a result of the management practices shaped by this approach, Şişecam Group's Corporate Governance Rating rose from 94.4 in 2016 to 94.8 in 2017.



Corporate Governance Principles Compliance Report is accessible on the website of Şişecam Group, in the Investor Relations section.

BUSINESS ETHICS

Şişecam Glass Packaging's guide for working responsibly is Şişecam Group's Code of Ethics. Updated continuously based on needs and adopts principles of integrity, transparency, confidentiality, impartiality and compliance with the law, the Code acts as a guide regulating the relations between Şişecam Glass Packaging employees and customers, suppliers, shareholders and other stakeholders.

The "Ethics Board" works under Corporate Governance Committee to ensure compliance with the Code of Ethics. The Board's responsibilities cover making assessments of

practices with the Code of Ethics, ensuring adoption of an ethics culture within the Group at large and raising awareness in this context.

The structure of corporate management practices allows the concerns shared mainly by employees and stakeholders regarding the operations which are not in compliance with the law or the Code of Ethics to be conveyed to the management. Employees can report operations that do not comply with regulations or the Code of Ethics to the Inspection Committee and to the Internal Audit Unit. An Ethics Hotline has been launched to allow stakeholders to report their concerns to the Inspection Committee regarding operations which are thought to contradict laws or the company's ethical values. Complaints can also be filed via e-mail to etik@sisecam.com.



More information on the Code of Ethics is accessible on Şişecam Group's corporate website, in the Corporate Identity and Management tab under Investor Relations.

ANTI-CORRUPTION

Şişecam Glass Packaging has adopted Şişecam Group's Anti-Bribery and Corruption Policy in order to clearly state its commitment and approach to anti-bribery and corruption, as well as to protect the company's reputation. A complementary part of Şişecam Group's Code of Ethics, this policy is aimed at providing the necessary information to fight against bribery and corruption in all of the Group's activities, as well as determining rules and responsibilities in this regard.



More information on Şişecam Glass Packaging's Anti-Corruption Policy is accessible on the corporate website of Şişecam Group, on the Corporate Identity and Management tab under Investor Relations.

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Strategic Priorities

The aim of Şişecam Glass Packaging in preparing this report is to create value for its stakeholders, for Şişecam Group and for society at large, and its focus has been directed toward these areas. The highlighted areas of the sustainability strategy constitute our material issues.

Global trends, international reports concerning sectors and a perspective that takes into account the country's agenda are considered while identifying strategic priorities.

Şişecam Glass Packaging's Material Issues are then established subsequently by the management and Sustainability Committee with Şişecam Group's and Şişecam Glass Packaging's strategic priorities in mind. In addition to sustainability risks and opportunities, the impact of possible legislative regulations is considered.

Şişecam Glass Packaging's internal and external stakeholders are also involved in this process. As part of this, Şişecam Glass Packaging participated in the 1st International Sustainability Workshop to more effectively receive the opinions of employees, and to contribute to the development of the goals specified in the Sustainability Strategy.



International Sustainability Workshop

The workshop organized around the theme “Towards an Interdisciplinary, Interactive and Creative Şişecam” was organized in order to come up with creative, participatory solutions and practical ideas to allow operations to be organized easily and effectively and make a sustainable Şişecam Group a reality based on Şişecam Group's three main sustainability principles (PRESERVE, EMPOWER, PROGRESS). The workshop program covered the relevant issues of the environment, energy and water, diversity and inclusivity, and innovation in relation to the working groups operating under the Sustainability Committee.

A total of 153 people from the Şişecam Headquarters and domestic and overseas factories, 40% female and 60% male, took part in the workshop. Participants from Bulgaria and Russia also joined the workshop via video-conferencing. The presentations made on the workshop were shared with all Şişecam plants in all countries the group operates.

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Stakeholder Dialogue

Şişecam Glass Packaging sees productive dialogue with its stakeholders as an integral part of its operations while continuously developing its Sustainability Strategy and its performance. Aware of the value created by a diversity of ideas, the company integrates stakeholder expectations into decision-making processes at regular intervals through mutual communication channels. In this context, the company is continuing its dialogue with stakeholders on different platforms and at intervals required by the state of affairs.

Şişecam Glass Packaging’s performance with regards to the set sustainability priorities is regularly shared with stakeholders in the form of sustainability reports. The feedback obtained is one of the most important tools used to advance Şişecam Glass Packaging’s Sustainability Strategy and its performance.

Stakeholder Group	Communication Management	Frequency of Communication
Suppliers	<ul style="list-style-type: none"> Daily work flow Face-to-face negotiations E-Mail 	Continuously
Employees	<ul style="list-style-type: none"> Platforms for sharing recommendations and opinions Career opportunity bulletins Recognition and rewards system Face-to-face interviews based on direct feedback 	Continuously
	<ul style="list-style-type: none"> Satisfaction survey 	Continuously
	<ul style="list-style-type: none"> Seniority encouragement award 	Once per year
Shareholders	<ul style="list-style-type: none"> Briefing reports published regularly (e.g. Annual Operating Report, CDP reporting, revenue and interim activity reports) 	At least twice a year
Analysts	<ul style="list-style-type: none"> Face-to-face negotiations Workshops 	Continuously
Investors	<ul style="list-style-type: none"> Presentations on investor relations Bulletins 	At least twice a year
	<ul style="list-style-type: none"> Roadshows 	At least twice a year
	<ul style="list-style-type: none"> Face-to-face meetings 	Continuously
Universities	<ul style="list-style-type: none"> Conferences Active participation in joint operations (projects, supplying grants, etc.) Internship programs 	At least twice a year
State Institutions	<ul style="list-style-type: none"> Regular reporting Forums and conferences Press statements Face-to-face meetings 	Continuously
Customers	<ul style="list-style-type: none"> Customer Satisfaction Survey 	Once per year
	<ul style="list-style-type: none"> Face-to-face negotiations Feedback received via phone calls and e-mails 	Continuously
Non-Governmental Organizations (National and International)	<ul style="list-style-type: none"> Strategic cooperation Events Regular meetings 	At least twice a year
Media	<ul style="list-style-type: none"> Press releases 	At least twice a year
	<ul style="list-style-type: none"> Interviews 	At least twice a year

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CORPORATE MEMBERSHIPS

European Glass Packaging Federation, Glass Packaging and Glassware Committees	Mersin Chamber of Commerce and Industry
International Partners in Glass Research	Central Anatolian Exporters' Union
Environment Conservation and Packaging Waste Utilization Foundation	Packaging Industry Association of Turkey
Eskişehir Chamber of Industry	Turkish Exporters' Assembly
Eskişehir Chamber of Commerce	Turkish Statistical Institute
Gebze Chamber of Commerce	Turkish Quality Association
Food Safety Association	Union of Chambers and Commodity Exchanges of Turkey
Istanbul Chamber of Industry	Yenişehir Chamber of Commerce and Industry
Istanbul Chamber of Commerce	



PRESERVE

NATURAL RESOURCE MANAGEMENT
ENVIRONMENTAL AND INSTITUTIONAL
HERITAGE STEWARDSHIP

PRESERVE

Şişecam Glass Packaging **PRESERVEs** natural resources that it relies on and its institutional heritage for resilient and sustainable generations to come by engaging in and implementing conservational and restoration practices.




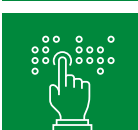
Through its PRESERVE approach, developed in response to the global agenda, Şişecam Glass Packaging implements sustainable environmental and natural resource management practices with a special focus on water and land resources.


Focusing on the efficient use of resources in processes, waste is reduced at its source, effective water management practices are implemented, and products with reduced environmental impact are designed. While ensuring continuous improvement of its environmental sustainability performance in accordance with its strategic approach, Şişecam Glass Packaging also achieves significant reduction in its operational costs.

While achieving its own goals within the scope of its PRESERVE approach, Şişecam Glass Packaging contributes to Şişecam Group's goals for 2022 listed below:


Additionally, through its best practices, the company plays an active part in the program developed by Şişecam Group championing environmental and institutional heritage within the scope of its 2022 goals noted below, to preserve and keep the heritage of the glass industry alive:

“ Focusing on the efficient use of resources in processes, waste is reduced at its source, effective water management practices are implemented, and products with reduced environmental impact are designed.


	By 2022, at least 10 production related best practices are documented and shared through social media
	By 2022, at least 20 knowledge products are accessible to vulnerable groups
	By 2022, all the foundation memories are collected and exhibited for the view of general public
	By 2022, history of Şişecam is translated to Braille alphabet in 5 languages and shared with respective communities




By 2022, reduce GHG emission intensity of glass production by 5% from 2017 baseline



By 2022, reduce specific energy consumption in glass production facilities by %2 from the 2017 baseline



By 2022, reduce NOx emissions by primary measures



By 2022, additional 2 plants implemented Waste Heat Recovery system

ENVIRONMENTAL MANAGEMENT SYSTEM

Şişecam Glass Packaging works to minimize its environmental impact with sustainable environmental management practices, and continuously strengthens its performance on environmental protection.

Şişecam Glass Packaging carries out environmental management operations in accordance with the Environmental Management System already established in all its factories in Turkey, applying the ISO 9001 Quality Management System, ISO 14001 Environmental Management System and ISO 50001 Energy Management System in this context.

Performed with the participation of environmental engineers employed at different facilities within the Group, the cross checks yield results which permit reporting on current practices, outstanding good practices, and negative findings at each facility. In this way, current data on practices at these facilities is compiled and the Group's environmental engineers who are active in distinct production operations are brought together to benefit from each other's experiences.

Şişecam Glass Packaging organizes training sessions for its employees, within the framework of the awareness-raising activities as part of its Energy and Environmental Management approach. Furthermore, contractors are provided training sessions at Eskişehir and Yenişehir plants. The customers and guests who visit Şişecam Glass Packaging's Yenişehir Plant are provided OHS and Environment training sessions with the video produced for this purpose, while another video is used to provide environment training sessions at Şişecam Glass Packaging's Eskişehir Plant.

During the reporting period, 1,079 Şişecam Glass Packaging employees were provided a total of 1,503 man-hour of environment training sessions, whereas 1,057 contractor firm employees were provided a total of 326 man-hour of training sessions.

In 2017, Şişecam Glass Packaging was not fined with reference to any environmental issues.

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Şişecam Glass Packaging works to minimize its environmental impact with sustainable environmental management practices, and continuously strengthens its performance on environmental protection.

QUALITY MANAGEMENT SYSTEM AND PRODUCT SAFETY

Şişecam Glass Packaging aims to meet customer needs in the best way by keeping quality and product safety management at the highest level. In order to do this, the quality system is managed by the ISO 9001 Quality Management System, which is present in all facilities.

In terms of product safety, all three plants are certified under ISO 9001 Quality Management System and FSSC 22000 (ISO/TS 22002-4) Global Food Safety Management System, whereas Eskişehir Plant is also certified under ISO 10002 and ISO 15378 with Quality Management System Certificate for Primary Packaging Materials for Medicinal Products, as that plant is engaged in pharmaceutical packaging production as well.

As part of the Food Safety Management System for products and the product processing environment, a Food Safety Hazard Analysis and Risk Table is created, and the relevant risk table is mapped by grading the biological, chemical and physical hazards that could threaten product safety and human health. Hazards are continuously tracked based on their risk points, and the areas containing hazards are defined as Critical Check Points.

At Şişecam Glass Packaging plants, raw materials and end products are stored at different storage areas. Furthermore, as the melting of cullet requires very high temperatures, the recycling of glass does not pose any risks for human health.

	ISO 9001	ISO 14001	ISO 50001	FSSC 22000 (ISO/TS 22002-4)	ISO 15378	ISO 10002
Şişecam Glass Packaging Mersin Plant	✓	✓	✓	✓		
Şişecam Glass Packaging Yenişehir Plant	✓	✓	✓	✓		
Şişecam Glass Packaging Eskişehir Plant	✓	✓	✓	✓	✓	✓
Şişecam Glass Packaging Management and Sales Center	✓					✓

NATURAL RESOURCE MANAGEMENT

ENVIRONMENTAL AND INSTITUTIONAL
HERITAGE STEWARDSHIP

Natural Resource Management

The strain placed on natural resources due to population growth is making the development of sustainable practices in the use of water and other natural resources a necessity. Şişecam Glass Packaging is committed to preserving natural resources to leave behind a resilient and sustainable world for future generations in keeping with Şişecam Sustainability Strategy's PRESERVE principle, shared by Target 9 "Industry, Innovation & Infrastructure" and Target 12 "Responsible Consumption and Production" of the United Nation's Sustainable Development Goals, and integrates this approach into all its business processes. It continues to further strengthen its performance in this area through sustainable environmental and natural resource management practices.

WASTE MANAGEMENT

Understanding that waste management plays an important role in making sustainable production and consumption habits more widespread and in the transition to circular economy, Şişecam Glass Packaging aims to reduce the use of natural resources by recycling and reusing waste in all its activities.

The waste management understanding at Şişecam Glass Packaging covers glass waste collection and recycling activities with a holistic perspective. The company also engages in operations to create a suitable infrastructure for increasing the efficiency of glass waste collection and recycling activities in Turkey.

This year 172,000 tons of cullet were procured, leading to the use of recycled glass in production processes. Maintaining the pace of its efforts in this context, Şişecam Glass Packaging strives to reach the Group's target of using recycled glass for at least 20% of glass packaging production, by 2022.

A project was initiated to reduce the consumption of chemicals used in the industrial waste water treatment plant in the Eskişehir factory. The chemicals found suitable during laboratory tests were started to be used, leading to a 23% decrease in the consumption of chemicals and a 37% decrease in treatment sludge.

The operations for the management of solid waste led to the recycling of approximately 4,325 tons of various forms of cardboard, plastic, paper, glass, and metal waste. During the reporting period, 78% of the hazardous waste to arise as a result of the operations were sent to licensed firms for recovery activities. Şişecam Glass Packaging achieved financial savings to the tune of TRY 1,150,000 by cutting waste by approximately 510 tons.

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This year **172,000** tons of cullet were procured, leading to the use of recycled glass in production processes.

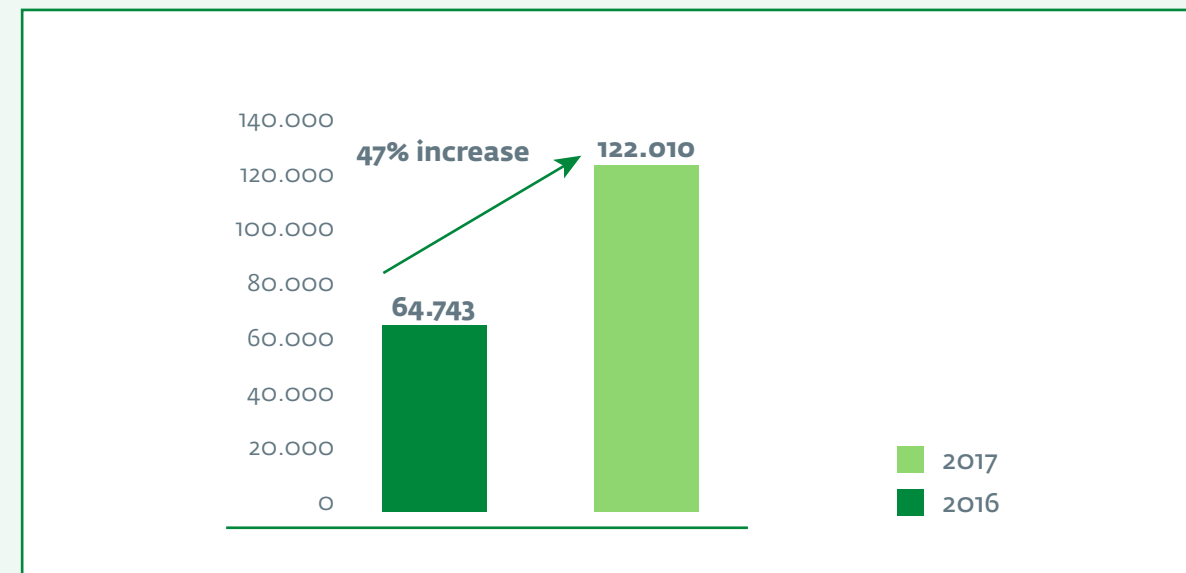
NATURAL RESOURCE MANAGEMENT
 ENVIRONMENTAL AND INSTITUTIONAL
 HERITAGE STEWARDSHIP

WATER MANAGEMENT

Water management is one of Şişecam Glass Packaging’s focus areas within the scope of its PRESERVE approach. In this context, Şişecam Glass Packaging aspires to reduce water consumption by promoting more efficient use of water. Water reduction and water recovery projects implemented led to approximately 8% savings in water use. As part of the company’s natural resources management approach, the water that is treated in waste water treatment plants is recycled and reused. Doing so, Şişecam Glass Packaging focuses on efficient use of water –one of our most important natural resources.

At Şişecam Glass Packaging, this year approximately 122,000 m³ of waste water was recovered, leading to an approximately 55% reuse rate for waste water. Having already achieved the target of reusing 5% of industrial waste water by the year 2022, Şişecam Glass Packaging aims to improve its performance on this front further.

Amount of Recycled/Reused Water (m³)



The new grease trap systems introduced at Yenişehir plant led to a reduction of oil volumes in waste water released to chemical treatment, all the while achieving economic benefits with reference to the oil thus retained. The efficiency of the chemical treatment plant at Mersin is also improved, leading to the elimination of pollution at its source. This not only reduces treatment costs, but also increases the waste water recycling rates.

Şişecam Glass Packaging works to effectively manage its water footprint and achieve its water saving goals through systems that are inspired by its PRESERVE approach and planned to be passed onto future generations.

AIR EMISSIONS

Air emissions are among the sector’s main environmental impacts. Aware of the importance of achieving reduction in nitrogen oxide (NOx) and sulfur oxide (SOx) emission levels, Şişecam Glass Packaging is actively working on improvement projects. In this context, the company intends to minimize the air emissions of its production plants, with a view to contributing to the achievement of Şişecam Group’s target of cutting back NOx emissions by the year 2022.

Having executed various projects to reduce NOx emissions caused by glass furnaces, Şişecam Glass Packaging strives to reduce both fuel consumption and emission levels through primary measures. Doing so, it aims to achieve reduction at the source by optimizing operating conditions. This year saw energy savings to the tune of TRY 971,000 as well as NOx emission reduction by 30% at glass furnaces. Şişecam Glass Packaging intends to achieve more on these fronts in the upcoming period and take the performance in this field one step further.

BIODIVERSITY

In line with Goal 15 of the United Nations Sustainable Development Goals to “protect, restore and promote the sustainable use of terrestrial ecosystems”, biodiversity protection and management constitutes an integral part of Şişecam Glass Packaging’s vision for sustainability and its strategic goals.

Şişecam Glass Packaging continues afforestation and conservation activities to increase the value of biodiversity in the areas where it operates. This year, a tree planting activity was organized at Eskişehir plant’s site, for the employees and their families. Regular tree planting events are organized at Mersin plant as well. Şişecam Glass Packaging increases the value of biodiversity, while raising a green world consciousness in future generations with these activities which it carries out following its PRESERVE principle.

NATURAL RESOURCE MANAGEMENT

ENVIRONMENTAL AND INSTITUTIONAL
HERITAGE STEWARDSHIP

Environmental and Institutional Heritage Stewardship

From the windows of our homes to the fine crystal glasses gracing our dining tables, and to glass water bottles we use, glass has been in our lives for 5000 years now, and has a social heritage all of its own. Since its incorporation, Şişecam Glass Packaging acts with an awareness of the responsibility to both preserve the cultural heritage aspect and develop the industry of glass, which is endowed with such a rich history.

Şişecam Glass Packaging carried out a number of activities to show how glass can contribute to our lives, focusing on the importance of glass within our cultural heritage. The website hayatacamkat.com, originally set up in 2012 to raise awareness among consumers about glass packaging, and to encourage the use of glass packaging products, was refurbished and saw some efforts to increase its visibility through the relaunch carried out last year.



hayatacamkat.com has achieved great success by making it to the finals of the Corporate Blog Category along with other strong brands, in the Golden Spider Contest, an independent web award.

Within the framework of the “Adding Glass to Life” Project, the videos showing the preparation of practical dishes emphasizing the use of water bottles and jars, by master chef Refika Birgül, were shared on hayatacamkat.com as well as social media.

Şişecam Glass Packaging considers preserving the place of glass, which had hitherto been the healthiest and completely environmentally friendly packaging material, in the wider context of cultural heritage, as one of its primary responsibilities.



EMPOWER

DIVERSITY & INCLUSIVITY
INTERNATIONAL ENABLER TO
FOSTER SUSTAINABILITY

DIGITAL INTELLIGENCE AND COMMUNITY

DIVERSITY & INCLUSIVITY

INTERNATIONAL ENABLER TO
FOSTER SUSTAINABILITY

DIGITAL INTELLIGENCE AND COMMUNITY

EMPOWER

Şişecam Glass Packaging **EMPOWERS** its employees, local communities, vulnerable groups and supply chain to become an active player for sustainable solutions and international enabler by advocating and engaging in practices that encourage diversity and inclusivity.

Şişecam Glass Packaging's EMPOWER approach will lead to the integration of diversity and inclusivity into daily practices both at corporate and operational level, while also fostering the advancement of digital intelligence and community.

Şişecam Glass Packaging empowers its employees, local communities, vulnerable groups and supply chain to become active players in sustainable solutions by advocating and implementing practices that encourage diversity, inclusivity and digitalization.

While achieving its own goals within the scope of its EMPOWER approach, it contributes to Şişecam Group's goals for 2022 listed below:



By 2022, zero target for occupational accidents (LTIFR¹)

¹ Lost time injury frequency rates

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 DIGITAL INTELLIGENCE AND COMMUNITY

THE WORKING ENVIRONMENT AT ŞİŞECAM GLASS PACKAGING

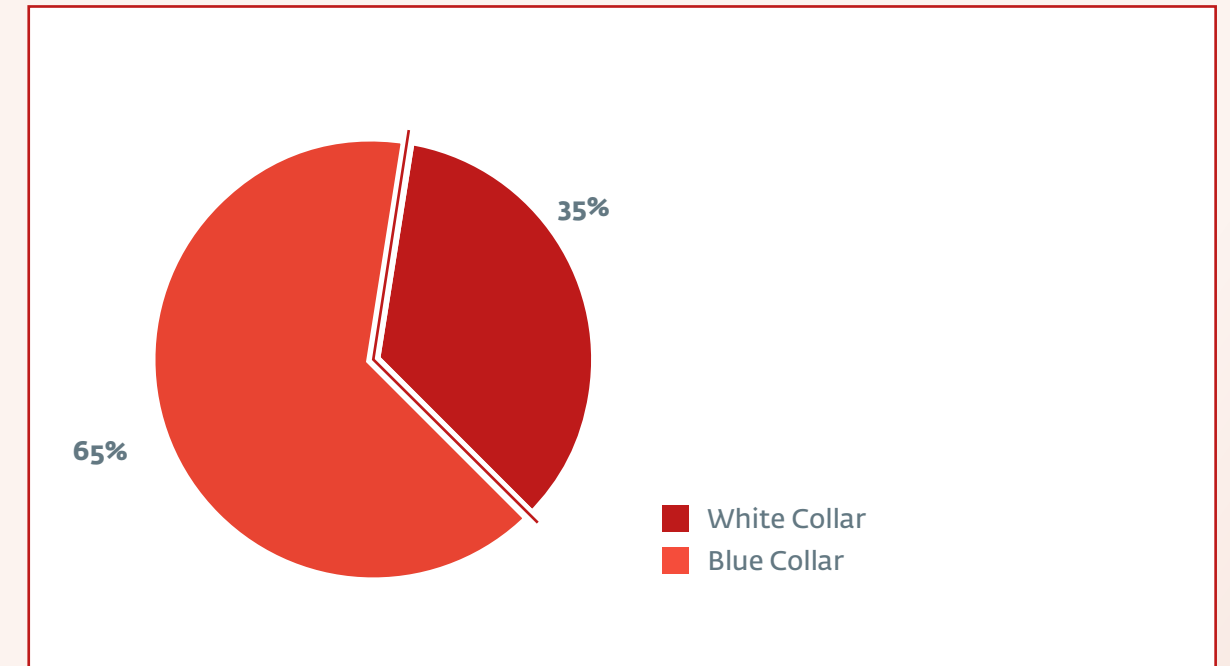
The most valuable element of capital Şişecam Glass Packaging has, and the determining factor in its achievements, is its work force. Şişecam Glass Packaging provides a fair and enjoyable work environment in which all employee rights are extended in compliance with national and international standards, without any discrimination. In this framework, we establish industry relations focused on competitiveness and productivity as required by today’s working conditions, creating a culture of occupational health and safety that is in keeping with Şişecam Glass Packaging’s corporate structure.

65% of 1,721 employees of Şişecam Glass Packaging are blue collar workers, while white collar ones account for the remaining 35%. The company promotes an innovative and co-operative corporate culture for sustainable global success, and implements the best human resources practices in the areas where it operates, pursuing a human resources policy that adds value to all stakeholders.



Şişecam Group’s Human Resources Policy, developed in line with its focal points such as becoming global, ensuring equal opportunities, inclusivity, objectivity and continuous improvement, and embraced by Şişecam Glass Packaging, is translated into the languages spoken in the countries in which the company has operations, and is then shared through the corporate communications portal available for access by the employees.

Employees by Category



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Diversity & Inclusivity

Şişecam Glass Packaging believes that innovative and productive societies flourish only in those environments where there is diversity and equal opportunities. The company strives to convey the diversity of its global human resources and its cultural heritage to future generations in a reinforced perspective, and bases all its practices on inclusivity and equality of opportunity.

With the “Empower” principle of Şişecam’s Sustainability Strategy, Şişecam Glass Packaging is putting forth a strong, people-oriented management approach that focuses on strengthening all stakeholders, especially women. It intends to strengthen its employees and stakeholders through the implementation of practices that promote diversity and inclusivity in connection with the UN’s Sustainable Development Goal 5 Gender Equality and Goal 10 Reduced Inequalities.



One of the biggest issues regarding discrimination that business world faces today is the women employment. Şişecam Glass Packaging support women’s employment and encourage women employees to take part in the top management bodies.

With the establishment of the Working Group on Diversity and Inclusivity under the Sustainability Committee, we plan to begin the required activities with the contributions of internal and external stakeholders. In this context, proposals for action have been prepared by the working group on Enhancing and Facilitating Women’s Working Conditions, Supporting Women’s Participation in the Workforce and Supporting their Career Development, and Raising Awareness and Cooperation with Stakeholders.

Şişecam Glass Packaging carries out the management of employee wages, perks, career paths and performance without discrimination of any kind based on gender, religion, language, or race. Discrimination among employees with a similar set of skills and job experience is not allowed. There have been no discrimination cases or complaints brought with reference to Şişecam Glass Packaging’s operations.

As of 2017, one out of every three executives in the Board of Directors and the Executive Committee of Şişecam Glass Packaging are female.

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At Şişecam Glass Packaging, flexible working opportunities are created for employees on the basis of a diverse workforce with different expectations and needs; and flexible working hours, flexible side benefits and social activities are offered.

EMPLOYEE RIGHTS

Şişecam Glass Packaging always protects the fundamental rights and liberties of its employees, and applies, in accordance with market conditions, competitive wage and side benefit strategies that reward stable high performance. Human resources programs that support a work and life balance for employees are in place.

At Şişecam Glass Packaging, flexible working opportunities are created for employees on the basis of a diverse workforce with different expectations and needs; and flexible working hours, flexible side benefits and social activities are offered.

All white collar Şişecam Glass Packaging employees can choose to be included in the Private Pension Scheme supported by employer contributions according to the provisions of the Private Pension System (PPS) Regulation. Provided that employees are in the system, 3% of their gross wage is paid by Şişecam Glass Packaging, as PPS contribution. Approximately 60% of Şişecam Glass Packaging employees have Private Pension accounts.

The protection of workers' trade union rights is a top priority. Şişecam Glass Packaging places a strong emphasis on enabling employees to be fairly represented within the framework of a healthy structure in their relations with the company management and to freely exercise their collective bargaining and organization rights. The company conducts relations with trade unions under the coordination of the Industrial Relations Directorate within the Group.

DIVERSITY & INCLUSIVITY

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FOSTER SUSTAINABILITY

DIGITAL INTELLIGENCE AND COMMUNITY

SAFE WORKING ENVIRONMENT

Armed with the awareness that sustainable success can occur only through an established OHS culture, Şişecam Glass Packaging carries out all its operations in a healthy and safe work environment.

OHS at Şişecam Glass Packaging is managed by the Şişecam Group Industrial Relations Directorate. Managing employee health and safety with OHSAS 18001 OHS Management System available at all sites of the company, Şişecam Glass Packaging carries out cross-audits at plants comprising various groups, by teams composed of OHS experts.

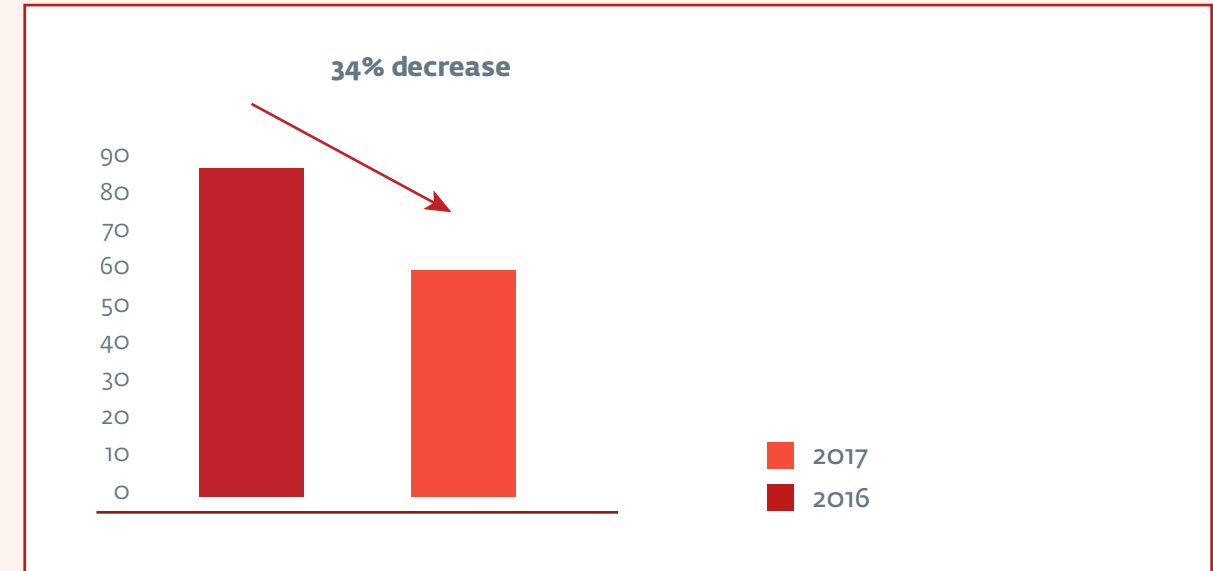
Ever furthering its efforts to internalize the OHS culture, Şişecam Glass Packaging made good use of the OHS Ambassadors project and the relevant activities, and shared the good practices they led to. Spot videos about the effects of serious accidents in the factories and the Guidelines for Working Safely at Height were made available to all employees in the country. In addition, OHS leadership training was given to managers involved in the production stages to help promote the concept of leadership, a prominent factor in the development of the OHS culture.

Şişecam Glass Packaging works to fulfill its target of performing every stage of its production activities mentioned in its OHS Policy in a healthy and safe working environment, and reduces the number of work accidents by offering its employees OHS training. Approximately 35% of all training sessions offered to employees are on OHS-related issues. Furthermore, contractor personnel are also provided OHS training sessions, to ensure that they operate in line with Şişecam Glass Packaging’s principles, and work with the same safety perspective.

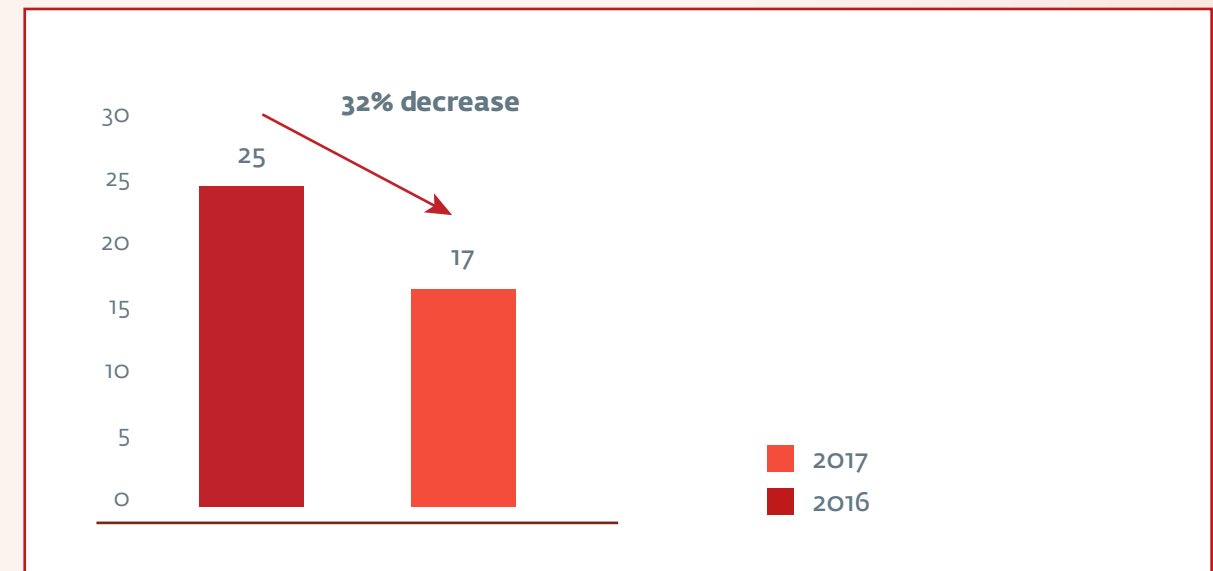
While no fatal accidents or occupational diseases have been reported in Şişecam Glass Packaging, the number of accidents was reduced by 34% compared to 2016 as a result of the improvements. In parallel to this development, accident frequency was also cut by 32% compared to 2016. Furthermore, the number of days lost due to accidents involving employees was reduced by 28% compared to the previous year. All these improvements are the results of Şişecam Glass Packaging’s practices to provide a healthy and safe working environment for its staff.

	2016	2017
Lost Day Rate (LDR)	596	429

Number of accidents



Total Injury rate (IR)



DIVERSITY & INCLUSIVITY

INTERNATIONAL ENABLER TO
FOSTER SUSTAINABILITY

DIGITAL INTELLIGENCE AND COMMUNITY

EMPLOYEE WELL-BEING

Şişecam Glass Packaging provides a healthy, safe and eco-friendly work environment by constantly improving its approaches aimed at ensuring employee loyalty, job satisfaction and cultivating a positive business climate.

The third iteration of the Employee Loyalty Survey aiming to assess employee loyalty, with a view to developing a suitable work environment for employees, was carried out by the Group. The results of the survey were used as the basis of improvements introduced. For the first time this year, white collar employees, as well as blue collar employees in domestic factories and operations, were included in the survey. In addition to the Employee Loyalty Survey, the Corporate Reputation Survey was also conducted for white collar employees.

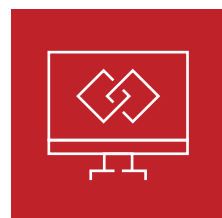
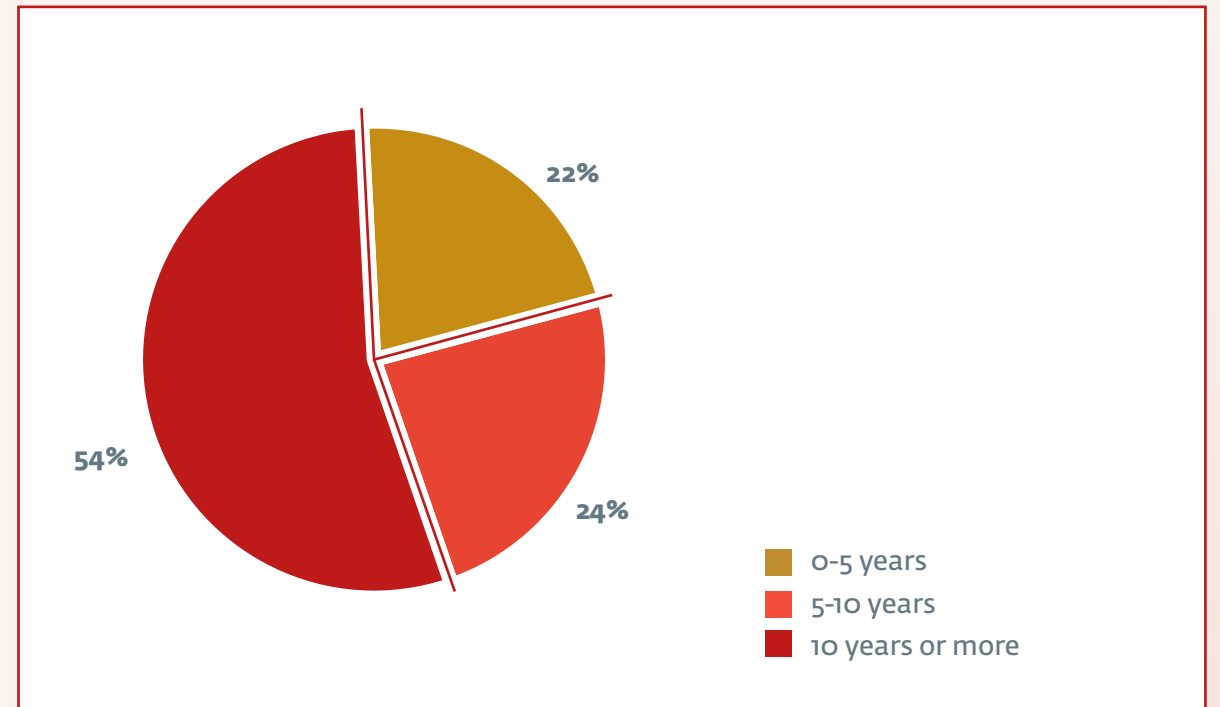
The participation rate in the Employee Loyalty Survey held by Şişecam Group to cover the entire Group rose to 84% this year from 77% in 2015. The participation rate in the Corporate Reputation Survey exclusively prepared for white collar employees was 77%.

At Şişecam Glass Packaging, employee feedback and complaint mechanisms are in place to protect the rights of the employees. In 2017, a complaint raised by an employee, with respect to employee rights, received a positive response from the company.

Şişecam Glass Packaging believes that working with the same employees for extended periods plays a crucial part in ensuring sustained success. In this context, the work environment ensures that the employees contribute to business processes for many years. The employees who have been with the company for 10 years or more constitute 54% of the total staff count of Şişecam Glass Packaging. Furthermore, the employee turnover rate based on the number of employees who leave the firm is 6%.

Şişecam Glass Packaging is introducing a variety of systems and projects in order to create a participatory corporate culture in which employees can participate in company decision-making mechanisms, exchange ideas and suggestions, communicate effectively and learn about new developments within the Şişecam Group and Şişecam Glass Packaging.

Headcount by the number of years in employment (2017)



Camport- Thanks to its corporate intranet system, which is user-friendly, easily accessible and interactive, flawless communication is provided within Şişecam Glass Packaging.



Idea Factory- With the Idea Factory platform that enables the company's employees to be involved in the RTD and innovation processes, 61 innovative ideas that provide added value for the company, increase efficiency, aim to develop the business climate and corporate culture, and adopt innovation are put to good use.

DIVERSITY & INCLUSIVITY

INTERNATIONAL ENABLER TO
FOSTER SUSTAINABILITY

DIGITAL INTELLIGENCE AND COMMUNITY

TALENT AND CAREER MANAGEMENT

In line with its mission to become a favorite employer, Şişecam Glass Packaging pursues an objective, systematic and development-focused approach in all of its human resources processes from recruitment to career management, from education and development to performance management. It designs training programs to support the professional and individual development of its employees. It also provides regular performance assessments, career management and development opportunities for all its employees to enhance their competencies and provide new opportunities in different areas.

The **Şişecam Group Talent Management System**, designed by the Şişecam Group, was introduced in 2017 to attract new talent and enable Şişecam Glass Packaging to realize its sustainability targets, to allow employees at Şişecam Glass Packaging and other Group companies to show their true potential, and to train future leaders. Candidates with a high performance and potential selected by managers responsible for talent management across the group according to pre-determined criteria and objective measurement results are defined as “talent” by Şişecam Glass Packaging. The intention is to support the development of employees in the talent pool and to allow their performance to reflect their potential in a sustainable manner.

Within the Career Management System, which is an important program for retaining highly-skilled employees, organizational and personal needs are planned and all of our employees are offered the opportunity to progress in their careers. White and blue collar employees can participate in work carried out by the Assessment and Development Center through which competency analyses are conducted and development plans are created. Furthermore, approximately 34% of employees were involved in regular performance evaluation and career development reviews.



In 2017, 55 hours of person-hours of training was provided to white collar employees, while 22 hours was provided to blue collar employees, and 6 hours was provided to subcontracted employees.

Şişecam Glass Packaging attaches great importance to ensuring that contractor staff embrace Şişecam Glass Packaging’s operating principles, and contribute to the company’s business procedures. In this context, the company provides training sessions to enhance their technical skills and productivity levels.



In 2017, Şişecam Academy continued to offer its employees placements in schools and training programs related to their career pathways and needs in the areas of technical/professional development, personal development, institutional development and leadership through its unique development solutions.

Thanks to the Academy, employees can take part in conferences, seminars and conventions organized inside and outside the country on a number of issues, and can get foreign language support. Furthermore, employees who wish to study for a post-graduate degree are offered a certain amount of support by the firm. The ‘Orientation Program’ was restructured by Şişecam Academy in 2017 in order to increase the adaptation and contribution of new employees of Şişecam Glass Packaging, to promote the corporate culture, and to create experience sharing platforms.

The **English Language Development Program** was designed in keeping with Şişecam Glass Packaging’s global adaptation strategy to ensure that employees develop their English language proficiency.

This year, Şişecam Glass Packaging employees also joined the Glass Production Simulation prepared by Şişecam Group for the purpose of providing them with basic information about glass production, which is Şişecam Glass Packaging’s main area of activity. The three employees achieving the highest score using the Glass Production Simulation, enriched by tasks, points, competition and problem-solving, were given awards.

DIVERSITY & INCLUSIVITY

**INTERNATIONAL ENABLER TO
FOSTER SUSTAINABILITY**

DIGITAL INTELLIGENCE AND COMMUNITY

International Enabler to Foster Sustainability

Şişecam Glass Packaging believes that it needs to take responsibility for leading the industry and its area of influence, as a glass packaging producer with global operations.

In the medium and the long-term, it aims to strengthen its position as an international supporter and advocate for sustainability by becoming a role model through its innovative practices, while at the same time turning its employees, local communities, vulnerable groups and supply chain into advocates for this issue.

Furthermore, it attaches great importance to cooperation in order to create a scale effect in its domain of influence and to bring into play innovative solutions through common sense. To this end, in order to strengthen its partnerships, it continues to negotiate with industrial organizations, governments, non-governmental organizations, and especially international organizations and universities in addition to its existing memberships. Şişecam Glass Packaging also strengthens its dialogue with its supply chain, customers and the local community in which it operates.

PARTNERSHIPS

Şişecam Glass Packaging continues to reinforce its sustainability partnerships in line with its areas of activity. On the basis of the current objectives of the partnerships, the general sustainability principles are mainly related to strengthening its corporate capacity in specific areas of sustainability, such as life cycle management and its integration into the work process, data management, gender, inclusivity and diversity such as water, land and biodiversity management. Şişecam Glass Packaging supports these goals through the meeting plans it develops for supply chains, customers and local communities. Şişecam Glass Packaging's aim in doing so is to develop and implement a more detailed partnership plan as the actions related to the strategy emerge.

Şişecam Glass Packaging fulfills its mission of becoming an international leader in sustainability and its advocate by strengthening local communities and making contributions to the sector in which it operates. Accordingly, it supports the emergence of new ideas through shared wisdom and aims to contribute to capacity building for youth, through industry-university cooperation. The inclusivity of university students in glass packaging design process is crucial in terms of bringing added value to the sector Şişecam Glass Packaging operates in. This year's cooperation with Karabük University entailed a trip for Students to visit the plant and the Print Center in Eskişehir, giving them the opportunity to see the glass packaging production process with their own eyes, followed by their implementation of glass packaging designs.

Furthermore, the cooperation with GFK Turkey led to research to identify the packaging preferences playing a role in beverage purchases. This research helped determine the consumers' attitudes towards glass packaging and the rate at which enterprises forward glass packaging products for recycling. Şişecam Glass Packaging utilizes the strength of its partnerships with a view to contributing to the development of the industry, by supporting the flow of information in the industry it operates in. Moreover, throughout the year the company shared its approaches and experiences in glass packaging production with its business partners by undertaking the role of host, speaker, active participant or guest in various events, summits and forums held in cooperation with a range of institutions and organizations.

DIVERSITY & INCLUSIVITY

INTERNATIONAL ENABLER TO
FOSTER SUSTAINABILITY

DIGITAL INTELLIGENCE AND COMMUNITY

SUPPLY CHAIN MANAGEMENT

Şişecam Glass Packaging continuously improves the quality of its products, determines the risks that may arise in the supply chain in a timely manner, and manages them within the framework of international standards through the responsible management of its supply chain.

The social, ethical and environmental performance of its suppliers is assessed through audits carried out by Şişecam Glass Packaging itself, and areas open to improvement are determined in light of its sustainability approach. Local suppliers are preferred to the largest extent possible in order to contribute to the local economy and grow together with experienced suppliers with whom long-term cooperation is sought.

99% of all 1,571 suppliers Şişecam Glass Packaging works with are local ones. The share of payments to the local suppliers in all payments to suppliers is 92%. In addition to long-term cooperation, new suppliers are also given opportunities to learn and improve together. When choosing new suppliers, the number of which reached 123 this year, a set of criteria such as the environmental management system used by the suppliers and the demographic structure of the employees are given as much importance as their financial status and the volume of the investment.

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CORPORATE SOCIAL RESPONSIBILITY

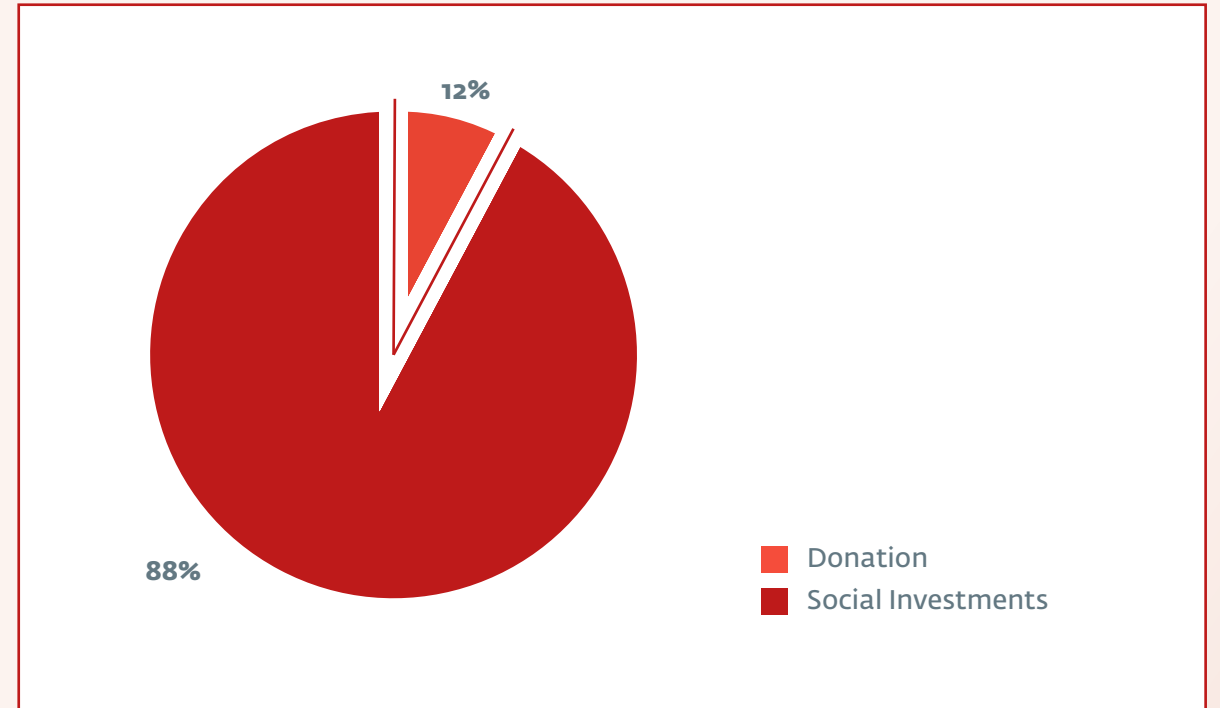
Given the company’s sustainability approach and commitment to the UN Sustainable Development Goals, Şişecam Glass Packaging’s Corporate Social Responsibility Program aims to empower local communities, vulnerable segments of society, and its supply chain through data sharing, capacity building, and conservation practices to increase their inclusivity, increase diversity and ensure active participation in sustainable social, economic and environmental solutions through a multi-sector approach. The prioritized target groups are young people, women, and vulnerable groups.

The volunteer project to gather fairy tale and story books for primary school students served both to encourage volunteering activities among the employees, and to help students from disadvantaged backgrounds with book donations, ultimately contributing to their personal and social development.

Believing in creating value through contributions to society, in 2017 Şişecam Glass Packaging made a number of donations and carried out social investments with an eye to the wealth of the society, in the context of the company’s corporate social responsibility budget.

Information on Şişecam Glass Packaging’s other corporate social responsibility projects aimed at creating value by contributing to society are presented under the “Heritage” section of the report.

CSR Expenditure



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Digital Intelligence and Community

New technologies arise and transform rapidly, creating new areas of use every day. The innovative and creative perspectives of Şişecam Glass Packaging employees are constantly consulted to ensure the sustainability of the company's leading role in production in the face of the transformations brought about by Industry 4.0. The company sees digitalization as a driving force for social development, and it has been bringing to life new ways of doing business in accordance with the requirements of the age by integrating technology and the use of large data into all its processes. Thus, in addition to ensuring the integration of information technology within the industry, it takes firm steps toward continuous development.

Şişecam Glass Packaging places great emphasis on the quality and fast production processes that will be created with smart factories in order to create flexible, dynamic and self-organizing production processes in the context of Industry 4.0.

The project for unmanned product storage based on RFID (Radio Frequency Identification), entry of shipment requests into the SAP system, the use of the SAP system for vehicle requests, and the transition to Ramp Management System are among the efforts to digitalize and transform the operations of Şişecam Glass Packaging, which aims to achieve the highest level of productivity in its operations, by keeping a close eye on technological developments.

EFFECTIVE CUSTOMER RELATIONS

Şişecam Glass Packaging cares about the satisfaction of its customers, who are also stakeholders in the Group, and develops and executes action plans according to the results of the Customer Satisfaction Survey held at the end of each operating year. The company focuses on efficient and transparent communications through meetings with and visits to customers, and trade show participation, all the while developing customer-centric business processes. The company provides technical support to its customers through the seminars it has been organizing as part of the "Euroasia Packaging Fair" for the last four years, and keeps a close eye on its customers' glass packaging filling processes and ensures that they take action regarding the problems which may arise in the coming era.

Aiming to achieve operational excellence and enhancement of business processes, with a focus on customer satisfaction, Şişecam Glass Packaging refreshed its website with an award-winning design.

Şişecam Glass Packaging engages in training and auditing activities within the scope of the ISO 10002 Customer Satisfaction Management System at Eskişehir plant, and the competences of employees are continuously improved to ensure better customer satisfaction.

Şişecam Glass Packaging views the feedback from its customers and dealers as valuable input for both new products and services and increasing customer satisfaction. It analyzes such feedback diligently, and employs them for further improving its business processes. In doing so, the company makes contributions to society, through new products and increased service quality.

Customers can communicate their complaints to Şişecam Glass Packaging, via e-mail. All complaints submitted to Şişecam Glass Packaging in 2017 were responded to and brought to a solution.

INFORMATION SECURITY

At Şişecam Glass Packaging, the perspective for maintaining the confidentiality of customer data is based on the understanding of operating as a responsible organization, as well as the objective of achieving superior customer satisfaction. In this respect, the most up-to-date, effective and safe technological infrastructures are used and training to improve employee awareness of data confidentiality is provided. The business contracts executed with the customers meet common confidentiality and data storage requirements, and practices to prevent potential violations in this context are put in place.

Furthermore, Şişecam Glass Packaging continues to work with reference to Digital and Cyber Security and ISO27001 Information Security framework, and in this context developed the Security Road Map 2018 - 2020, and implemented required improvements to control data access and to ensure information security.



PROGRESS

AN ACTIVE SOLUTION PARTNER
FOR CLIMATE CHANGE

INTEGRATION OF LOW-CARBON APPROACH
CLIMATE NEUTRAL 360° CIRCULARITY MODEL

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CLIMATE NEUTRAL 360° CIRCULARITY MODEL

PROGRESS

Şişecam Glass Packaging is committed to **PROGRESS** through the climate-neutral 360° circular model, which includes but not limited to the sustainable use of energy and natural resources, digitalization and innovation, whilst encouraging and enabling the equal participation of women and vulnerable segments of society.

Şişecam Glass Packaging fulfills its commitment to becoming an active player in integrating its anti-climate change efforts and cyclical models into all its activities through its PROGRESS approach.

The company’s medium and long-term vision is to establish an enabling environment as a champion of corporate heritage and to operate climate-neutral 360° circular models.

While achieving its own goals within the scope of its PROGRESS approach, Şişecam Glass Packaging contributes to Şişecam Group’s goals for 2022 listed below:



Reducing greenhouse gas emissions in glass production facilities by 5% from the 2017 baseline by 2022



Reducing specific energy consumption in glass production facilities by %2 from the 2017 baseline by 2022



Launching the Waste Heat Recovery System in a minimum of two factories by 2022

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FOR CLIMATE CHANGE**

INTEGRATION OF LOW-CARBON APPROACH

CLIMATE NEUTRAL 360° CIRCULARITY MODEL

An Active Solution Partner for Climate Change

Climate change continues to affect our lives in many ways, from extreme weather to the reduction of natural resources, and such impacts and effects are expected to increase in the long run.

Şişecam Glass Packaging believes that climate change, one of the greatest global problems of our age, can be solved only through effective collaboration networks. Hence why it attaches importance to being an effective solution partner acting in cooperation with individuals, the private sector, public institutions, international institutions and non-governmental organizations.

Managing the short- as well as long-term risks climate change poses, through adaptation and adjustment policies is on Şişecam Glass Packaging's list of priorities. Şişecam Glass Packaging regularly shares its climate change strategy and performance within the scope of the Carbon Disclosure Project in order to disclose its priorities and the steps it takes in a transparent way.

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Managing the short, as well as long-term risks climate change poses, through adaptation and adjustment policies is on Şişecam Glass Packaging's list of priorities.

AN ACTIVE SOLUTION PARTNER FOR CLIMATE CHANGE

INTEGRATION OF LOW-CARBON APPROACH
CLIMATE NEUTRAL 360° CIRCULARITY MODEL

Integration of Low-Carbon Approach

Şişecam Glass Packaging contributes to Şişecam Group’s carbon reduction targets by effectively managing renewable energy, energy efficiency projects and carbon emissions at all its facilities.

Given its operations in a energy-intensive industry, energy ranks high among Şişecam Glass Packaging’s production inputs. That is why the company never ceases to evaluate the risks and opportunities related to energy and to manage its operations accordingly.

In addition to efforts to enhance efficiency in order to achieve sustainable use of energy, renewable energy sources are evaluated and integrated into Şişecam Glass Packaging’s operations.

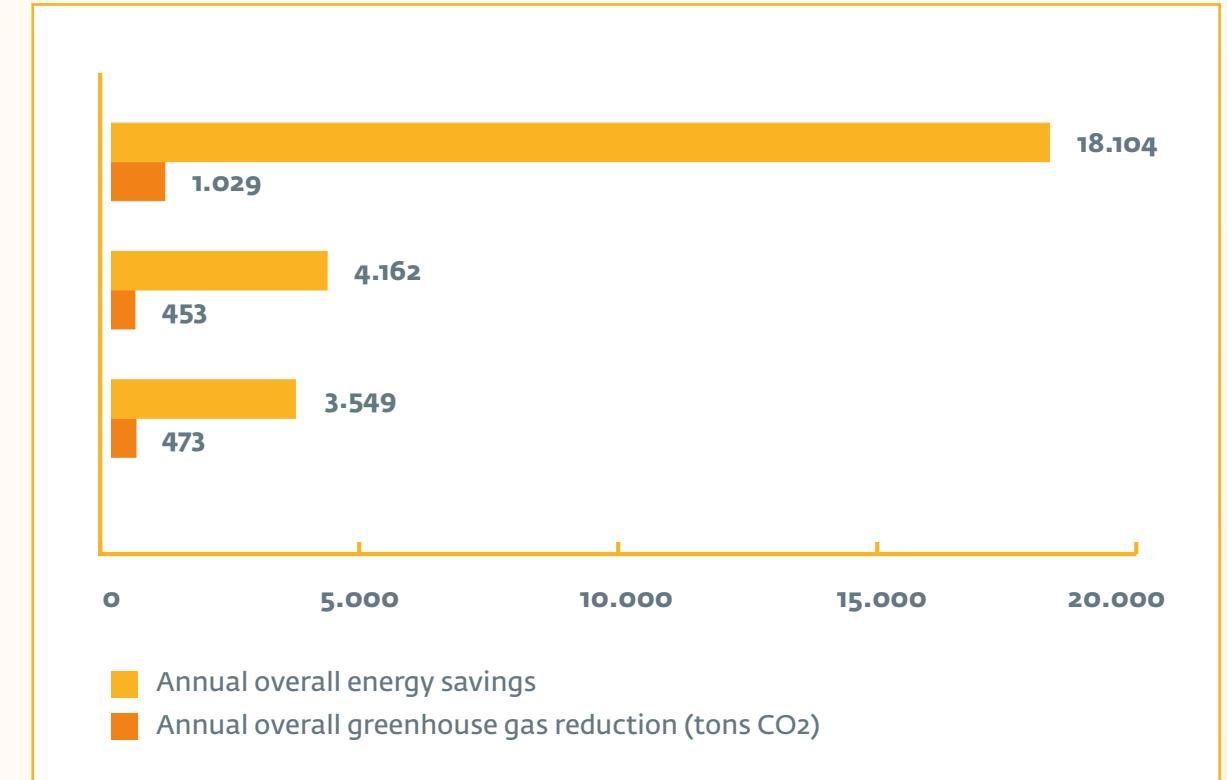
Work to determine and implement the roadmap for sustainable energy supply, renewable energy source applications, and energy efficiency projects is carried out by the Şişecam Group Corporate Development and Sustainability Department.



At its production facilities equipped with a Sustainable Energy Measurement Monitoring System (SEOIS), major energy consumption items are monitored instantaneously and improvements are made on process performance.

In 2017, projects entailing the modernization and enhancement of the equipment at the factories helped reduce energy use by approximately 18,000 GJ, coupled with an approximate reduction in carbon figures by 1,000 tons. Financial savings approaching TRY 656,000 were achieved through these developments. Şişecam Glass Packaging is working to achieve the goal of reducing greenhouse gas emission intensity by at least 5% compared to 2017, one of the 2022 targets of the Group.

Greenhouse gas reduction and energy savings



Through the product weight reduction efforts which began in 2010 and which are still in progress, Şişecam Glass Packaging reduced the weight of approximately 7% of its glass packaging products, reducing both raw material use and carbon emissions.

Şişecam Glass Packaging engages in improvements such as the use of next-gen high-efficiency motors in its factories, the renovation of the lighting system, and the transition to high-pressure systems, leading to approximately 18,000 GJ of energy savings and TRY 990,000 in financial savings.

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FOR CLIMATE CHANGE

INTEGRATION OF LOW-CARBON APPROACH

CLIMATE NEUTRAL 360° CIRCULARITY MODEL

Climate Neutral 360° Circularity Model

In the medium to long-run, Şişecam Glass Packaging aims to implement climate-neutral 360° circular models into the operations at its factories. In this framework, it continues to make improvements by adopting the best possible technologies and continuously evaluating its performance. Through both its innovative and eco-friendly products and the solutions it develops as part of its processes and products, it develops a 360° circular model that covers after-sale services for end users, as well as its facilities.

TECHNOLOGY AND INNOVATION

Technology and innovation lie at the heart of Şişecam Glass Packaging's efforts to implement the targeted circular model. Believing in the essential role Research and Technological Development (R&TD) activities play as one of the leading components of global competitiveness today as well as in the future, Şişecam Glass Packaging evolved into an important player of global competition in its sector, thanks to the practices introduced in this context, and the products produced.

Şişecam Glass Packaging's R&TD activities are conducted in close coordination with Şişecam Group's Science and Technology Center and with regional laboratories which function within this structure. The company's R&TD strategy, in turn, is reviewed annually through a process which sees active participation by the Research and Technological Development Department, Project and Business Development Directorate reporting to the Vice President for Production, and the Strategy Department.

INNOVATIVE PRODUCTS

In addition to the innovative solutions it produces during its business processes, Şişecam Glass Packaging continues to create value in its domain of influence, through its innovative and environment-friendly products as well.

Şişecam Glass Packaging stands out with its innovative and creative approach to glass packaging production. The company's award-winning design products created through research and development efforts brought it to a respected position inside and outside Turkey. The extensive experience the company boasts, combined with its expertise in industrial design and advanced engineering, led to significant advances in product development. The new product coated with "Shatter-Proof Coating" registered under the name SECURA represents a new perspective to glass packaging design. The surface coating of the product which essentially acts as a glass which resists shattering when broken, was given its transparent character through joint efforts with Şişecam's Science and Technology Center (BTM).

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INTEGRATION OF LOW-CARBON APPROACH
CLIMATE NEUTRAL 360° CIRCULARITY MODEL

PERFORMANCE INDICATORS

Energy Consumption (GJ)	2017
Natural Gas	6,408,049
Electricity	1,230,918
LPG	0
Anthracite / Coal	0
Other	0
Total Energy	7,638,967

Greenhouse Gas Emissions (Tons CO ₂)	2017
SCOPE 1	527,749

Annual Total Greenhouse Gas Reduction (Tons CO ₂)	2015	2016	2017
	1,225	1,415	1,859

Energy Savings	2015	2016	2017
Total Energy Savings (GJ)	9,016	10,852	23,991
Total Energy Savings (TRY)	500,849	672,001	1,065,025

	2015	2016	2017
Environment Fine (TRY)	-	-	-
Environmental Investment and Expenditures (TRY)	630,345	835,771	1,057,266

Amount of water used (m ³)	2015	2016	2017
City water	151,659	170,075	179,636
Groundwater (Well water)	447,310	451,901	730,308

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INTEGRATION OF LOW-CARBON APPROACH
CLIMATE NEUTRAL 360° CIRCULARITY MODEL

	2015	2016	2017
Recovered / Reused Water (m³)	110,583	64,743	122,010
Amount of Waste Water (m³)	229.713	232.627	221,756

Waste Volume (ton)	2015	2016	2017
Hazardous Waste	676	956	1,421
Sanitary Landfilled (domestic and industrial waste)	555	1,138	4,478
Recycled (paper, cardboard, plastic, glass, metal etc.)	4,144	6,929	4,325
Recovery for energy purposes (waste oils)	111	161	238

	2015	2016	2017
Reused cullet in production (ton)	156.000	180.400	185.627

Economic Performance Indicators

	2015	2016	2017
Taxes paid (TRY Million)	48	27	41
Production (thousand tons)	1,764	1,841	1,909
Net profit (TRY million)	31	465	184
Sales revenues (TRY million) Total	1,600	1,830	2,411
Sales proceeds (TRY million) International	933	906	1,195
Sales revenues (TRY million) Turkey	667	924	1,216

Summary Consolidated Financial Standing Statement (TRY Million)	2015	2016	2017
Total Assets	3,750	4,417	4,183
Equities	1,747	1,911	1,892
Sales ***	1,600	1,830	2,411
Gross Profit***	376	457	671
EBIT (EARNINGS BEFORE INTEREST, TAX)	178	502	318
EBITDA (EARNINGS BEFORE INTEREST, TAX, DEPRECIATION AND AMORTIZATION)	393	747	614
Profit for the period	31	465	184
Net Financial Obligations	1,002	747	1,009

* EBITDA and EBIT calculations take into account operating profits before financing revenue.
 ** Net financial liabilities is calculated by deducting other receivables from related parties and cash from the sum of short-term and long-term liabilities and other liabilities against related parties.
 *** Sales have been revised as per the new accounting policy.

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INTEGRATION OF LOW-CARBON APPROACH
CLIMATE NEUTRAL 360° CIRCULARITY MODEL

Financial ratios	2015	2016	2017
Current assets / Short Term Liabilities	1.48	1.40	1.19
Shareholders' Equity / Overall Liabilities	0.47	0.43	0.45
Net financial obligations / shareholders' equity	0.57	0.39	0.53
Net financial obligations / overall liabilities	0.27	0.17	0.24
Gross profits / sales revenues***	0.24	0.25	0.28
EBITDA* / Sales revenues***	0.25	0.41	0.25
EBIT* / Sales revenues***	0.11	0.27	0.13
Net Financial Obligations** / EBITDA*	2.55	1.00	1.64

* EBITDA and EBIT calculations take into account operating profits before financing revenue.
 ** Net financial liabilities is calculated by deducting other receivables from related parties and cash from the sum of short-term and long-term liabilities and other liabilities against related parties.
 *** Sales have been revised as per the new accounting policy.

Social Performance Indicators

Employee Count	2015		2016		2017	
	Female	Male	Female	Male	Female	Male
Total Number of Employees	109	1,623	99	1,623	92	1,629

Employee Distribution per Category	2015		2016		2017	
	Female	Male	Female	Male	Female	Male
White Collar	109	462	99	523	92	518
Blue Collar	0	1,161	0	1,100	0	1,111
Number of Employees Covered by the Collective Labor Agreement	0	1,161	0	1,100	0	1,111

Number of Employees per Contract Type	2015		2016		2017	
	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary
Total Number of Employees	1,732	0	1,722	0	1,721	0
White Collar	571	0	622	0	610	0
Blue Collar	1,161	0	1,100	0	1,111	0

Number of Contractor Personnel	2015		2016		2017	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
Number of Contractor Personnel	271	0	282	0	320	0

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FOR CLIMATE CHANGE
INTEGRATION OF LOW-CARBON APPROACH
CLIMATE NEUTRAL 360° CIRCULARITY MODEL

Number of Employees by Age	2015		2016		2017	
	Female	Male	Female	Male	Female	Male
New hires during the year	8	62	9	65	9	112
Over the age of 50	0	0	0	3	0	0
In 30-50 age range	1	13	1	2	5	19
Younger than 30	7	49	8	60	4	93

Employee Turnover Rate	2015		2016		2017	
	Female	Male	Female	Male	Female	Male
Number of employees who left work during the year	7	162	16	90	8	95
Over the age of 50	1	5	1	6	0	10
In 30-50 age range	4	143	9	74	3	70
Younger than 30	2	14	6	10	5	15

Number of Employees per Years of Employment	2015		2016		2017	
	Female	Male	Female	Male	Female	Male
0-5 years	57	436	55	314	41	329
5-10 years	23	620	19	476	27	390
10 years or more	29	564	25	838	24	910

	2015		2016		2017	
	Female	Male	Female	Male	Female	Male
Number of Employees Taking Maternity Leave	5	66	6	60	9	33
Number of Employees Returning from Maternity Leave	4	66	6	60	5	33

Average hours of training per employee (Total hours of training /number of employees)	2015	2016	2017
Total hours	23	35	34
Blue Collar	15	30	22
White Collar	37	43	55

Performance Evaluation	2015		2016		2017	
	Female	Male	Female	Male	Female	Male
Number of employees involved in a regular performance and career development review	102	449	90	508	87	494

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FOR CLIMATE CHANGE
INTEGRATION OF LOW-CARBON APPROACH
CLIMATE NEUTRAL 360° CIRCULARITY MODEL

Diversity and Equal Opportunities	2015		2016		2017	
	Female	Male	Female	Male	Female	Male
Number of employees in senior management positions	4	38	3	39	3	39
Over the age of 50	1	6	0	6	0	19
In 30-50 age range	3	31	3	31	3	18
Younger than 30	0	1	0	2	0	2
Number of employees in the Board of Directors	1	5	1	5	2	4
Number of employees with disabilities, by gender and year	9	40	10	42	9	46

OHS Data	2015	2016	2017
ŞİŞECAM EMPLOYEES			
Number of Accidents	84	86	57
Time lost due to accident	1845	2063	1482
Total Injury Rate (IR)	24	25	17
Lost Day Rate (LDR)	519	596	429
CONTRACTOR STAFF			
Number of accidents with the contractor firms	14	9	6
Total Injury Rate (IR) with the contractor firms	5	10	6

OHS Trainings	2015	2016	2017
Percentage of training time devoted to occupational health and safety	20%	28%	35%
Rate of OHS training per employee	9 hours	16 hours	12 hours

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FOR CLIMATE CHANGE
INTEGRATION OF LOW-CARBON APPROACH
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GRI CONTENT INDEX



GRI Standard	Disclosure	Page Number/Link	Omission Reason
GRI 101: Foundation 2016			
General Disclosures			
GRI 102: General Disclosure 2016	Organizational Profile	-	-
	102-1	3	-
	102-2	8	-
	102-3	http://www.sisecamcamambalaj.com/en/investor-relations/corporate-identity-and-management/trade-registry-information	-
	102-4	9	-
	102-5	http://www.sisecamcamambalaj.com/en/investor-relations/corporate-identity-and-management/shareholder-structure	-
	102-6	8	-
	102-7	9	-
	102-8	42	-
	102-9	33	-
	102-10	None	-

GRI Standard	Disclosure	Page Number/Link	Omission Reason
	102-11	14,15	-
	102-12	19	-
	102-13	19	-
	Strategy	-	-
	102-14	4-7	-
	102-15	14-15	-
	Ethics and Integrity	-	-
	102-16	8-9, 15-16	-
	102-17	16-17	-
	Governance	-	-
	102-18	13-14	-
	102-19	13-14	-
	102-20	13-14	-
	102-21	18-19	-
	102-29	10-13	-
	102-30	14-15	-

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GRI Standard	Disclosure	Page Number/Link	Omission Reason
	102-31	14	-
	102-32	13-14	-
	Stakeholder Engagement	-	-
	102-40	18-19	-
	102-41	27	-
	102-42	18-19	-
	102-43	18-19	-
	102-44	17	-
	Reporting Practices	-	-
	102-45	3	-
	102-46	3	-
	102-47	10-11, 17	-
	102-48	None	-
	102-49	10-11	-
	102-50	3	-
	102-51	http://www.sisecamcamambalaj.com/sites/catalogs/en/Documents/sustainability/anadolucam_eng.pdf	-

GRI Standard	Disclosure	Page Number/Link	Omission Reason
	102-52	Annual reporting	-
	102-53	3	-
	102-54	3	-
	102-55	45-49	-
	102-56	No external assurance	-
GRI 200: Economic Standard Series			
Economic Performance			
GRI 103: Management Approach 2016	103-1	10-14	-
	103-2	10-14	-
	103-3	10-14	-
GRI 201: Economic Performance 2016	201-1	40	-
GRI 300: Environmental Standard Series			
Energy			
GRI 103: Management Approach 2016	103-1	34-37	-

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GRI Standard	Disclosure	Page Number/Link	Omission Reason
	103-2	34-37	-
	103-3	34-37	-
GRI 302: Energy 2016	302-1	38	-
	302-4	38	-
Water			
GRI 103: Management Approach 2016	103-1	19-23	-
	103-2	19-23	-
	103-3	19-23	-
GRI 303: Water 2016	303-1	39	-
	303-3	39	-
Emissions			
GRI 103: Management Approach 2016	103-1	19-23	-
	103-2	19-23	-
	103-3	19-23	-
GRI 305: Emissions 2016	305-1	38	-

GRI Standard	Disclosure	Page Number/Link	Omission Reason
	305-5	38	-
	305-7	38	-
Effluents and Waste			
GRI 103: Management Approach 2016	103-1	19-23	-
	103-2	19-23	-
	103-3	19-23	-
GRI 306: Effluents and Waste 2016	306-2	39	-
Environmental Compliance			
GRI 103: Management Approach 2016	103-1	21	-
	103-2	21	-
	103-3	21	-
GRI 307: Environmental Compliance 2016	307-1	39	-
GRI 400: Social Standard Series			
Employment			

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GRI Standard	Disclosure	Page Number/Link	Omission Reason
GRI 103: Management Approach 2016	103-1	24-27	-
	103-2	24-27	-
	103-3	24-27	-
GRI 401: Employment 2016	401-1	42	-
	401-2	27	-
	401-3	43	-
Occupational Health and Safety			
GRI 103: Management Approach 2016	103-1	24, 27-28	-
	103-2	27-28	-
	103-3	27-28	-
GRI 403: Occupational Health and Safety 2016	403-2	44	-
Training and Education			
GRI 103: Management Approach 2016	103-1	30-31	-
	103-2	30-31	-

GRI Standard	Disclosure	Page Number/Link	Omission Reason
	103-3	30-31	-
GRI 404: Education and Training 2016	404-1	31,44	-
	404-2	31-32	-
	404-3	43	-
Diversity and Equal Approach			
GRI 103: Management Approach 2016	103-1	26-27	-
	103-2	26-27	-
	103-3	26-27	-
GRI 405: Diversity and Equal Approach 2016	405-1	43	-